

WAGE REGULATIONS

WAGE BOARDS

1974 — 1978

Union seeks 42,8 pc u

An increase in minimum wages of up to 42,8 percent for lower-paid workers in the commercial distributive trade was proposed today at a Johannesburg meeting of the Wage Board.

The Wage Board, under the chairmanship of Mr I J Claassen, is reviewing the wage rate of these workers in the metropolitan areas and adjoining towns.

Submissions were made by the White National

Union of Distributive Workers, the Coloured and Indian National Union of Commercial and Allied Workers, and the Black Commercial, Catering and Allied Workers' Union of South Africa.

Mr Ray Altman, NUDW general secretary, said in a memorandum that in the 29 months since Determination 356 came into force, the consumer price index had risen by more than 30 percent.

"The trade unions are seeking increases in wages which will compensate for the increase in

The Star Tuesday June 15 1976

Wage rise

the consumer price index since October 1973, subject to the wage restraint formula of the collective programme of action to which the two registered trade unions were parties."

Mr Altman added: "Broadly speaking the union will press for increases in minimum wage levels amounting to 42,8 percent for lower-paid employees who are not subject to the wage restraint formula and 39,5 percent in respect of those employees who are subject to it."

Baie dankie vir die geleentheid om u oor lone soos hulle deur die Loonwet gesien word, toe te spreek. Dit is vir my 'n besondere voorreg om hier te wees veral omdat die Raad verlede jaar u nywerheid ondersoek het.

Ter inleiding vermeld ek graag dat die Loonwet nie van toepassing is op boerderybedrywighede nie en dat huisbediendes eweneens nie daardeur gedek word nie. Verder verbied die Wet uitdruklik dat daar diskriminasie mag geskied op grond van ras wat natuurlik mee bring dat die Raad nie mag onderskei in die lone en ander diensvoorwaardes wat hy vir Blank en Swart voorstel nie.

In die algemeen is lone of te wel die peil van lone, 'n saak wat op feitlik alle sektore van die samelewing 'n invloed het. In ons huidige ekonomiese klimaat het lone dan ook 'n uiters belangrike onderwerp geword wat 'n besondere rol in die inflasiesituasie te speel het. Die wat die nouste deur lone geraak word, is natuurlik die werknemer wat die loon verdien, die werkgewer wat die loon betaal en die verbruiker wat dikwels vir die gelag betaal. En vir geval ons dit dalk oor die hoof sien, die werknemer is waarskynlik, uit hoofde van sy getalle, die belangrikste verbruiker. Die implikasies hiervan is voor die hand liggend.

By die ondersoek van 'n bedryf of nywerheid met die oog op 'n loonvasstelling, vereis die Loonwet dat die Loonraad sekere sake in ag moet neem. Twee van die sake wat eintlik oorkoepelend is, is - eerstens, die Raad moet, met inagneming van sekere omstandighede wat

in die Wet vermeld word, bepaal of werkgewers in die besondere nywerheid of bedryf in staat sal wees om hul besighede met sukses voort te sit as 'n aanbeveling wat die Raad doen in 'n loonvasstelling omskep sou word; en

tweedens, daar moet oorweging geskenk word aan die peil van die lewenskoste in die gebiede wat deur die ondersoek gedek word met die oog op die betaling van redelike bestaanslone.

Die inagneming van hierdie twee vereistes het ten gevolge dat die Raad hom by feitlik elke ondersoek in 'n probleemsituasie bevind in die sin dat daar maar altyd werkgewers is wat nie kan bekostig om lewenswaardige lone te betaal nie. Die Regering se beleid is in hoofsaak dat daar 'n redelike leefbare loon bepaal moet word vir die laagbesoldiges.

In my gesprek vanoggend is ek voornemens om vlugtig die mees algemene invloede wat loonbepaling op die werkgewer en die werknemer onderskeidelik het te bespreek en om dan daarna die een en ander te sê oor lone.

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The Employer

As mentioned in my introductory remarks the Board must endeavour to bring any wages it recommends within the payability of employers to satisfy the requirement that the employer should be able to continue his business successfully. This, of course, presupposes that the employer must in fact be successful in his undertaking and it follows that an unprofitable undertaking not paying or being able to pay reasonable wages, can hardly expect protection. If a business paying subsistence wages and not showing reasonable success goes under in consequence of increased prescribed wages it is a contingency that must regrettably be accepted simply as unavoidable.

Wages are usually not the only headache for the employer. He must also contend with other factors, such as, competition, increased prices of raw materials, higher taxes and increases in production costs attributable, for example, to increases in the costs of water, fuel, electricity, etc. Depending on the type of undertaking - for example, one that is labour intensive as against one that is not - wages are seldom responsible for more than a comparatively minor share of the production costs. In the most recent investigations the average labour costs expressed as a percentage of total costs of some 21 industries, was 13,9%. In your industry labour costs represented 20,1% of total costs. The percentages for some of the other industries, were -

Ropes and Matting	27,2
Ladies Stockings	24,5
Plywood	18,4
Tea and Coffee	10,2
Maize Milling	4,7

The percentages were much the same for the 11 trades recently investigated. Here the average labour cost was 10,5% as compared with the 13,9% for the 21 industries.

It was interesting to examine what the effects on the profit of these undertakings would be if wages were increased. A general wage increase of 10% would, for example, leave the 18 trades and 21 industries with average profits on capital of 11,4% and 12,9%, respectively, as opposed to their respective average profits of 13,5% and 14,7% as evidenced by their financial statements which means a reduction of 2,1% in the case of the trades and 1,8% for the industries. A wage increase of 15% would result in the average profit of 13,5% and 14,7% being reduced to 10,3% and 11,9%. A 20% wage increase would leave profits of 9,2% for the 18 trades and 11,0% for the 21 industries.

A few of the undertakings in the trades and industries investigated could, however, not afford general wage increases of beyond 14%; a wage increase of 15% would result in 1 trade undertaking reflecting a loss. An increase of 20% would result in 2 trade undertakings and 1 industrial undertaking reflecting losses. If the wages were increased by 25% 4 trade undertakings and 3 industrial undertakings would show losses.

Obviously increases in wages must be met and one of Board's greatest concerns is that such increases can be effected without undue involvement of the consumer. To some extent this could perhaps be achieved by for example, stepping up turnover or by capacity production.

Employers frequently argue that if wages were raised too steeply they would be forced to mechanise resulting in some employees becoming redundant. This is certainly a regrettable circumstance. The Board is left with a difficult decision - is it to be the proverbial half a loaf for many or a full loaf for few? In cases of this nature, the requirement to prescribe a wage which would provide a reasonable and livable income is favoured. However, there can be little doubt that capacity involvement of each and every employee could result in enhanced production turnover which in turn could militate against the need for retrenchment.

Many employers are sincerely concerned about their employees and although all may not be paying wages of the highest order some do provide fringes that contribute greatly towards combating the cost of living of the employee thus reducing to some extent, the need to increase wages to keep pace with increases in their cost of living. Obviously the higher the wages offered, the more advantageously the employer is placed to select his workers and it comes as no surprise that employers of this order are by far the most successful both financially and otherwise.

In the final analysis employers have been seen to realise that they are dependent on their employees for the successful operation of their undertakings and the Board has found little reason to believe that employers generally are not prepared to pay their employees a reasonable wage or as much as their payability permits.

I come now to the employees. With rare exceptions, employees have become accustomed to receiving regular periodic wage increments. Obviously the spiraling cost of living is largely responsible for this. Several firms are known to relate increases to the Consumer Price Index. Such increases are of course generally completely unrelated to productivity and one finds therefore that the worker is progressively being paid more for the same quantum of work.

In their demands for higher wages employees and their representatives are generally not irresponsible. However, some in demanding wage increases, do at the same time request an easing in the other conditions of employment. In a recent investigation, for example, the Board was requested by a Trade Union official in Cape Town to increase weekly wages to a minimum of R25,00 per week, to decrease the number of working hours from 46 to 44 per week, to provide for overtime payment to be increased from 1-1/3 times ordinary rate to 1 1/2 times, to provide for all public holidays to be paid for and to increase annual leave from 14 to 21 work days.

When demands of this order are made, one is reminded that the State President in his recent inaugural speech to the Nation made an anxious appeal in the interest of all, for harder work and greater dedication. In the circumstances demands such as that of the Trade Union seem irresponsible. My impression is that the average properly motivated employee would welcome working harder if he were justly rewarded and provided increases in wages could be related to greater productivity much could be done towards combating the increasing costs of living.

Much is made by some employers of the poor quality of labour. The Board is regularly and without exception in every investigation it undertakes, confronted with evidence of the irresponsibility and indolence of employees. I think it is valid to say that the extent and seriousness of these manifestations bear a direct relationship to the degree of efficiency and objectivity in the broadest sense, that management displays in handling its labour aspect.

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The Board is often requested not to be over hasty and too generous in providing higher wages in that increases are wasted on unnecessary purchases. The Board does not take serious notice of this type of evidence but there unfortunately appears to be some truth in this contention. According to information received from an employer representative in Natal, a number of firms in Durban have in fact embarked on a training scheme to teach employees how to spend their money more wisely.

There is of course abundant evidence of highly satisfactory employee performance. The Board seldom experiences difficulties wage wise, in these cases since the wages being paid are generally well above anything the Board could recommend having regard to the injunctions of the Wage Act. One should however not lose sight of the fact that by and large employees in the rural areas are generally not as well orientated as those of the metropolitan areas and that consequently employers in the rural areas cannot always rely on the same high standard.

Die Loon

Met u vergunning wil ek nou die een en ander oor lone sê.

Die loonbeginsel en die bepaling van lone deur die private sektor het sedert ongeveer 1972 'n fundamentele gedaanteverwisseling ondergaan - daar het naamlik 'n positiewe klemverskuiwing ingetree in die sin dat die loon van veral die laagsbesoldigde werker nie meer in dieselfde verwantskap as voorheen teenoor die werk wat verrig moet word, staan nie. Waar hoofsaak voorheen die waarde van die werk was, is dit nou eerder die bedrag aan geld wat nodig is om 'n lewenswaardige bestaan te voer. Volgens die veranderde benadering moet geen werker nou minder betaal word as wat nodig is om hom 'n redelike bestaan te bied nie.

Loonbepaling ingevolge die Loonwet, is egter nie so eenvoudig nie. "Lewenswaardige loon" is 'n relatiewe begrip wat van plek tot plek en gebied tot gebied wissel en op hierdie grondslag moet die peil wat die Loonraad aanbeveel dus in verband gebring word in die eerste plek met die lewenskoste in die onderhewige gebiede of plekke waar dit moet geld en, in die tweede plek, met die betaalbaarheid van die betrokke bedryf of nywerheid. Ofskoon die vereiste dat die loon wat aanbeveel word binne die betaalvermoë van die suksesvolle werkgewer moet wees, steeds geldig is, is die feit dat die loon voldoende met inagneming van lewenskoste moet wees, nie minder belangrik nie en die lone wat die Raad teenswoordig aanbeveel neig dus ook aansienlik hoër as in die verlede. Die belangrikste rede hiervoor is natuurlik dat lewenskoste teen 'n steeds stygende tempo toeneem en dat loonreëling, waar moontlik, daarmee moet tredhou.

Ofskoon daar deur verskeie instansies gepoog is om op wetenskaplike basis 'n minimumbestaanspeil te bepaal, kon die Raad nog geen universele en aanvaarbare maatstaf vir 'n leefbare loon vind nie. So 'n maatstaf sou waarskynlik in ieder geval ook nie in alle omstandighede prakties wees nie. In die omstandighede word die Raad gelei deur die lone wat in 1973 vir algemene ongeskoolde arbeid in die verskeie gebiede voorgeskryf is. Waar enigsins moontlik word dié lone met die verhoging in die lewenskoste aangesuiwer en word daar dan op beperkte basis vir die toekoms voorsien. In hierdie verband is dit die gedagte dat lone voortaan ook in die algemeen meer dikwels hersien sal word.

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Tensy produksie met die toename in lone tred hou, is die verhoogde lone in die langtermyn geen goeie oplossing nie en alles moet dus in die stryd gewerp word om die verhoging van lone aan verhoging van produksie te koppel eerder as bloot aan die verhoging in die verbruikersprysindeks.

Dit tref dat al hoe meer werkgewers hulle nou meer as tevore tot die bonusstelsel wend in 'n poging om produktiwiteit te verhoog. As daar gekyk word na die resultate wat hierdeur bereik word, wil dit tog voorkom asof 'n mate van sukses deur so 'n stelsel behaal word. Die werkgewers gebruik 'n redelike, leefbare loon as basis en telkens wanneer die tyd aanbreek vir die periodieke verhogings, word die verhoging deurmiddel van 'n bonus, hetsy prestasie of bywonings, aangebied totdat die bonus uiteindelik heel groot is. In so 'n geval ontstaan daar 'n mate van verwantskap tussen lconsverhoging en produksie en dit wil voorkom asof hierdie metode 'n werklike bydrae te lewer het. As voorbeeld van die stelsel, verwys ek na 'n onderneming wat ek in die onlangse verlede in die Skiereiland besoek het. Aanvangsloon vir 'n arbeider is R17.50 per week. Dan word 'n bywoningsbonus van R5.00 per week betaal wat die grosloon op R22.50 te staan bring. Sou 'n arbeider op eendag vir onregmatige rede wegbly, verbeur hy benewens die betaling vir die dag wat hy afwesig was, ook die bonus, wat hom dan 'n loon van R14.00 in plaas van R22.50 laat. Dit het meegebring dat bywoning by tye so hoog soos 97% geword het.

Ten slotte kan die noodsaaklikheid van doelbewuste en volgehoue indiensopleiding nie oorbeklemtoon word nie want die beste voordeel kan alleenlik bereik word as die werker, behoorlik gemotiveer, weet hoe om sy werk te verrig.

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RR. 48/74

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A READING LIST FOR STUDENTS
OF WAGE DETERMINATION
IN
SOUTH AFRICA

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SOUTHERN TRANSVAAL REGION

EVIDENCE PRESENTED TO THE WAGE BOARD BY THE
SOUTHERN TRANSVAAL REGION OF THE SOUTH AFRICAN
INSTITUTE OF RACE RELATIONS ON THE INVESTIGATION
INTO THE WOODWORKING INDUSTRY

1. INTRODUCTION:

In Government Notice No. 657 of 19 April 1974 the Wage Board called upon interested parties to submit evidence in connection with the investigation into the Woodworking Industry. The Southern Transvaal Region of the South African Institute of Race Relations takes this opportunity of submitting seven copies of its representations in this connection.

2. COST OF LIVING AND AN ESCALATOR CLAUSE:

In the 6 years 1968 to 1973, inclusive, the period between the date of the last Determination coming into effect and the present investigation, the consumer price index on the Witwatersrand rose by 37,3 percent. On the basis of present indications, a further substantial rise is likely to occur between January 1974 and the date of coming into effect of a new Determination. On current estimates, the increase in prescribed minima should not be less than 52,3 percent for every category of worker (assuming a 15 percent increase in the C.P.I. in 1974), if the real value of the 1968 rates is to be preserved.

Wage rise puts hotel rates up

Daily Disp

30/6/75

EAST LONDON — Hotels and boarding houses will have to increase their tariffs because of wage increases which came into effect on June 23, the chairman of the Hoteliers Association here, Mr A. Roberts, said yesterday.

The increases will affect many pensioners who live as permanent boarders at hotels and boarding houses.

The increases for black hotel workers, gazetted last week, amount to 90 per cent in the East London area.

Wages for bedroom attendants in East London would rise from R18,90 to R40,50 per month, female cooks R34,50 to R63,00 and waitresses from R22,90 to R46.

Interviewed yesterday, Mr Roberts said this was reasonable, as it was the first increase since 1973, but hotel owners could help pensioners by keeping their costs as low as possible.

This could be done by stopping services like morning tea, which would cut costs considerably.

Another hotel owner, Mr H. Green, said he would only increase his tariffs by a maximum of three per cent.

"Because of the sky-high price of food and the recent wage increase, this will apply to pensioners as well, and if they cannot afford it they will have to live with relatives," Mr Green said. —
DDR.

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Strikers had no trust

Labour Reporter

The liaison committee — elected by workers to look after their interests — had no advance warning of the walk-out of all Black staff at Transvaal Metal Merchants in Johannesburg yesterday.

The liaison committee didn't know of it — the workers didn't trust it, said Mr J Osrin, the manager.

More than 150 Black labourers, machine operators and lorry drivers were back at work today after downing tools following Wednesday's pay increases.

Mr Osrin denied the walk-out had been in protest against low pay. None of his workers got less than R16.25, which was in excess of the minimum laid down in the relevant wage determination.

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Fair wage for the job

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RDM 7/8/75
Industrial Editor
IF A BUSINESS paying subsistence wages goes under as a consequence of having to raise these wages to minimum prescribed levels then, although this is to be regretted, it must be accepted as unavoidable.

This is the view of the chairman of the Wage Board, Mr J. J. Claasens, who says an unprofitable undertaking not paying or being able to pay reasonable wages, can hardly expect any protection.

He said at the annual meeting of the South African Lumber Millers Association that he held no brief for the argument put forward by some employers that if wages

were raised too steeply it would force employers to mechanise and result in redundancies.

He accepted that such an eventuality left the Wage Board with a difficult decision: "Is it to be the proverbial half a loaf for many, or a full loaf for a few?"

Mr Claasens said: "In cases of this nature, the requirement to prescribe a wage which would provide a reasonable and livable income is favoured."

Many employers, while not paying wages of the highest order, did in many instances provide fringe benefits that "contribute greatly towards combating the cost of living of the

employee", thus reducing to some extent the need to increase wages to keep pace with the ravages of inflation.

"Obviously, the higher the wages offered the more advantageously the employer is placed to select his workers and it comes as no surprise that employers of this order are by far the most successful, both financially and otherwise."

The results of an investigation by the Wage Board showed the average labour costs as a percentage of total costs experienced by 21 selected industries. This amounted to 13,9 per cent.

By comparison, the

average labour costs of 11 trades which were similarly the subject of an investigation came out at 10,5 per cent.

Mr Claasens said the investigation tried to examine what the effects would be on profits of these sectors if wages were increased. A 10 per cent wage increase, it was suggested, would leave 18 trades and the 21 industries with an average return on capital of 11,4 per cent and 12,9 per cent respectively, compared with previous average profit levels of 13,5 per cent and 14,7 per cent.

A wage increase of 20 per cent would reduce profit levels to 9,2 per cent for the 18 trades and 11 per cent for the 21 industries.

Viljoen's formula

F.M. 5/9/75
(1) 226 (2) 228 A 132
(4) 138 (5) 139 (6) 145 (7) 147

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Good news from the labour front. This week Minister of Labour Marais Viljoen revealed a determined commitment to involve Blacks in the wage bargaining process. This must be welcomed.

The bad news is that he reaffirmed his stand against Black trade unionism. For this reason the actual measures he outlined may be likened to a spot of oil for an outmoded machine.

The Bantu Labour Relations Regulation Act will be amended to provide:

- The appointment of one Black man to the Central Bantu Labour Board. The Board advises the Minister on Black labour matters, and has hitherto been all-White with a chairman and members appointed by the Minister because of their competence "to represent the interests of the employees".

The new move could lead to more direct representation of those interests. But why only *one* Black man? And who will he be? Black unionists are adopting a wait-and-see attitude before commenting.

- A remedy for "other shortcomings" which have "come to light". Like the fact that agreements between employers and Black works and liaison committees are without much force in law; that individually negotiated agreements are not binding on employers of Blacks on an industry-wide basis; and that the Black man's voice has not been clearly enough heard in negotiations on service conditions.

Accordingly Viljoen plans the establishment of industrial committees of Blacks elected by the works and liaison committees in various plants in an industry. These will represent employees' interests in industry-wide negotiations with employers.

Agreements will be submitted to him through the Central Bantu Labour Board and, when promulgated in the *Government Gazette*, will be binding on all workers and employees in the area and industry covered by the agreement.

Disputes will be referred to the Wage Board for arbitration. The new methods of obtaining binding agreements appear designed to stem the tide of Black unionisation. Viljoen said this week it was noticeable how Black workers "have accepted the (works/liaison) committee system as being in their best interests", and claimed — somewhat surprisingly — that 30% of the Black labour force (excluding gold and coal miners) were represented by committees. The newly-instituted committee system is a "remarkable achievement", which Black workers want. Or so Viljoen would have us believe.

All Blacks? In a paper issued by the Urban Training Project, Skakes Sikhakhane, general secretary of the Sweet, Food and Allied Workers' Union, cites one occasion when workers involved in a wage dispute "broke out in applause when told that their firm had agreed to put no obstacle in the way of the formation of a union".

So it could well be that the committee system is "wanted" only in the sense that it is the only one many employers wish to deal with.

The Federated Chamber of Industries cautiously takes a middle view — as usual. Jack Holloway, chairman of the FCI's Labour Affairs Committee, notes: "This is very much in line with our kind of thinking. We acknowledge the forces that are at work for Black unionisation. The Minister's intentions are a positive step aimed at giving Blacks a more meaningful say in wage matters."

Viljoen's proposed legislation could nevertheless turn out to be just another step on the road to recognition of full trade union rights for Blacks.

Major plan for Black workers

ARGUS 18/9/75

The Argus Correspondent
PRETORIA. — The
Minister of Labour,
Mr M. Viljoen, today
announced Govern-
ment plans for Black
'industrial committees'
which will have direct
bargaining powers with
employers.

The Minister's disclo-
sures today are a major
development in the
Government's policy to-
wards collective bargain-
ing rights for Black
workers. His speech to-
day spelt out the new
machinery envisaged, ex-
panding considerably on
the hint of new legislation
he gave in July.

Though Mr Viljoen was
at pains to say the
Government's refusal to
recognise Black trade un-
ions remained in force, it
is clear that the 'Industrial
committees' will give a vir-
tually equivalent industry-
wide bargaining instru-
ment to Black workers.



Mr M. Viljoen

Mr Viljoen made his an-
nouncement while opening
the congress of the co-or-
dinating Council of South
African Trade Unions in
Pretoria.

He disclosed:

● Legislation would be
introduced in the next

parliamentary session with
a view to establishing in-
dustrial committees 'which
can speak with authority
for the particular indus-
tries for which they are
set up.'

● Such committees could
be established in indus-
tries and areas where
works and liaison commit-
tees represented Black
workers.

● The central Bantu
Labour Board would be
informed when the Minis-
ter had given approval to
the establishment of such
a committee.

● The industrial commit-
tees would consist of Black
representatives from the
ranks of the works and
liaison committees.

● In the case of unorgan-
ised industry, the in-
dustrial committees (in
consultation with the Cen-
tral Bantu Labour Board)
could negotiate directly
with employers and con-
clude agreements with
them.

● The agreements would
be laid before the Minister
via the Central Bantu
Labour Board and Minis-
terial approval of them —
followed by publication in
the Government Gazette
— would give them the
necessary force of law.

● The agreements would
be made binding on all
other employers and
workers in the particular
industry and area to en-
sure that employers party
to the agreements were
not harmed by unreason-
able competition.

● The Department of
Labour would be respon-
sible for the application of
such agreements.

In the case of industries
where industrial councils
existed, industrial commit-
tees could be set up just
as in the case of unorgan-
ised industry, but no nego-
tiations outside the in-
dustrial council could take
place because the council
was the only body with
legal powers to conclude
agreements in its sphere
of jurisdiction.

- (1) 135
- (2) 136
- (3) 145
- (4) 147
- (5) 325
- (6) 326
- (7) 328 A
- (8) 329

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ARGUS 8/9/75

Caterers get huge pay hike

DURBAN. — Some workers in the catering trade will receive 100 percent wage increases following a new wage board determination which takes effect today.

The general secretary of the National Union of Distributive Workers, Mr Ray Altman, said in a Press statement today the greatly increased wages were the result of strong union pressure on the wage board at their last investigation.

The determination covers the whole country with the exception of Pretoria and the Witwatersrand which fall under an industrial council agreement. — Sapa.

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F.M. 24/10/75

The sex gap

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Sex discrimination is as entrenched in SA's wage structure as race discrimination. African women are the most under-paid of all

It is well known that the proportion of Africans in the work-force is on the increase. Between 1951 and 1970 economically active Whites grew by just over 50% but the African work-force grew by no less than 80%.

Less well known is the extent to which African women are being drawn into employment. Yet as Erich Leistner and Willie Breytenbach point out in a recent booklet, *The Black Worker in South Africa*, this is "one of the most striking phenomena of recent years."

Between 1951 and 1970 African women workers grew by 230%, against 46% in the case of men. Even if agricultural employment is excluded (since there are problems in comparing census data), women increased by 160%. Leistner and Breytenbach point out that whereas only 24% of African women of working age were economically active in 1951, the proportion is now 46%. This is higher than the figure for White women (38%) and on a par with that for Coloured women.

In 1960, one in five African workers was a woman, but in 1970 the ratio was one in three.

As the table shows, the great majority of African women work in agriculture or domestic service. What is particularly interesting is the increase in African women in manufacturing and commerce: in manufacturing from a mere 7 000 in 1951 to 70 000 in 1970; in commerce from only 2 000 to 50 000.

This immediately raises the issue of sex discrimination in pay. Rav Altman, general secretary of the (White) National Union of Distributive Workers (NUDW) and of the (Coloured) National Union of Commercial and Allied Workers, tells the *FM* that "sex discrimination is a bigger bugbear for us than race. The employers are not in favour of eliminating the sex differential as they are getting women as cheap labour."

Sex discrimination, of course, affects women of all races. It is of particular concern in the case of Africans, since even the great majority of men still earn below the poverty datum line.

Bringing in women at lower rates of pay has already become a problem for trade unions in the laundering and dry cleaning industry. Last year the (African) Laundry and Dry-cleaning Workers' Association decided that men should forego part of an interim wage increase in order to narrow the male-female differential. The Wage Board, however, retained

the differential.

The Johannesburg branch of the (Coloured) National Union of Laundering, Cleaning, and Dyeing Workers has now asked the Board to fix a minimum starting wage of R28 a week for men and women. Secretary Eric Tyacke says: "If this is not possible, we would at least like to see the usual 20%-25% differential reduced."

Wage Board chairman Izak Claassens tells the *FM* the Board's approach is to reduce the sex differential in graded jobs where no "muscle-power" is involved, but that in unskilled jobs minimum wages for women are fixed at 80% of those for

AFRICAN WOMEN WORKERS

Agriculture.....	655 000
Domestic service.....	633 000
Medical and welfare.....	43 000
Education.....	33 000
Wholesale and retail trade.....	29 000
Clothing manufacture.....	21 000
Catering and accommodation services.....	20 000
Textile manufacture.....	15 000
Food manufacture.....	13 000
Public administration and Defence.....	6 000
Wood and paper manufacture.....	5 000
Laundry services.....	4 000
Other manufacturing and services.....	21 000
Other.....	10 000
Unclassified.....	216 000
Unemployed.....	165 000
Total economically active African women.....	1 889 000
<i>Source: 1970 census</i>	

men. Claassens says that in rural areas African men sometimes insist, for status reasons, that women be paid less. But he adds: "When there is convincing evidence that the greater majority of workers want a cessation of the sex differential, the Board would consider this and refer it to the Minister of Labour."

NUDW vice-president Morris Kagan suggests that the Wage Board should ask government to carry out a scientific investigation into factors cited by employers as justifying sex discrimination. Among them: men are more stable; less prone to absenteeism; and physically stronger. Interestingly, Claassens says there is no evidence that women are more prone to absenteeism.

In fact they are "frequently more responsible than men." And Emma Mashinini, secretary of the (African) Commercial, Catering, and Allied Workers' Union of SA, asserts: "What men can do we can also do and some

times do better."

Eric McMaster, assistant vice president (personnel) of Checkers, and Alan Fabig the OK's personnel director, tell the *FM* that although actual pay-rates for both men and women are usually above the minima laid down in Wage Determinations, they nevertheless reflect the pattern of sex differentials in Determinations. They also both make the point that to bring women up to men's pay-rates would be "very costly".

A set of recommendations by the Wage Board for the commercial distributive trade in the larger towns submitted to the Labour Minister for his approval and gazetted two weeks ago does not contain a sex differential for the job "shop assistant," but there is a wide differential in certain other categories.

Thus, in the case of qualified clerks and sales assistants, the proposed new minimum wage for women is only 68% of that for men.

Women of all races are affected by discrimination in these job categories, and Altman tells the *FM* the unions have been pushing for a closing of the sex gap, but without much success. In unskilled jobs, such as general assistant and general worker, the women's proposed new minimum is 80% that of men. In some areas, that will mean a new minimum wage for them of a measly R35 a month.

Confirms Tucs's assistant general secretary, Robert Kraft: "There is no doubt about it — women are being used as cheap labour in this country. Discrimination against women is the rule: one finds it in masses of industrial agreements."

Kraft adds that it is feasible and desirable to advocate that companies should move towards equalisation of pay between the sexes in the same job over a period of, say, five years. "They must keep in mind that if they want to increase output they must move towards equal pay. Women are becoming more conscious of their rights. However, efforts to remove pay discrimination on the basis of sex must still take second place in the queue to efforts to remove discrimination on grounds of race."

It's often argued, particularly in the case of Black women, that their wages can justifiably be kept low on the grounds that they are not the main breadwinners. Very often, of course, this is simply not true and women are indeed the main breadwinners, (sometimes assisted by a child who really belongs at school) even the sole breadwinners.

It would be interesting to see some of the trade unions take Claassens at his word and present irrefutable evidence that the majority of workers do not want wages to be related to sex. There could hardly be a more appropriate job to undertake in International Women's Year.

The Argus Correspondent

ARGUS 28/10/75

PRETORIA.—The Government has published draft legislation aimed at increasing the collective bargaining power of more than one million Black workers.

The legislation, providing for the establishment of 'industry committees,' will enable Black workers to negotiate legally binding agreements with employers on an industry-wide basis.

Although Black trade unions will still not be officially recognised, the industry committees will bear a strong resemblance to registered trade unions in the scope of their activities.

The committees, however, are envisaged to operate mainly on a regional basis, and all members of the committees would be required to be employees in the industry concerned.

Details of the draft Bill, the Bantu Labour Relations Regulation Bill, were issued at a two-hour Press conference in Pretoria yesterday and posted to 200 employer and employee organisations throughout the country for study and comment.

Until December 2

The Secretary for Labour, Mr B. G. Lindeque, announced that these organisations and the public would have until December 2 to submit representations to the department on the contents of the draft bill.

It was the intention of the Minister, Mr Marais Viljoen, that the proposed legislation should be introduced during the next session of Parliament.

Previous to yesterday's Press conference, Mr Viljoen himself announced details of the proposed legislation, which made considerable impact in employer circles when published recently.

Committees

Mr Lindeque said the effect of the legislation could also be to produce a considerable increase in the number of works and liaison committees already established in terms of 1973 amending legislation.

There are already 1 969 liaison committees representing 549 000 Black workers, and 279 works committees representing 64 000 Black workers in existence. Industry committees will be drawn from the membership of works and liaison committees.

The Bill when it becomes law will have a threefold effect. It will give Black workers increased influence and say

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Prices 'killing' Blacks' *Star 20/4/75* future

Labour Reporter

"The Black man can no longer live," Mr Jerry Kekae, a member of the regional committee for labour relations on the East Rand, has told a Wage Board hearing in Johannesburg.

"You are killing the future of our children," he said with reference to the high increases in essentials, including education.

Education for a Black child in Standard 7 now costs R50 a year for school fees and books alone. That did not include examination fees or expenditure on sports, Mr Kekae said.

In 1971 the equivalent cost was R30 a year.

He said low wages disrupted family life and created "tsotsis."

Either the husband did not earn enough to educate the children or the wife had to help earn what was needed, leaving the children unattended.

Mr Kekae listed some of the price increases for food and essentials from 1971 to the present as follows (1971 price first followed by present price):

Meat, R0,20/lb, R1,55/kg; Bread, R0,09/loaf, R0,16/loaf; Milk, R0,09/1 pint, R0,15/pint; Tea, R0,30/lb, R0,60/lb; Tomatoes, R0,55/box, R2,75/box; Candles, R0,10/packet, R0,30/packet; Electricity, R1,50/month, R5,00/month; Rail and bus fares, R1,50/week, R4,00/week; School uniforms, trousers, R6,00/pair, R22,00/pair; Dress, R12,00, R25,00; Dry cleaning, R0,65/suit, R1,40/suit; Football match, R0,55/ticket, R1,00/ticket.

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Unions queue for wage ^{DM} reviews 15/4/76

Staff Reporter

WAGE reviews in about 15 different industries are expected to take place during the next eight or nine months, the chairman of the Wage Board, Mr I. J. Claassens, said yesterday.

And economists said yesterday the reviews were part of the pattern of wage and salary increases which had plagued the economy this year and would plague it during the first half of next year.

The National Union of Distributive workers is to confront the wage Board in June with demands for average increases of 40 per cent in minimum wages.

The union's demands on behalf of 60 000 shop workers will be supported by the massive increases in the CoL since the last Wage Board award in November 1973.

The Transvaal vice president of the NVDW Mr Morris Kagan, said the pay bid took into account the Government's request for wage restraint. Without restraint, the demand would have been 4 per cent higher.

60 000 seek pay rise

ADM 11/3/76

Staff Reporter

THE 60 000 shopworkers in the major urban areas are pressing the Wage Board for increases of 42,8 per cent in minimum wages.

A joint claim is being made by the National Union of Distributive workers (White), the National Union of Commercial and Allied Workers (Coloured) and the Catering and Allied Workers Union of South Africa (African).

The most recent surveys, say the unions, show alarming rises in the amounts

needed to maintain a family of five.

In a memo submitted to the Wage Board they say the present minimum wages are hopelessly outdated, and in fact "they were already outdated when they came into operation."

In the 29 months since the last wage determination the Consumer Price Index had risen from 127,4 in October, 1973 to 166 in January, 1976 — a rise of 30,29 per cent, they said.

The formula for wage restraint in the Collective Action Programme applies for the 12 months to Sep-

tember, 1976, but not for the two years to September 30, 1975.

The restraint does not apply to employees with minimum wages of less than R125 a month.

The wages in this category, the memo points out, should have their minimum raised by 26,4 per cent, plus the full amount of the CPI increase for the 12 months to the end of September this year — an estimated additional 11 per cent.

An additional 5,4 per cent is also claimed.

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Kagan and Mashinini . . . wage review urgently needed

represent them, and thus establish my right to speak.

"It is crucial that I do so, because the plight of African workers in the trade needs the Board's attention. Employers don't pay much above the prescribed minimum and some women workers earn as little as R54 a month."

Wages throughout the trade are urgently in need of review. In a memorandum to the Board, Ray Altman, general secretary of the (White) National Union of Distributive Workers (NUDW) and the (Coloured) Commercial and Allied Workers Union, argues that the present determination was already out of date when it was gazetted in October 1973.

FM inquiries reveal that not only are the minima in the lower categories — some as low as R69 a month — below all Poverty Datum Line surveys, but only one firm, Woolworths, pays employees substantially above the minima. The unions regard Woolworths as a model employer in the trade. Its R125 a month minimum (for women cleaners) is well above minima paid by competitors like OK and Checkers.

Another feature is sex discrimination. NUDW Transvaal vice-president Morris Kagan says men-women pay differentials range between 30% and 40% in most firms. "It is not uncommon to find women shop assistants with 20 years' experience being paid R150 a month."

The unions have requested the Board to grant compensation for CPI rises since the last determination, within the formula set by the anti-inflation programme, together with a 5,4% increase to enable shop workers to keep pace with the 1,8% annual rise in real wages in other sectors since 1973.

Only a few workers earn above R200/month and are therefore required to make sacrifices in terms of the programme. The unions will thus request rises in the minima ranging from 39,5%

for workers earning above R200 to 42,8% for workers earning below the programme's earlier floor of R125.

The unions further point out that a survey of selected employers reveals an average rise in profits of 76,44% between 1973 and 1975, with many firms showing 110%-215% profit rises. The firms, therefore, seem well able to afford the increases.

Since there is no industrial council in this sector, workers have to rely on the Wage Board for a square deal. Whether they get one will give a clear indication of how effective a substitute the Board is for the cut-and-thrust of real collective bargaining.

SHOPWORKERS Petitioning the Board

F.M. 30/4/76

The commercial distributive trade is not only notorious for low wages. Bar mining, agriculture and domestic service it is also the largest sector without an industrial council. So forthcoming Wage Board hearings, after which the Board will fix minimum wages, are crucial for the three trade unions involved.

At the Johannesburg hearing in June the (unregistered African) Commercial, Catering and Allied Workers Union of SA (CCAWUSA) will be among those giving evidence. Emma Mashinini, general secretary of the 450-member union, says she "will produce a list of workers who have empowered me to

Pricey clinics are paying

Black maids R40 a mo

SOME of Johannesburg's most pricey and exclusive private nursing homes are paying a number of their Black workers below-the-breadline starting wages. Two of these nursing homes are losing so much money through pilfering that

they have engaged security firms to body-search all

Black employees twice a day.

The Express learned this week that the starting wage for maids in the Clinic group of nursing homes — whose director is Mr Barney Hurwitz — is R40 a month. Male cleaners start at R50 a month.

Minimum rates in these categories, which are laid down by the Department of Labour for the Transvaal, are R51,60 for women and R64,50 for men.

However, a Department of Labour spokesman pointed out that private hospitals do not fall under a Department wage determination. They determine their own wage scales, he said.

Hospitals in the Hurwitz group include the Rand, Garden City, Rosebank and Park Lane Clinics.

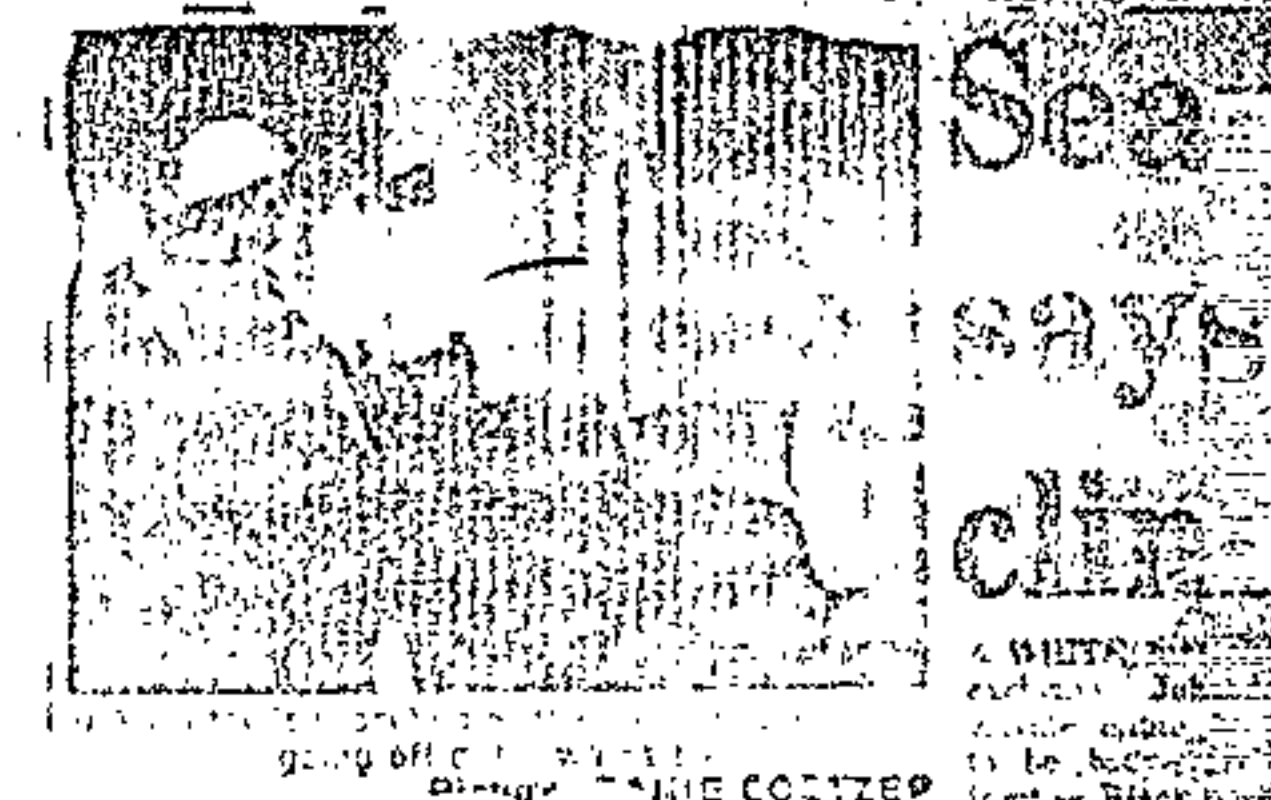
Fees for patients at these nursing homes range from about R20 a day for a general ward (R17 for medical aid patients) to R35 a day for private wards with bathrooms.

The Park Lane was taken over by the Hurwitz group only a few months ago and wages there are believed to be slightly higher than at the other clinics in the group.

Workers at the Park Lane and Rand clinics cited low wages and poor working conditions as a reason why the hospitals had such great pilfering problems.

"If they pay people R40 a month in this day and age, what do they expect," one woman said.

By JENNIFER HYMAN



• Last week's Express report wh

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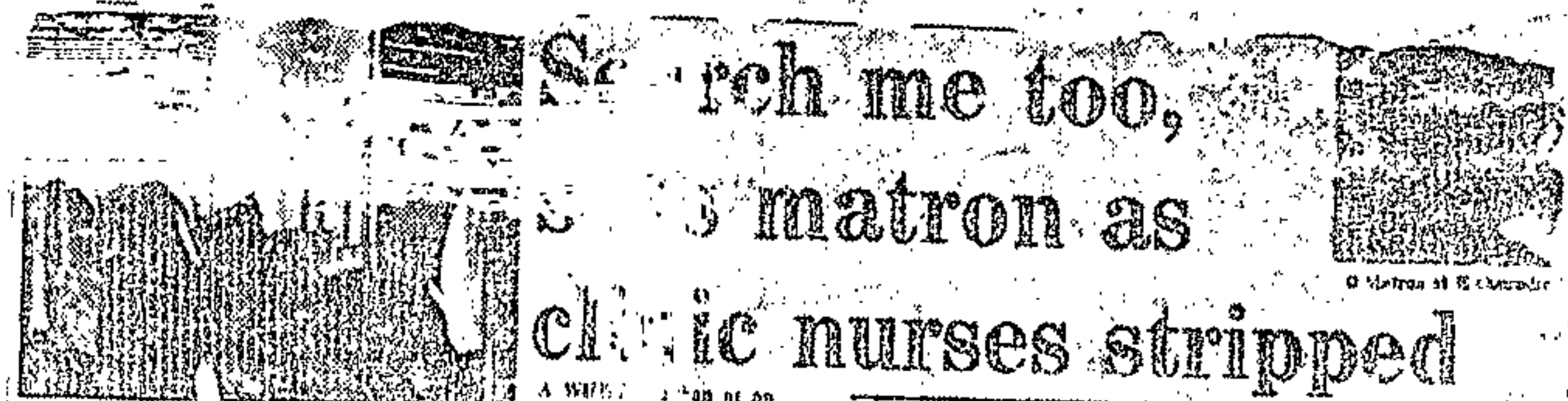
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14/11/76
Sunday
Express

By JENNIFER HYMAN

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Black employees twice a day.

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Workers at the Park Lane and Rand clinics cited low wages and poor working conditions as a reason why the hospitals had such great staffing problems.

"If they pay people R40 a month in this day and age, what do they expect," one woman said.

The Park Lane provides no fringe benefits for its Black staff — such as a pension fund or transport subsidy.

The independently-controlled Brenthurst Clinic, on the other hand, pays its Black staff R10 a month to cover transport costs and provides a pension fund.

The transport allowance raises the basic wages at the Brenthurst from R45 to R55 for women and R55 to R65 for men — just above the Department of Labour minimum.

According to the Johannesburg Chamber of Commerce, a Soweto family of five need about R129 a month to maintain a minimum existence above the breadline.

Bitterness among Park Lane employees at the new searching procedures is increased by dissatisfaction with their conditions of employment.

Black employees have had to sign a new contract since the take-over which cuts the required period of notice from two weeks to 24 hours. This means that if they are summarily fired — as many have been — they will be unable legally to claim notice pay.

The Johannesburg Legal Aid Bureau told the Express that in June-July it handled the cases of about 20 African employees of the Park Lane who were summarily dismissed without leave or notice pay.

"These people were earning as little as R40 a month," a spokesman said. "We wrote letters on their behalf

and the Park Lane eventually met its obligations and paid them out."

Managers of individual nursing homes in the group implied in interviews that staff who divulged their wages to the Press would be "dealt with."

Employees who spoke to the Express claimed they would lose their jobs if they took their grievances to the management.

They stressed that they needed their jobs, however badly they were paid, as there was a glut of unskilled workers on the market and they would find difficulty getting others.

Private hospitals in the other major Johannesburg group, which include the Florence Nightingale, the Princess and the Lady Dudley, declined to give exact minimum rates for Blacks but claimed they were "well above" the statutory minimum.

Most of these hospitals said they had a high percentage of Black employees who had worked for them for many years and were earning "much more."

Mr David Epstein, Opposition spokesman on hospital affairs in the Provincial Council, said the province wanted private hospitals brought under their control, particularly in regard to their fees.

He was particularly shocked to hear of the frisking and searching of qualified nursing staff, which he described as "an insult to the nursing profession."

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Star 14/12/76 Wage increases lag—unions

Labour Reporter

None of South Africa's estimated 50 000 workers in the "principal areas" — not even the lowly paid labourer — gets full compensation for the rise in the cost of living under recommendations for their new wage determination.

This is manifestly unfair, says a joint statement from the three trade unions representing workers of all races in the commercial trade.

The unions stress that the vast majority of shopworkers are exempted from sacrifices under the anti-inflation manifesto to which the unions subscribe.

MINIMUM

While welcoming the publication of the recommendations which had been "eagerly awaited" and were "long overdue," the unions pointed out that the recommended rise in the minimum wage of adult labourers was only 42.8 percent, bringing the wage to R89,70 a month for males and R71,72 for females.

By the time the new wage determination comes into force — not before the end of next April — the rise in the consumer

price index since the previous wage determination in October 1973 would be more than 47 percent, said Mr. Morris Kagan, spokesman for the unions.

Increases for other categories of shopworkers were even more disappoint-

ing. The female general assistant would get only 36 percent more (R79,73 a month), the sales assistant only 30 to 35 percent (R115 for a beginner and R165 for one with five years' experience) and the supermarket cashier 39 percent (R122 a month).

Star 14/12/76 Bannings not aimed at black unions'

Labour Reporter

The multiracial Trade Union Council of South Africa does not regard recent bannings of trade unionists and others as action against black trade unions.

It says the bannings are "state action against certain individuals, some with no trade union background, who have involved themselves in African labour."

Tucsa's views are expressed in an editorial in the latest edition of the council's official organ, Labour Mirror.

"The recent bannings should not deter registered trade unions from organising Africans in their industries into parallel unions," the editorial says.

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notoriously badly paid. According to the Department of Statistics, mid-year take-home pay for Africans in the retail trade was R70 a month and in the whole-sale trade R84. As there is no industrial element in this sector, the three unions rely heavily on the Wage Board to push up minimum rates.

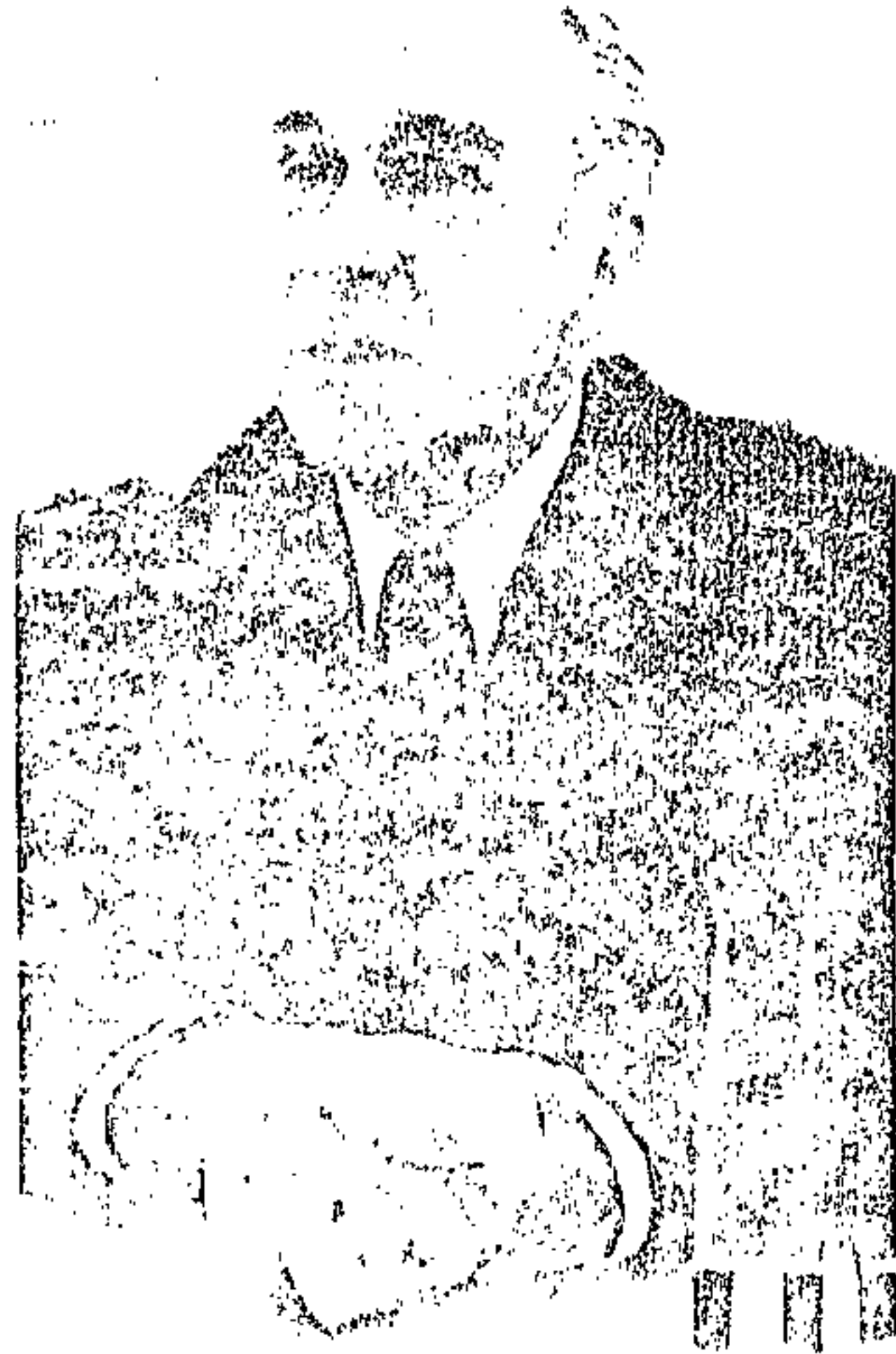
The last Wage Determination was as long ago as October 1973. The unions, representing 14 000 workers of all races, called for a 42,8% increase for workers not removed by the anti-inflation manifesto to absorb cost of living rises, and a 39,5% increase for higher-paid workers. These proposals were based on the ex-

publication, the unions do not expect the Board's recommendations to come into effect as a new Wage Determination until around April next year, by which time the CPI is likely to have risen another 6% or so. The net result is that the proposed new minimum for labourers does not compensate for CPI rises.

"One cannot escape the impression," say the unions, "that the Board has applied the principle of financial sacrifice (under the anti-inflation programme) to even the lowly-paid labourers. This is manifestly unfair. The Board's recommendations will have the effect of perpetuating the low wage pattern in the commercial distributive trade."

The percentage increases proposed by the Board in other job categories are lower than for labourers. A shop assistant will start on R106, rising to R138 after four years' experience.

The unions are debating whether to lodge objections to the Board's recommendations. Wage Board chairman Izak Claassens tells the *FM* he thinks the proposed new rates are "quite reasonable and fair".



Shopworkers' Ray Altman ...
defending the lower-paid

pectation that the new minima would become effective in October.

The unions point out that "in so far as the prescribed minimum rates of pay are concerned, the vast majority of employees in the commercial distributive trade are exempt from having to make any financial sacrifices in terms of the anti-inflation programme, because they fall into the below R250 a month group."

The Board's proposed new minima of R89,50 a month for male and R71,72 for female labourers in the main metropolitan areas are 41,7% higher than the old minima. The unions say this rise would just compensate for the 41,67% increase in the CPI between October 1973 and October 1976 - if it could have been implemented two months ago, as they had earlier anticipated.

But, with an unexpected delay in their

FIN. MAIL 17/12/77
SHOPWORKERS' WAGES
Unions unhappy

The trade unions in the commercial distributive trade are not at all happy with the long-awaited minimum wage recommendations published by the Wage Board last Friday.

Shopworkers of all races are

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Pay boost approved

Mercury Reporter

THE Wage Board has agreed to an increase of 42.8 percent over the 1973 minimum wage level for unskilled workers in the commercial and distributive trade in the principal areas, according to a statement from the National Union of Distributive Workers.

The Board has recommended minimum wage levels above those proposed by employers.

The new rates are not expected to come into force before next April.

Mr. J. R. Altman, the union's secretary, said many employers had already raised their minimum wage levels in expectation of the new rates.

He said shop and sales assistants had a smaller percentage increase which did not fully com-

pensate for the increase in the consumer price index.

He said the Wage Board's recommendations did not clash with the anti-inflation manifesto.

All these employees earn less than R200 a month, and the Government agreed that this group should not have to make a financial sacrifice concerning increases in the consumer price index, he said.

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Wage level up 42pc

EAST LONDON — The Wage Board has recommended increases in minimum wage levels of up to 42.8 per cent in the commercial distributive trade, but they are unlikely to come into force before April next year.

The increases are on the 1973 minimum figures which was when minimum wages were last laid down.

A statement from the National Union of Distributive Workers says the Wage Board recommendations are designed to compensate for three years of inflation and the minimum wage levels are above those proposed by employers.

The statement points out that the consumer price index has risen by 41.6 per cent since 1973 and while unskilled workers would get the 42.8 per cent increase, increases for shop assistants and sales assistants would not cover the increase in the consumer price index.

— DDR.

JULY - 30 SEPTEMBER 1927

Directional conflict in the Nationalist camp

The remaining four months of the flag struggle, July to October, may conveniently be divided into two periods.

The first covers the period from the end of the parliamentary session to the Bloemhof riot — the high point of violence during the conflict, the second, from the aftermath of the riot to the flag settlement three weeks later. This chapter is concerned with the first period, from the beginning of July to the end of September.

For some weeks after the conclusion of the parliamentary session, a degree of calm, such as had not prevailed for several months, was restored to the country. Contributing to this was the initial inactivity of politicians who, after a strenuous session, were anxious to enjoy a rest and probably took comfort in the thought that over-exposure of the flag issue might make it stale before the referendum. Nonetheless, though on a smaller scale, flag agitation did continue during July. In August and September it became intense. Indeed, these months witnessed a political campaign in the recess probably of unprecedented intensity

Senate Hansard 2 @ col 15

24/2/77

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Wage determinations

22. Senator B. R. BAMFORD asked the Minister of Labour:

(a) How many wage determinations made in terms of the Wage Act, 1957, are still in operation and (b) to which race groups do they apply.

The MINISTER OF LABOUR:

(a) 69.

(b) To all race groups.

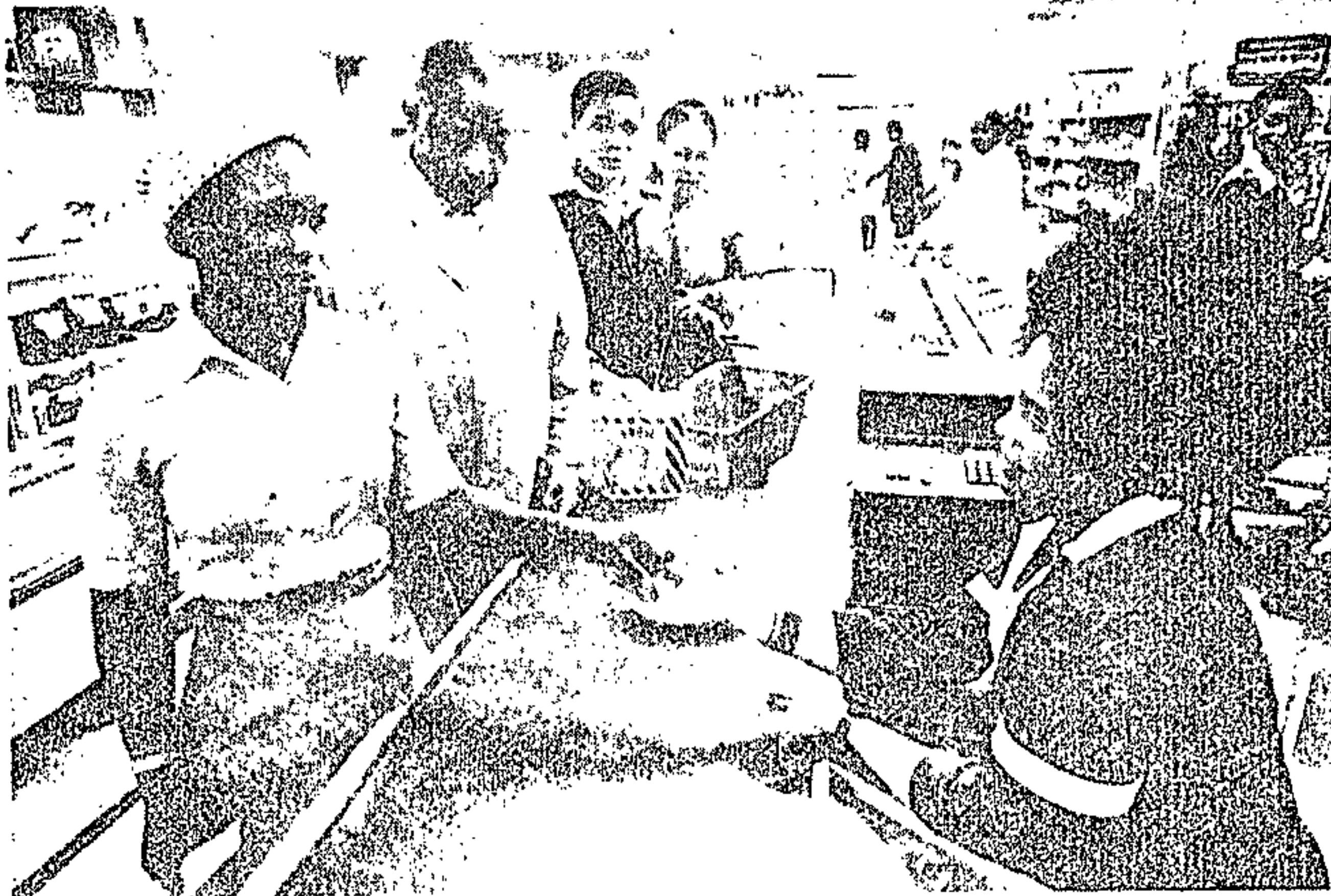
FIN MAIL 6/5/77
WAGE AWARDS

Counter attack 340

Government's clampdown on wage hikes continues. Latest example is the gazetting this week of minimum wages for the commercial distributive trade.

The new minima are not one cent higher than those suggested by the Wage Board last December (FM December 17), despite formal objections lodged by the three trade unions concerned. The unions said then that, although the minima appeared at first glance to be substantially increased — by about 40% in the lower categories — they barely

Financial Mail May 6 1977



No money in the till?

compensated for the 40% plus rise in the CPI, let alone allowing for any improvements in real earnings.

Since then, the CPI has been rising steadily. So real minimum wages in the trade have declined ever further. To make matters worse, the commercial distributive trade is one of the lowest paying sectors. The vast majority of distributive workers earn less than R250 a month.

This was the floor (set by the anti-inflation programme) below which workers were not expected to make any real wage sacrifices. The unions now angrily charge that the Wage Board has violated the spirit of the pact.

Says National Union of Distributive

Workers' Transvaal vice-president Morris Kagan: "The fight against poverty wages is the real issue. And its about time we realised that its a more important fight than that against inflation."

AUGUST 14, 1977

ON COLLISION COURSE

San. Trib. Finance 14/8/77

340

By MADGE SWINDELLS and ALAN PEAT

LEADING industrialists and union leaders are on a collision course with academics who have recently been advising industrialists to pay lower wages to unskilled black labour as a humanitarian move to curb unemployment.

A survey of leading Johannesburg employers in the construction, manufacturing and trading industries discloses that there is considerable opposition to the idea.

Leonard Stern, managing director of the National Trading Company, summed up this opposition. He said: "However simple a man's job may be his minimum wage should be enough for him and his family to live on."

TUSCA secretary Arthur Grobbelaar has also slammed the idea. He said: "We've tried for years to persuade the Government to impose a national minimum wage. While we agree wage increases should match productivity gains, no one should be paid less than a living wage."

By TUSCA's Arthur Grobbelaar (above):

WE'VE tried for years to persuade the Government to impose a national minimum wage. While we agree wage increases should match productivity gains, no one should be paid less than a living wage.



Professor Jan Sadie, head of the University of Stellenbosch Bureau of Economic Research, has also challenged employers who pay a "living wage" and blames them for many of the country's economic ills.

He said: "They (the employers) increased wages of unskilled workers to a 'living wage' and then increased their prices. This type of social responsibility is best terminated as soon as possible."

"The invidious system of raising wages to match the rise in the consumer price index is contributing to rapid price inflation and increasing unemployment."

He is backed by colleague Frank Biggs, who, in a lengthy scientific paper warned employers against paying a "living wage" in order to close the wage gap.

Meanwhile the consultative committee of the 210 000 strong Garment Workers' Union has approved a 10-page memorandum which will be submitted to the Committee of Inquiry into Labour Legislation. The memorandum contains a number of strongly worded pleas for the removal of all racial definitions in the various labour Acts.

One vital issue highlighted in the memorandum is the emotive question of job reservation.

The memorandum states that Section 77 of the Industrial Conciliation Act (job reservation) has brought incalculable harm to South Africa. Not only has it bedevilled race relations internally, but it has been the strongest weapon of the country's opponents and enemies abroad. And, it adds, of the 28 deter-

minates in force it is doubtful if one is complied with completely.

An example of this, says the memorandum, is the determination of the Transvaal clothing industry where 25 percent of jobs have been reserved for whites 37.5 percent for Coloureds, and the rest for blacks. But the actual position is four percent whites, 16 percent Coloureds and 80 percent blacks.

The imbalance, says the memorandum, is the result of whites leaving the industry of their own accord as more avenues of employment become available to them.

The reservations of the Act are also attacked by a number of American employers here who are battling to implement the Sullivan Manifesto. This document was signed by 36 US companies with South African subsidiaries, and agrees that these subsidiaries will move

towards equality of opportunity, wages and conditions for black workers.

European-owned subsidiaries are expected to come up against the same problem when the European Economic Community's own manifesto is finalised.

The problem of job reservation has also been tackled by the country's various Chambers of Industries, who are agreed on the importance of doing away with the Act.

One Chamber, at Pietermaritzburg, has just issued a paper which sets out the practical guidelines for employers, and which, more importantly, details how far employers can now go within the law.

Trade unions have long called for such clarification, and such statements, said one unionist, "should eliminate the possibility of some employers hiding behind what they claim is 'the law' purely for their own vested interests."

due course.

WAGE BOARD

Hope for the unskilled

Unskilled — predominantly African workers who aren't covered by specific wage determinations or industrial council agreements will once again be looking to the Wage Board for relief. The Board is about to review the five wage determinations which lay down minimum wages for unskilled jobs.

These determinations are usually regarded as an indication of official attitudes to wage minima for Africans. They were last reviewed — as a matter of urgency — after the Durban strikes at the beginning of 1973.

The minima then laid down by the Board were R14,50 a week in the Cape Peninsula, R13 on the Reef, in Durban and Port Elizabeth, R12 in Bloemfontein and Kimberley, and R10 in East London. They were scheduled to rise by R2 over the next two years.

Since then, these minima have been regarded as bench-marks for the establishment of minima in other wage determinations.

The five determinations cover all workers who are excluded from other determinations and wage orders. In the Transvaal alone, the Board will be looking at 64 different types of jobs.

The number of trades handled by the Board has been broadened. For example, the tending of racehorses and the situation of showground workers will be probed for the first time.

Responding to criticism of lengthy delays between the time the Board has begun investigations and the eventual publication of the minima as legally binding determinations, Wage Board chairman Izak Claassens says: "We're making every effort to speed up our enquiries. The unskilled determinations should be completed by December and we hope they will be gazetted as soon as possible after that."

Another feature of the current review is that the Board will be looking at Newcastle for the first time. This town is a growth point in terms of government decentralisation policy and, while the Board has looked at wages in growth points before, it now appears to be broadening its enquiries in this area.

Most border areas and growth points are exempt from statutory wage regulating machinery.

340 FM 16/9/77

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WAGE BOARD Hope for the unskilled

Unskilled — predominantly African workers who aren't covered by specific wage determinations or industrial council agreements will once again be looking to the Wage Board for relief. The Board is about to review the five wage determinations which lay down minimum wages for unskilled jobs.

These determinations are usually regarded as an indication of official attitudes to wage minima for Africans. They were last reviewed — as a matter of urgency — after the Durban strikes at the beginning of 1973.

The minima then laid down by the Board were R14.50 a week in the Cape Peninsula, R13 on the Reef, in Durban and Port Elizabeth, R12 in Bloemfontein and Kimberley, and R10 in East London. They were scheduled to rise by R2 over the next two years.

Since then, these minima have been regarded as bench-marks for the establishment of minima in other wage determinations.

The five determinations cover all workers who are excluded from other determinations and wage orders. In the Transvaal alone, the Board will be looking at 64 different types of jobs.

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Legislation amendments . . . will they have real teeth?

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SECURITY

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Botha's boost

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

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

Botha's endorsement *in toto* of July's Wage Board recommendation for minimum pay for about 25,000 guards nationwide to R21.46 (R9/month) for an 84-hour week. Next November they will get another R2.11/week (R10/month) in "certain Transvaal areas, Sasolburg, Durban, Pietermaritzburg and Pinetown". Rates will be slightly lower in East London and Klerksdorp.

Brook says about 4,000 black Natal guards will benefit from the hike which should "at least help to increase the calibre of security men." And not before time in this booming industry where, despite attempts to ostracise navenick companies, it is still possible to come across untrained watchmen capable as far as security is concerned of little

more than opening and closing gates.

SA Security Association's national chairman Bob Power, who estimates the protected entry affects only about 20 guard company members of the 500-member organisation, is sceptical that Botha's inspectors will be able to enforce the new pay rates on many of the 130 security firms that operate outside Sasol.

Says Power: "The pay will bring in 100 companies but will the Department of Labour be able to watch what is going on?" The 11-member Natal Association of Security Guards will, says Brook, do its best to ensure full basic rates are paid throughout its area.

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

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

Fading bias in labour gets world approval

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Sieg Hannig, Labour Reporter

Tremendous steps were being taken by South African employers to eliminate racial discrimination in wages and working conditions, an international labour leader said in Johannesburg today.

The Secretary-General of the International Organisation of Employers (IOE), Dr Raphael Lagasse, left South Africa today after a 10-day visit. He went "with great confidence" that employers and the Government were well on their way towards meeting the IOE's expectations.

"There is good reason to believe that the Government is listening to employers' representations for legislative changes required to improve labour relations," he said.

Dr Lagasse fully agreed with Mr Eugen Loderer, president of the International Metal Workers' Federation and president of Germany's largest trade union, that economic sanctions could only aggravate the conditions of the people which the sanctions were supposed to improve.

Asked whether he believed the Government was also taking steps to meet international political demands, Dr Lagasse said: "International employers have no business interfering in politics at large and I cannot comment on the overall situation."

EEC POSITION

He said South African employers were well on their way to meeting the anti-discriminatory objectives of their own code of employment practice.

"Procedures to check progress in meeting these objectives — in consultation with coloured and black leaders — are envisaged," Dr Lagasse said.

He described the European Economic Community's code of conduct for subsidiaries in South Africa as "generally a good document."

Much of what it advocated conformed with the policies of employers in South Africa, he said.

But the code had been adopted without sufficient consultation, particularly of business

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Firms must reveal SA job practices

By RIAAN DE VILLIERS
Labour Correspondent

BRTAIN is to ask all UK companies operating in South Africa to reveal their employment practices in the Republic to the Department of Trade before June 30, informed sources said yesterday.

And it is understood that the information from the companies will be made public by the British Government.

Britain is expected to announce these steps today when it tables a White Paper in Parliament which will commit it formally to the EEC code of employment practices for firms operating in South Africa.

The White Paper will urge the firms to do everything they can to implement the code, agreed on by the nine members of the Common Market last year.

Sources say the White Paper will contain provisions to force companies to observe the code. It appears the government will rely on public pressure — but with full disclosure of companies' employment practices — may be necessary.

RDM 25/5/78

347

It appears the government will rely on public pressure — but with full disclosure of companies' employment practices this may be very effective, especially in the light of the role played by UK pressure groups in the past.

Britain will be the first of the EEC countries to commit itself formally to the code.

The others have been co-operating closely and are expected to follow suit soon. They may take similar steps to monitor the code.

The White Paper, together with a questionnaire and covering letter, will be supplied to chairmen of all companies operating in South Africa, sources say.

Firms will be asked to complete a new questionnaire each year.

Among the provisions of the code are:

Suitable

- ⊗ Equal pay for equal work, and all jobs open to suitably qualified people, irrespective of race.
- ⊗ The right of all workers to be represented by trade unions.
- ⊗ Minimum wages to be 50% above the minimum living level (formerly called the Poverty Datum Line).
- ⊗ Efforts to abolish segregation in the workplace.
- ⊗ Alleviation of the effects of the migrant labour system.
- ⊗ Training programmes for black workers.
- ⊗ Funds for providing for workers' leisure and improved fringe benefits.

It has been estimated that the code will affect 145 British companies operating in the Republic with a shareholding of 50% or more, owning a combined total of 450 subsidiaries.

The fact that there will be no penalties for the non-observance of the code has led trade union organisations in the UK to point out that it is not binding and therefore lacks teeth.

Sanctions

Radical sectors, including some trade unionists, would like to see commercial sanctions levied by the government against British companies which failed to comply with a code of conduct, the "Mail" London correspondent reports.

They advocate that firms which break the code should be denied government contracts where this is applicable and be subject to limitation of tax relief.

Britain has had its own code of conduct governing companies in South Africa since 1974.

The government felt, however, that it would be more effective and the position of Britain would be less undermined, if a joint move was made by other countries as well.

For this reason the member states of the Common Market drew up the 1977 code of conduct, which the White Paper will commend today.

⊗ See Page 8

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Bus drivers reject
'low' wage increases

Staff Reporter
ABOUT 450 Vaal Transport Corporation bus drivers in Vereeniging have rejected their annual wage increases this year because they say they are too small.
The wage dispute has been referred to the Department of Labour's Central Bantu Wages Board, but it may take between six and nine months for the case to be heard.
In a statement to the company's works committee this week, the company said its management was concerned that drivers

would suffer hardship because of the delay. It made a revised offer.
Spokesmen for the works committee said yesterday they would also reject the revised scale and accept no increases until the company accepted a scale they drew up.
"We should have got our increase on April 1. We are suffering because of the delay, but we are prepared to continue suffering until we get what we want," a spokesman said.
They said they were prepared to wait until the wages board hearing.

The committee said drivers wanted more money than was being offered because:
③ Drivers had to double as conductors,
③ They had to finance lost property, such as punches and tickets, to the company.
The committee said it was unfair that inspectors could earn a top rate after 18 months, while drivers had to wait 10 years.
Mr F M Brick, general manager of the corporation, would not comment on the dispute.

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Black breadwinner in Queenstown earns R69

EAST LONDON — The gross monthly average income of black breadwinners in Queenstown is R68,94.

This emerges from a socio-economic survey of Queenstown conducted by the Institute for Planning Research at the University of Port Elizabeth. The preliminary report has just been released.

The comparable figure for a white breadwinner is R499,32 and for a Coloured breadwinner, R123,48.

In an introductory note, the report says the survey was conducted in Queenstown over the past two years and forms part of a broadly based regional development research programme being undertaken for the Border Regional Development Association.

Three main sectors in the town and Queenstown district were surveyed — white, black and Coloured households; business and government sector undertakings; and the district farming community.

Some of the figures which

come out of the 126 page report include:

- The estimated white population of Queenstown is 2 900.

- The white household average income (as distinct from the breadwinner's income) of R627 a month in Queenstown compares well with that in other centres (1975 figures for East London were R728; Port Elizabeth, R734; and Kimberley, R764).

- The proportion of white household expenditure allocated to food in Queenstown (19,6 per cent) is comparable with that recorded elsewhere. (1975 figures were 15,2 per cent in East London; 15,8 per cent in Port Elizabeth; and 17,4 per cent in Kimberley).

- There are 392 business firms in five sectors (manufacturing; wholesale/retail/service; transport and storage; building and construction; and financial and professional) and 31 Government institutions and/or organisations in

Queenstown, representing the total population of such establishments in Queenstown as at January, 1977.

- By far the greatest number of whites in Queenstown are employed in the wholesale and retail, or central government sectors — each 24,2 per cent.

- Most Coloureds (50,8 per cent) are employed in the building industry, while the highest percentage of blacks (23,3) work in the wholesale and retail sector.

- The lowest paid blacks surveyed are those in the agriculture, forestry and fishing sector (average monthly income of R24) and the mining and quarrying sector (also R24), though the survey notes those figures are based on less than 10 observations.

- The highest percentage of white household average monthly expenditure goes on food (19,6 per cent), followed by rent and bond repayments (15,4 per cent) and taxes, rates and licences (13,2 per cent).

- By comparison, the average monthly expenditure by Coloured households on food is 33,6 per cent and by blacks, 34,1 per cent.

- Compared to East London, whites in Queenstown spend more on food (R122,04 against R110,82), beverages (R13,49 against R10,34), cigarettes and tobacco (R9,05 against R7,46), domestic servants (R21,98 against R18,61) and education and literature (R22,18 compared with R13,66), but less on rents, bonds, electricity and water (R116,99 against R128,75), dry-cleaning, laundry and cleaning materials (R5,78 against R7,19), less on clothing and footwear (R29,58 against R34,15), less on transport (R25,73 against R43,82), less on recreation and entertainment (R10,67 against R16,18), and less on taxes, savings and miscellaneous (R120,68 against R183,87); while medical expenses are virtually the same (R20,04 compared with R20,98).

- It is interesting to note that 30 per cent of the whites who live in Queenstown come from other parts of the Eastern Cape and only 6 per cent from the Queenstown district.

- Fully 88,2 per cent of the blacks in Queenstown are dissatisfied with the quality of life in the town; 19 per cent of Coloureds and 17,3 per cent of whites.

- 58,9 per cent of farmers in the Queenstown district rate repair and maintenance services less than satisfactory; 32,1 per cent say the services are good; and 8,9 per cent say it is very good.

- Talking about entertainment and culture, 74,1 per cent of farmers say it is less than satisfactory; 24,1 per cent say it is good; and 1,8 per cent regard it as very good.

- As an educational centre, 53,4 per cent of farmers regard Queenstown as being very good; 37,9 per cent as being good; and 8,6 per cent as being less than satisfactory.

- As a market for produce, 67,2 per cent of farmers say Queenstown is less than satisfactory; 23,9 per cent say it is good; and 6,9 per cent say it is very good. — DDR.

WAGES

Little by little

FM 22/9/78

The Wage Board has recommended that the minimum wage an employer can pay an unskilled worker be raised by between 39% and 62%. That is not likely to satisfy the Board's critics.

Certainly the speakers at this week's Tucs conference who criticised the minimum wage levels laid down by the Board this year will be quick to point out that the percentage hike doesn't make up for the rise in either the CPI or the Poverty Datum Line in the five years since the Board last pronounced on the pay of the unskilled.

The CPI has risen by around 75% since then, the African PDL has just about doubled. So not only are the minimum wages well below the PDL, but the rock-bottom legally acceptable wage has actually declined in real terms since 1973.

This week's recommendations are the result of a Wage Board probe into unskilled wages, which will lead to the gazetting of a legally binding wage determination. It covers all unskilled workers whose wages are not regulated by an industrial agreement — 64 jobs are covered in the Transvaal alone. The determination is not only the key wage regulating measure in unorganised industries. It has significance for the organised as well.

The Department of Labour will not, for example, ratify any industrial agreement which lays down minima lower than those in the unskilled determination. So, while the determination affects only those workers not covered by an industrial council, its effect is felt throughout industry.

This time, the Board has recommended (interested parties have 30 days to object before it becomes a legally binding determination) a minimum of R23 a week for adult men in the Cape Peninsula, R21,50 for Durban, the Reef and Port Elizabeth, R20 for Uitenhage and R19,50 for Bloemfontein, Kimberley and East London.

For women, the minima are lower, ranging from R18,40 in the Cape, R17,20 on the Reef, to R15,60 in Bloemfontein, Kimberley and East London. For juveniles, they're lowest of all — from R17,30 in the Peninsula to R14,60 in Bloemfontein.

In percentage terms, the increase is highest in East London (63%) and lowest

in Cape Town, Bloemfontein and Kimberley (39%). In addition, the proposal provides for an automatic rise after the proposed determination has been in force for a year — R1,50 for men, R1,20 for women and R1,10 for juveniles in most cases.

The Board's suggestion for the Peninsula is lower even than the minimum suggested by the Cape Employers Association almost a year ago (the investigation which led to this week's recommendation was started about a year ago and a perennial union complaint has been that these long delays mean that the

determination is out of date before it becomes law).

So why the relatively small rise? Wage Board chairman Izak Claassen wasn't available for comment this week, but he's argued in the past that the Board is constrained by the need to be guided by the ability of employers to pay increased rates.

This very often means, critics argue, that the Board is more influenced by the profitability of the smaller, less-profitable, concerns than by their well-heeled counterparts, thus bringing the average down.

There's no doubt that the Board tries its best to squeeze rates up despite this factor. But this week's recommendation suggests that, when it comes to fixing wages, there's no substitute for free bargaining between employer and worker representatives.

CONFERENCE ON THE ECONOMICS OF HEALTH CARE IN SOUTHERN AFRICA

EDUCATION BLOCK U.C.T. SEPTEMBER 25 to 29

No pay rises in real terms — bank

JOHANNESBURG —

Although the current year should see some positive increase in employment and hence in salary and wage incomes generated from this source, salaries and wages of workers already in employment are unlikely to show any increase in real terms.

That sobering prediction is made by Barclays Bank, commenting on inflation in its latest issue of Business Brief.

"We are likely again to be largely dependent on a substantial rise in other incomes in real terms and hence, by implication, on a continued exceptional export performance.

Replying to the question on the size of their likely salary and wage increases for the current year, 42 per cent of firms responding to Barclays' quarterly survey of the business outlook said they were likely to increase salaries and wages by between nine and ten per

cent.

About 25 per cent said they would increase salaries and wages paid by less than nine per cent, while 23 per cent anticipated salary and wage increases of between ten and 12 per cent or more.

Barclays concludes that an increase of between nine and ten per cent in salaries and wages in 1978 would tend to produce an inflation rate of this or a higher magnitude.

It would also represent no increase in salaries and wages in real terms and hence also no real increase in total demand from this source.

"Last year, in fact, total salaries and wages paid out in the economy dropped by about one per cent in real terms because of a similar decrease in the total work force, while salary and wage increases for workers already in employment probably barely kept pace with the inflation rate." — SAPA.

		MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
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4.00 - 5.30						
6.30 - 8.00	DRINKS AND BUFFET SUPPER	DRINKS AND DINNER				
8.00 - 10.00	OPENING PLENARY SESSION INTRODUCTION AND FILM	OPEN PLENARY SESSION Beattie Theatre (outside visitors)				
				PLENARY SESSION (small groups report back)	PLENARY SESSION (3 papers)	PLENARY SESSION (small groups report back)
				TEA	TEA	TEA
				LARGE GROUPS	LARGE GROUPS	PLENARY SESSION overview discussion CLOSURE
				LUNCH	LUNCH	LUNCH
				VISIT to DAY HOSPITALS then to Boschendal (RHODES FRUIT FARMS) for WINE PRESENTATION and BRAAI	PLENARY SESSION (large groups report back)	
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Rises due for public servants

BLOEMFONTEIN. — A salary increase for public-servants could be expected on or perhaps before April 1 next year. Mr. B. J. S. van Deventer, director of the Association of Civil Servants, has announced in Bloemfontein.

He told the annual meeting of the Free State branch of the association it was not known what the percentage increase would be, but the association would not put "reckless demands" to the authorities.

Studies had shown that since July 1, 1974, public servants' salaries had slid to 27,75% behind the cost of living. — Sapa.

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demand for technicians if we are es as a source of data for valid s comparisons. Short of inter- newspapers and industry publi- 17th March 1975, the Rand Daily ce technicians and electricians. f chemical technicians when cracker and new petroleum re-

Expressions from general reading related to the South African and world economies can indicate possible present and future shortages of technicians.

E. The supply of technicians

If it were possible to determine the present and future demands for specified categories of technicians (and we have no better tool available than the Manpower Surveys), one could relate it to the present supply of technicians in order to determine the training needs for the future. However, we have not got as far as determining shortages accurately, and some information about the present supply of technicians has already been presented. We will content ourselves with a few further factors affecting the potential supply of technicians.

The influence of the polity on the economy must be taken into account. In a speech in the Assembly on 7 September 1970, the then Minister of Bantu Education and Development said that 'Bantu must be employed in the White areas in a controlled and systematic manner and must not be allowed to enter the top strata of labour in order to meet shortages, for this would lead to labour equality and to integration in residential areas, social matters, and political authority in Parliament'. ^{2/}

^{1/} S.S. Terblanche, *Tegnici in die R.S.A.*, (Human Sciences Research Council, Pretoria 1973).

^{2/} South African Institute of Race Relations, *Survey of Race Relations*, 1970, p. 100.

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Request for pay increase

BLOEMFONTEIN — A salary increase for civil servants could be expected on or "maybe before" April 1 next year, Mr. B. J. S. van Deventer, director of the Association of Civil Servants, said here last night.

Speaking at the annual meeting of the Free State district of the association, Mr. van Deventer said it was not known what the percentage increase would be.

The association would not put reckless demands to the authorities, he said.

In-depth studies of salary scales had been conducted and this showed that since July 1, 1974, civil servants had slid into arrears of 27.75 percent against the cost of living.

In July and August this year the association had approached the Minister of the Interior and the Civil Service Commission and requested that general adjustments to the salaries be made as soon as the economy improved.

(Sapa)

Zambia farmers dissent

LUSAKA — The Zambia Commercial Farmers Bureau has dissociated itself from threats by individual White farmers to quit the country if the Government did not give them security.

On Sunday some farmers met here and decided if they were not protected by the ruling Unip Government, they would pull out of the country, according to Press reports.

The bureau chairman Mr. George Bender, told a news conference the meeting was held without the knowledge of the organisation and therefore it was not official.

He said Zambia was a sovereign state and the violation of her boundaries was an act of war.

One of the consequences of the recent air and ground attacks had been a deterioration in race relations.

"What we would like to tell Smith in blunt farmers' language is keep out. Leave us in peace."

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choose the sample of employers to be interviewed. Our terms of reference required us to rate geographical areas in the hope of in any regional differences which for African technicians.

decide what questions to ask in the interview. The required information as accurately as possible. The questionnaires used were drawn up after discussion with both the Universities of Cape Town and Natal. The questionnaires are included as

Major divisions ^{1/} of the economy were divisions 3, 5 and 8 (Manufacturing, Construction, insurance, real estate and business services). Divisions 1, 2, 4, 6, 7, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, 29, 30, 31, 32, 33, 34, 35, 36, 37, 38, 39, 40, 41, 42, 43, 44, 45, 46, 47, 48, 49, 50, 51, 52, 53, 54, 55, 56, 57, 58, 59, 60, 61, 62, 63, 64, 65, 66, 67, 68, 69, 70, 71, 72, 73, 74, 75, 76, 77, 78, 79, 80, 81, 82, 83, 84, 85, 86, 87, 88, 89, 90, 91, 92, 93, 94, 95, 96, 97, 98, 99, 100, 101, 102, 103, 104, 105, 106, 107, 108, 109, 110, 111, 112, 113, 114, 115, 116, 117, 118, 119, 120, 121, 122, 123, 124, 125, 126, 127, 128, 129, 130, 131, 132, 133, 134, 135, 136, 137, 138, 139, 140, 141, 142, 143, 144, 145, 146, 147, 148, 149, 150, 151, 152, 153, 154, 155, 156, 157, 158, 159, 160, 161, 162, 163, 164, 165, 166, 167, 168, 169, 170, 171, 172, 173, 174, 175, 176, 177, 178, 179, 180, 181, 182, 183, 184, 185, 186, 187, 188, 189, 190, 191, 192, 193, 194, 195, 196, 197, 198, 199, 200, 201, 202, 203, 204, 205, 206, 207, 208, 209, 210, 211, 212, 213, 214, 215, 216, 217, 218, 219, 220, 221, 222, 223, 224, 225, 226, 227, 228, 229, 230, 231, 232, 233, 234, 235, 236, 237, 238, 239, 240, 241, 242, 243, 244, 245, 246, 247, 248, 249, 250, 251, 252, 253, 254, 255, 256, 257, 258, 259, 260, 261, 262, 263, 264, 265, 266, 267, 268, 269, 270, 271, 272, 273, 274, 275, 276, 277, 278, 279, 280, 281, 282, 283, 284, 285, 286, 287, 288, 289, 290, 291, 292, 293, 294, 295, 296, 297, 298, 299, 300, 301, 302, 303, 304, 305, 306, 307, 308, 309, 310, 311, 312, 313, 314, 315, 316, 317, 318, 319, 320, 321, 322, 323, 324, 325, 326, 327, 328, 329, 330, 331, 332, 333, 334, 335, 336, 337, 338, 339, 340, 341, 342, 343, 344, 345, 346, 347, 348, 349, 350, 351, 352, 353, 354, 355, 356, 357, 358, 359, 360, 361, 362, 363, 364, 365, 366, 367, 368, 369, 370, 371, 372, 373, 374, 375, 376, 377, 378, 379, 380, 381, 382, 383, 384, 385, 386, 387, 388, 389, 390, 391, 392, 393, 394, 395, 396, 397, 398, 399, 400, 401, 402, 403, 404, 405, 406, 407, 408, 409, 410, 411, 412, 413, 414, 415, 416, 417, 418, 419, 420, 421, 422, 423, 424, 425, 426, 427, 428, 429, 430, 431, 432, 433, 434, 435, 436, 437, 438, 439, 440, 441, 442, 443, 444, 445, 446, 447, 448, 449, 450, 451, 452, 453, 454, 455, 456, 457, 458, 459, 460, 461, 462, 463, 464, 465, 466, 467, 468, 469, 470, 471, 472, 473, 474, 475, 476, 477, 478, 479, 480, 481, 482, 483, 484, 485, 486, 487, 488, 489, 490, 491, 492, 493, 494, 495, 496, 497, 498, 499, 500, 501, 502, 503, 504, 505, 506, 507, 508, 509, 510, 511, 512, 513, 514, 515, 516, 517, 518, 519, 520, 521, 522, 523, 524, 525, 526, 527, 528, 529, 530, 531, 532, 533, 534, 535, 536, 537, 538, 539, 540, 541, 542, 543, 544, 545, 546, 547, 548, 549, 550, 551, 552, 553, 554, 555, 556, 557, 558, 559, 560, 561, 562, 563, 564, 565, 566, 567, 568, 569, 570, 571, 572, 573, 574, 575, 576, 577, 578, 579, 580, 581, 582, 583, 584, 585, 586, 587, 588, 589, 590, 591, 592, 593, 594, 595, 596, 597, 598, 599, 600, 601, 602, 603, 604, 605, 606, 607, 608, 609, 610, 611, 612, 613, 614, 615, 616, 617, 618, 619, 620, 621, 622, 623, 624, 625, 626, 627, 628, 629, 630, 631, 632, 633, 634, 635, 636, 637, 638, 639, 640, 641, 642, 643, 644, 645, 646, 647, 648, 649, 650, 651, 652, 653, 654, 655, 656, 657, 658, 659, 660, 661, 662, 663, 664, 665, 666, 667, 668, 669, 670, 671, 672, 673, 674, 675, 676, 677, 678, 679, 680, 681, 682, 683, 684, 685, 686, 687, 688, 689, 690, 691, 692, 693, 694, 695, 696, 697, 698, 699, 700, 701, 702, 703, 704, 705, 706, 707, 708, 709, 710, 711, 712, 713, 714, 715, 716, 717, 718, 719, 720, 721, 722, 723, 724, 725, 726, 727, 728, 729, 730, 731, 732, 733, 734, 735, 736, 737, 738, 739, 740, 741, 742, 743, 744, 745, 746, 747, 748, 749, 750, 751, 752, 753, 754, 755, 756, 757, 758, 759, 760, 761, 762, 763, 764, 765, 766, 767, 768, 769, 770, 771, 772, 773, 774, 775, 776, 777, 778, 779, 780, 781, 782, 783, 784, 785, 786, 787, 788, 789, 790, 791, 792, 793, 794, 795, 796, 797, 798, 799, 800, 801, 802, 803, 804, 805, 806, 807, 808, 809, 810, 811, 812, 813, 814, 815, 816, 817, 818, 819, 820, 821, 822, 823, 824, 825, 826, 827, 828, 829, 830, 831, 832, 833, 834, 835, 836, 837, 838, 839, 840, 841, 842, 843, 844, 845, 846, 847, 848, 849, 850, 851, 852, 853, 854, 855, 856, 857, 858, 859, 860, 861, 862, 863, 864, 865, 866, 867, 868, 869, 870, 871, 872, 873, 874, 875, 876, 877, 878, 879, 880, 881, 882, 883, 884, 885, 886, 887, 888, 889, 890, 891, 892, 893, 894, 895, 896, 897, 898, 899, 900, 901, 902, 903, 904, 905, 906, 907, 908, 909, 910, 911, 912, 913, 914, 915, 916, 917, 918, 919, 920, 921, 922, 923, 924, 925, 926, 927, 928, 929, 930, 931, 932, 933, 934, 935, 936, 937, 938, 939, 940, 941, 942, 943, 944, 945, 946, 947, 948, 949, 950, 951, 952, 953, 954, 955, 956, 957, 958, 959, 960, 961, 962, 963, 964, 965, 966, 967, 968, 969, 970, 971, 972, 973, 974, 975, 976, 977, 978, 979, 980, 981, 982, 983, 984, 985, 986, 987, 988, 989, 990, 991, 992, 993, 994, 995, 996, 997, 998, 999, 1000.

Manufacturing and Construction, and for this reason for this is that it was easier to obtain employment in the economy by interviewing a few large firms than by spending time on the other side of the country. Also, in the case of the University of South Africa of all the geographical areas we were

ification (SIC), Department of
breakdown of economy into Major

Battery firm to up pay

PORT ELIZABETH — A new agreement will boost the pay and benefits of daily and weekly paid Eveready Battery workers from January 15.

The agreement provides pay increases ranging from 20c an hour for artisans, up to 10c an hour for women production workers and up to 13 per cent in minimum hourly wages.

A recently completed job evaluation system will also enable women to earn additional money. Leave benefits have also been improved and provide for 13 days leave for 1978 on full pay after 12 months continuous service. Next year it will be increased to 14 days and in 1980 to 15 days.

Workers with ten years' unbroken service will be entitled to an extra five days at the end of the 11th year.

Other benefits include a two-shift premium of 15 per cent, pension fund, short-time payments, injury allowances and a maximum compassionate leave of two days on full pay. — DDC

11.

... which comprise only 6% of Botswana and on which live only a small population, deliver half the cattle slaughtered by the BMC.¹ Speculators, and co-operatives deliver a further 25%. The bulk of the supply of cattle to the BMC comes from the tribal areas, despite the fact that the tribal lands comprise 71% of the land and that tribal grazers who could afford to do so have gained much of the state land, which comprises 23% of the total, by means of leasehold. Only 25% of the cattle sold to the BMC comes off 94% of the state land.

The evidence suggests that a few freehold ranchers and a small number of cattle speculators have exploited the favourable beef prices to buy up stock from tribal grazers for fattening prior to sale to the BMC. In contrast to the average of roughly 185 000 cattle sold to the BMC in the mid-1970s, other sales averaged roughly 38 000. Steeply differential prices in the countryside and the dominance of a "business" sector of ranching suggests that tribal grazers cannot be expected to play a very significant way in the early claims for rights over tribal lands designated as commercial.

... certain answers to the question, "what is there to prevent the stock owners from combining ranching on leasehold estates on the designated commercial with the grazing of animals attached to their households on communal land?" The power of the wealthier households in the countryside is such that one must presume that they can influence members of their extended family groups. Through informal arrangements with family members and through what might be corruption of the "Mafisa" system of borrowing-in cattle it may be possible for large livestock owners to retain stock near their traditional homes and thereby to utilise communal grazing. The Report on Rural Development does touch on the subject but does not provide satisfactory answers. The reason for the failure seems to lie in the mechanistic nature of the methods proposed. A serious fault is the absence of any reference to the large number of families who have no cattle. Is that position simply to be accepted for the present and for the future? It may be that the extensive discussions now being carried out in Botswana over the White Paper proposals will educate the public as to the intention of the proposals so that the public itself will become a watchdog on the working of the arrangements. Thus far nothing has arisen that would reduce the concern. The final section of the Rural Income Distribution Survey raises the same concern.

1. The freehold farms are largely owned by non-citizens. In recent years wealthy Botswana have bought many of these farms with the aid of a steeply differential transfer tax on sales to non-Botswana.

Govt employs fewer blacks ⁽³⁴⁷⁾ at higher pay

By DEREK SMITH

THE CENTRAL Government has slashed its black staff complement by more than 10% over a period of 12 months — in spite of the high official priority given to the problem of unemployment among the lower income group.

In a major move to fulfil its commitment to narrow the racial wage gap, however, it has handed out pay rises to black public servants of more than 23% over a period of 12 months.

The figures, issued by the Department of Statistics, show that in the quarter ended September last year, the Central Government employed 125 735 blacks; by the end of the equivalent quarter this year the number had fallen to 112 652.

At the same time, however, the total wage bill for blacks rose from R60 500 000 to R66 800 000 — a 10,4% increase. With fewer people sharing the money, per capita earnings rose from R160 to R198 a month, an increase of R38 a month — more than 23% on average.

During the same period, pay for white public servants rose less than 3% per employee. This, with an in-

crease in numbers employed from 121 000 to 125 000, pushed up the total white wage bill by nearly R11-million to R191-million.

White per capita earnings over the 12 months rose on average from R498 to R510 a month, an increase of R14 a month, or 2,8%.

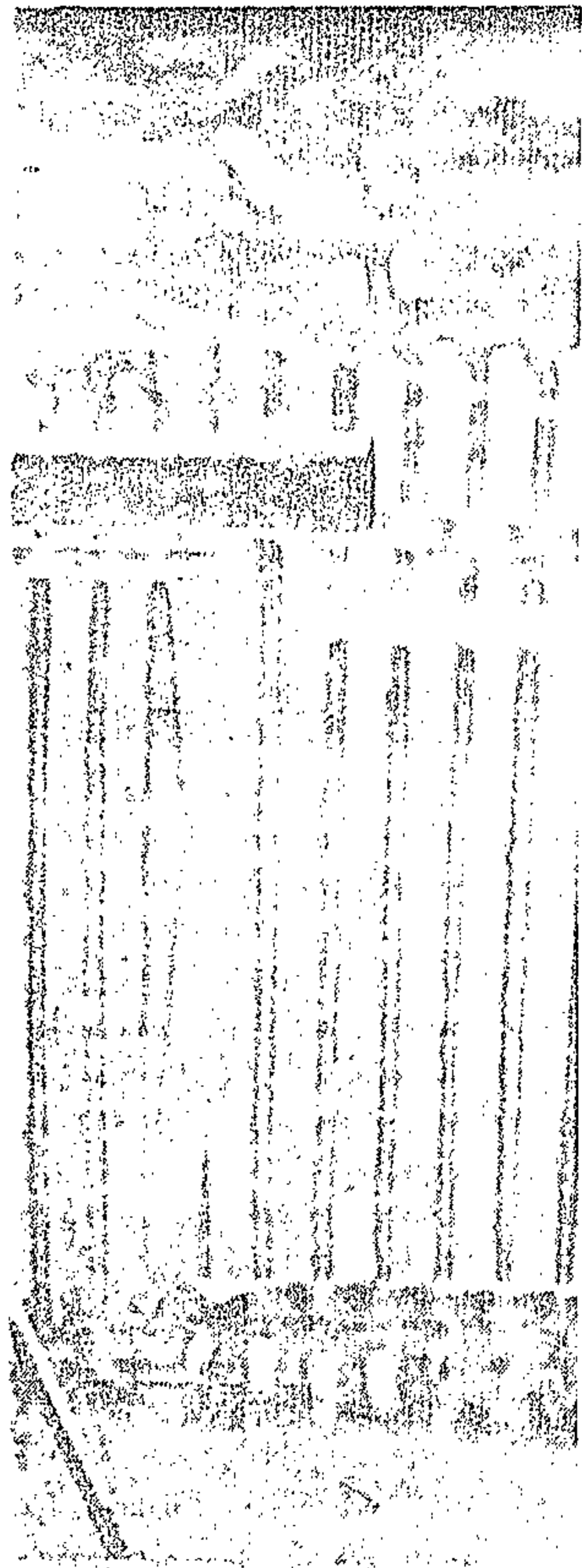
At both the provincial and municipal levels of government, the number of whites and blacks employed has either increased or remained static.

The number of whites employed by the provinces rose nearly 4 000 to 124 454 and earnings per capita went up 10,4% from R482 per month to R532.

The number of blacks employed by the provinces rose from 32 000 to more than 35 000 and earnings per capita rose 9% from R121 a month to just under R132.

The number of whites employed by local authorities countrywide remained static at just under 58 000, but wages rose on average from R596 a month to R639, up 7,2%.

The number of blacks employed by the local authorities increased from 48 000 to nearly 53 000 and the per capita monthly wage rose 7,6% from R118 to R127.



raman. Ask Press photographer if second action shot during the 's yesterday. Picture: MIKE McCANN

pact Pope's visit a problem for Poland

BONN. — The most critical problems facing the governments of Eastern Europe in 1979 are Pope John Paul's visit to Poland and Romania's continued defiance of the Kremlin.

With 86-year-old President Josip Broz Tito still at the helm, Yugoslavia is sure to remain solidly on its "nonaligned" course, independent of the rest of Eastern Europe. Despite President Tito's sound health, Eu-

consumer demands, and debts to the West.

Poland, Moscow's largest ally, owes the West about R11 400-million by Western estimates.

In the region that once bragged it was inflation-proof, price increases have been noted and are expected to continue. Yugoslavian experts predict inflation between 10 and 20% in their country.

Hungary, which many consider the most

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WAGE REGULATIONS —

WAGE BOARDS.

7/11/79 — 31/12/81

DISCUSSION

The crude death rates and the standardised mortality rates for whites, Asians and 'coloureds' and urban Africans are presented in Fig. 1. The interpretation of these figures is confounded by the difference in the underlying structure of the population. The population pyramids for the various groups were pictured in Part I with the exception of urban Africans, which appears in Fig. 2. This population shows a high proportion of healthy working males and lack of elderly persons as a result of migratory labour situation.

The standardised mortality rate provides a single figure for the experience of a population which can only be compared with the series of age specific death rates. The age specific mortality rates in the corresponding numbers in the standard population are obtained and dividing the total deaths so obtained and dividing the total this figure is independent of the age structure of the population. The choice of the standard population will be the deaths in the various age groups. The population as a standard will give great weight to deaths among the elderly, while it will reverse the position. The choice of ranking of the mortality between the observed and the expected. As the Duke of Wellington said: 'and statistics'!

concerned. Should the employer fail to effect payment, the matter is referred to the public prosecutor for prosecution. In the event of a recurrence of the same offence, the employer is summarily prosecuted. The number of cases where defaulting employers meet claims for underpayment of wages is obviously far in excess of the number of prosecutions.

Infant mortality rates are summarised in Fig. 3. Birth statistics for Africans are not published by the central government. The various medical officers of health⁹ have estimated the infant mortality rates for their urban areas. These show considerable variation. (See also ref.15). A mean figure and the range are given in Fig. 2. These de facto figures should be interpreted with caution as sick infants are often brought to the cities from rural areas. An indication of the situation in the rural areas is given by a sample survey carried out in Cape Town and Transkei among Xhosa-speaking Africans.¹² An increase in infant mortality was observed with decreasing urbanisation, the figure for the completely rural areas being of the same magnitude as those parts of the world devoid of medical services. Fig. 4 summarises the age specific mortality rates of

deaths' according to the Bantu Reference Bureau. At least 50 000 deaths among Africans were not recorded in the rural areas. It is estimated that in the main urban districts are not registered for

were calculated:

ities.

mortality Rates. Two standard populations were used: representing a developed population and Mexico 1960 one.

cific Death Rates. Calculated mainly in five year age divisions of the eighth revision of the ICD).

662. Mr. R. B. MILLER asked the Minister of Labour:

How many companies were convicted in terms of section 20(1) of the Wage Act, 1957, in (a) Durban, (b) East London, (c) Cape Town, (d) Johannesburg, (e) Port Elizabeth and (f) Pretoria during 1976, 1977 and 1978, respectively, for failure to pay prescribed wages.

The MINISTER OF LABOUR:

	1976	1977	1978
(a) Durban	nil	one	one
(b) East London	nil	nil	nil
(c) Cape Town	nil	six	four
(d) Johannesburg	21	41	21
(e) Port Elizabeth	nil	three	nil
(f) Pretoria	11	nine	14

Note: The procedure which is followed in respect of the underpayment of wages is that, if a departmental inspection reveals such an underpayment, the employer con-

cerned is notified thereof in writing and requested to pay the amount so underpaid to the Department within a specified period for payment of the employee or employees

Hansard (18 Col 1016) Wage Act

the last census year.

mortality experience of a population which would exist if a It gives an indication of the expectation of life.

of the base population age of this are available for 'coloureds', the 1970 population specific survival rates from 1970 and taking into account the actual births and deaths in the 0-4 age group. Allowance was made for migration.

For Africans, a different procedure was adopted as a population figure for only part of the country was required. The 1970 age distribution¹⁰ by magisterial district was used, the numbers being adjusted by the 1974 gross population estimates by economic region.¹¹

TABLE II

	Male	female
Rheumatic Heart Diseases (390-398)	115 1.2%	56 1.9%
Hypertensive Diseases (400-404)	212 2.2%	12 0.0%
Ischaemic Heart Diseases (410-414)	5737 58.8%	56 3.4%
Cerebrovascular Diseases (430-438)	1587 16.3%	749 9.0%
Total Circulatory Diseases (390-458)	9752 100%	1921 100%
Motor Vehicle Accidents (E810-E819)	750 38.0%	59 18.2%
Suicide (E950-E959, E979) *	485 24.6%	11 3.4%
Homicide (E960-E969)	59 3.0%	89 27.5%
Total Accidents, Poisoning and Violence (E800-E999)	1973 100%	324 100%

Pay for some shopworkers may soon double

By Sieg Hannig, Labour Reporter

The starting pay of some of South Africa's lowest-paid shop workers will be more than double if the trade unions' demands are built into the proposed new wage determination for an estimated 100 000 shop workers.

This is in spite of the fact that the unions are asking only for a 2,5 percent pay increase over and above the rise in the cost of living.

"These are very modest demands indeed," said Mr Morris Kagan, spokesman

for the white National Union of Distributive Workers, the Coloured National Union of Commercial and Allied Workers and the black Commercial, Catering and Allied Workers' Union.

REVISION

Mr Kagan explained that the demands included projections of the cost of living up to December, 1980, because the new wage determination was not expected to come into force before the end of next year.

To simplify matters, the

unions are asking for a new minimum wage rate of R175 a month for the lowest paid workers in the major urban centres and R145 for the same workers in smaller towns, irrespective of sex.

UPGRADING

This also would entail an upgrading of the "labourer" category to that of "general assistant."

For labourers currently on the highest minimum rate of R79,08 (female) and R98,80 (male), this would mean increases of 121 percent and 77 percent respectively.

For general assistants currently on the highest minimum rates, this would mean increases of 99 percent for females and 60 percent for males. The percentage increases for equivalent workers on lower minimum rates would be even higher.

* E979 "Suicide and self inflicted poisoning by motor vehicle exhaust gas" is a code used in South Africa which does not appear in I.C.D. (8th revision). See Ref. 13.

Monday September 24 1979

Record minimum set for Reef tobacco workers

10/347
STAR
24/9/79

By Sleg Hannig,
Labour Reporter

A new record in minimum wages for black labourers has been set with a 12 per cent increase which puts the lowest paid worker in the Reef's tobacco industry on R43,50 a week (R188,50 a month).

This is the highest minimum rate for unskilled workers in any industrial

agreement in South Africa, says Miss Christine du Preez, general secretary of the National Union of Cigarette and Tobacco Workers.

While this still falls short of the R192,73 which the Johannesburg Chamber of Commerce worked out in May for the monthly budget of a Soweto family of five, it is well above

the Household Subsistence Level of R159,78 calculated by the University of Port Elizabeth in April.

All the other minimum rates in the agreement will also rise by 12 percent with effect from the first full pay week of next month.

About 3 000 workers will benefit from the increase.

be such a market, but Cape Town and Durban were considered marginal possibilities. It was therefore decided to undertake an initial market research survey and exploratory investigation in the most promising Johannesburg area.

3. The Findings of the Market Research Survey

The market research survey, prepared by the representative of KFC sent to South Africa, was based on information collected locally over a period of three months. It included the findings of professional researchers commissioned by KFC based on interviews with local people in the three suburbs of Johannesburg (Orange Grove, Malvern and Kenilworth) where KFC's representative believed the first three shops might be opened. It furthermore contained the summary of the informal meetings between the KFC representative and the marketing expert of a leading chain of delicatessens in the Transvaal Province. Finally, it was concluded with the KFC representative's own detailed assessment of the situation, his personal comments on the value of the two other sources of marketing information together with his final recommendations.

The market researchers first tried to establish the eating habits of the people in the selected areas under review and found that two-thirds of the families interviewed ate chicken at least once a week. Chicken was considered an 'every-day type' of product rather than a meal for special occasions. Over half of the housewives were aware that Kentucky Fried Chicken came from America. Just under half claimed to know who the founder was, although not all knew his name.

The MINISTER OF LABOUR:

- (1) Five.
- (2) No.
- (3) No.

566. Dr. A. L. BORAINÉ asked the Minister of Labour

- (1) (How many determinations under section 77 of the Industrial Conciliation Act are in operation at present.
- (2) whether any such determinations were made during 1978; if so, (a) how many and (b) in respect of what occupations and industries;
- (3) whether any determinations were cancelled or suspended during that year, if so, in respect of what occupations and industries.

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founder was, although not all knew his name. Chicken came from America. Just under half claimed to know who the founder was, although not all knew his name. Over half of the housewives were aware that Kentucky Fried Chicken came from America. Just under half claimed to know who the founder was, although not all knew his name.

Age of KFC customers	16-34	35-49	50 +	Total
Malvern	20	43	37	100
Orange Grove	32	33	35	100
Johannesburg	17	38	45	100

MINIMUM WAGES Bare survival

Poverty datum lines, once scorned by employers, are gaining ground — if only in the form of lip-service. But they still don't cut much ice with the Wage Board.

The board has rejected objections lodged by Tucsas and the SA Institute of Race Relations to its unskilled wage recommendations on the grounds that the Wage Act doesn't allow it to take PDLs into account. PDLs, says board chairman Izak Claassens, are based on the cost of living of an employee and his family, whereas the board's job is to set minimum standards for the breadwinner only.

So the board's initial recommendations (FM September 22) have now been gazetted as legally-binding minima, despite the objections. The new minima, which set a benchmark for unskilled

wages, will range from R15,60 a week for women workers in Bloemfontein to R18,40 for their counterparts in the Cape and R17,20 on the Reef. These figures are well below the PDL — which in Johannesburg stands at R168,16 a month (R39 a week) for a black family.

Black workers tempted to seek a better deal in the Transkei, however, are wasting their time. Four wage determinations just gazetted there set minima below even those in SA.

In the commercial distributive trade, a minimum starting wage of R30 a month in rural areas, R45 in smaller towns, and R50 in major towns has been set. In the saw-milling industry, the figure is R2 a day for men and R1,50 for women, while in accommodation and catering it is R2 a day for all workers. Best off are employees in the motor industry, whose new daily minimum is R3,60.

In only one case — sawmilling — did worker representatives give evidence to

workers in the house-

Transkei's Wage Board before it set the new minima. In the motor trade, the board apparently wanted to set the minimum at R2, but changed its mind when the Motor Industries Federation said R3,60 was roughly the going rate.

• For the first time since it was started in 1973, the Natal Chamber of Industries' quarterly survey of average wages of unskilled Africans in manufacturing has failed to register an increase.

The index (December 1973 = 100) remained static at 190,12 in the December quarter year. This translates to a weekly wage of R34,26. The wage is a minimum cash wage excluding extras, and applies to the lowest grade of unskilled worker.

Although wages remained unchanged in the last quarter of 1978, there was an increase of 7% over the year as a whole.

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—did you hear—

That Sol Kerzner's right-hand man, Peter Venison, has decided, after all, that the grass is greener here? Sol is "thrilled" and Venison says "he had given the whole matter very careful thought" before deciding to unresign. An educated guess is that it is costing Southern Sun a hefty R100 000 a year to help Venison change his mind.

That, by Christmas, only 55 of Intercontinental Breweries' 250 redundant reps had turned in their company cars? The unfortunate redundants should have done so two weeks earlier, but clearly opted for wheels over the holiday. One wonders what happens now.

That public relations panjandrum Dick Foxton's self-esteem appears to know no limits? He had himself photographed

outside 10 Downing Street where he claims, in his company's "news" to have had "wide-ranging talks with government leaders." In fact, he met one of Mrs Thatcher's press advisers.

That the SA Sugar Association is pulling out of its 22-year standing tennis sponsorship, the Sugar Circuit, now worth R75 000? Tennis promoter Owen Williams says "a major consumer company" is looking seriously at the sponsorship which will be worth R100 000 in 1980.

That twice passed-over deputy MD of Hill Samuel Richard Clowes starts with shipping agents M H Goldschmidts at the beginning of February as a member of its executive committee?

The explanation given to British Airways by a Spanish official after its main Madrid sales office was blasted?

BA NEWS reports the bomb was planted by "a group of Americans protesting against the Pope's visit to Turkey."

for the low determinations. As Joshi puts it: "The board looks more at how much employers are prepared to pay. They can do this, since the workers are not organised." However, warn black unionists, as black workers become more organised, employers will find it more difficult to get away with wages below the HSL.

The Wage Board has also come under fire for not pushing wages up in line with CoL increases and for not reviewing wages often enough. Klaasens says they try to raise them by at least the increase in the cost of living. However, a quick glance at the determinations shows otherwise.

Asserts Morris Kagan, general secretary of the Witwatersrand Liquor and Catering Trade Employees' Union: "By the time the minimum wages become law they are out of date. Very often periods of up to two years elapse between the start of an investigation and when the determinations are promulgated. In that time inflation has played havoc." And, he adds, "Merely to keep up with the cost of living is not good enough."

Klaasens says the policy is to revise the wages on a three-yearly basis. But, with a persistently high inflation rate, this is totally inadequate.

This, in turn, points to the need to reduce market artificialities such as these determinations and allow greater freedom of bargaining between black employees and their employers.

MINIMUM WAGES

New levels

Last year was spattered with incidents of workers downing tools over low wages. And press reports of starvation wages, particularly in the homelands and border areas which are not covered by the Wage Board, cropped up throughout the year.

But, even the urban areas and in those industries perused by the board, wages for unskilled labour fall short of the Household Subsistence Level (HSL). The inevitable question is how soon pressure from black labour will build up for better deals.

The Wage Board has revised the minimum wages paid by a number of large employers, affecting tens of thousands of workers, for example, most local authorities, the food industry and the chemical and allied products industry. In the case of local authorities, wages proposed for unskilled daily employees range from R3,50 to R5,80 a day — less than R95 to R156 a month on a six-day week. The board's new determinations for watchmen are as low R20,20 in some areas, with R33,30 being the highest in Port Elizabeth. Women are even worse off, with the minimum wages ranging from R14 to R22 a week.

The new determinations for the food and chemical industries are much the same, with some set even lower than those for the local authorities. For example, in the food industry, a female labourer during her first year of employment can get as little as R11,30 in some

areas.

But work stoppages last year came about over wages that were relatively higher. In December, over 700 women employed by Sea Harvest fish factory at Saldanha Bay stayed away in protest against low wages. Most said they earned about R20 a week. And, at Unico Chemical Company in Springfield, where 37 workers downed tools in November, workers with over 30 years service said they were earning just over R30 a week.

The latest HSL — calculated by the Institute for Planning Research at PE University — shows that the minimum wages for unskilled labour set by the Wage Board are not enough to buy the bare necessities for an African family of six. In the rural areas, a family needs nearly R150 a month, while in the urban areas the HSL averages about R170.

Fosatu's legal officer, Ravi Joshi, says that, in the factories in which his organisation is involved, the majority of workers earn below the HSL. And, asserts Skakes Sikhakane, general secretary of the Consultative Committee of Black Trade Unions: "Employers always claim that they pay above the minimum. But, looking at pay slips, we see that they are just paying what the minimum laid down."

Izak Klaasens, chairman of the Wage Board, claims: "Our norm is a reasonable liveable wage. All these poverty datum lines are based on a family unit. We cannot look at that." And, he adds, "We would like to avoid unemployment due to too high wages."

But black unions point to another reason

SEA HARVEST DISPUTE

Nets mended

Troubled waters at the Sea Harvest fish factory in Saldanha Bay have calmed.

On December 17 some 600 employees walked out in protest over wages — the lowest was R20.50 a week plus a R2 attendance allowance, against the Wage Board's minimum of R17.40 promulgated in July last year, and a R32 average for the firm. Asserts Jan Theron, general secretary of the Food and Canning Workers' Union: "The board is partly a villain of the piece. In April 1978, when the board started investigating wages in the fish industry, we asked for substantial improvements in wages and working conditions. Their response was to bring out minimum wages just below those which Sea Harvest was paying at the time."

In November the workers walked out for a day, claiming a straight R30 a week minimum. Management came back three weeks later. According to Theron workers were told they would fall within one of four grades, with the minimum wage for the lowest grade still R20.50. In addition, says Theron, "which grade a worker fell into depended entirely on the discretion of management. All this was unacceptable to both the union and the workers."

Sea Harvest's MD, Eckart Kramer, denies this. The average wage, he says, is R32, and only 8% of workers are on the minimum. He says the two basic minimum wages — R23 a week for less than six months' experience, and R25 for more than six months — which the union agreed to, and which brought an end to the work stoppage, were announced a week before the December walkout. Retorts Theron: "That's nonsense. I was at the meeting and took down notes on the proposal of R20.50 for unskilled labour."

Sea Harvest has also agreed to pay employees staying in Saldanha Bay and Vredenburg R2.50 a week for transport costs and R5 a week to those in Hopefield. And for weekend travel, the firm will pay for transport. Previously, it subsidised

Financial Mail January 11 1980

hired transport by 50%, deducting the other half from employees' wages. "This is a substantial improvement," says Theron. "Under the subsidised scheme, those who lived in Hopefield were penalised for living further away from work."

STAR 8/2/80
241
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Try living on this for a week

A cabbage, potatoes, onions and sausages were dumped on a leather-topped table in the offices of the Johannesburg Chamber of Commerce yesterday, and Wage Board members were challenged to live on them for a week.

Mrs Dulcie Hartwell of the National Union of Distributive Workers was arguing that many black workers have to pay out more to live than they get as wages.

She asked the final meeting of the Wage Board yesterday: "Could any of you live on a packet of Vienna sausages and a packet of boerewors — and feed your children — for a whole week?"

"Wages should not be based on subsistence. These are the circumstances of the workers who make you your millions."

She said a Klipspruit family's monthly wages were less than it spent on the necessities of life.

The mother of the family was always asking for advances from her employer as this was the only way she could live.

Employers at the meeting said unemployment

had decreased and there were signs of a shortages of semi-skilled and skilled manpower during 1980.

The Minister of Finance, Senator Horwood, was quoted as saying "discipline and restraint are called for in making upward adjustments to wages ..." and the plea of the Prime Minister, Mr P W Botha, for increased productivity was also stressed.

No new EL pay rate

EAST LONDON — The new wage determination for the ladies' stockings industry would not affect wages paid at Berkshire International (SA) here, the company's managing director, Mr M. M. Strong, said.

Commenting on the new agreement, which was announced in the government gazette of February 15, Mr Strong said the new rates simply did not apply at Berkshire "because we pay far in excess of the

new rates".

He added that it was unfortunate that by the time new wage agreements came along they were almost historical and had little relevance.

"Any progressive company will be paying way above the new rates anyway," he said.

The new determination will apply to the stocking industry in East London, Estcourt and Parys and will be binding from this week. —DDR

347 146

62350 Post

By JOE THLOLOE

THE unregistered Metal and Allied Workers Union yesterday asked the Wage Board to increase the minimum wage in the rubber industry from R35 to R47 a week by December this year.

The Wage Board determines minimum wages in industries where there are no industrial councils. After collecting written and oral evidence it makes

Rubber Wage hike plea

recommendations to the Minister of Manpower Utilisation.

The chairman of the board, Mr I J Klaasens, was sitting with three other members.

Mawu, which has a membership of 10 000 with about 500 in the rubber industry, asked for a minimum increase of R6 a week

By JOE THLOLOE

for each grade in July and another R6 a week in December to bring the minimum wage to R47 a week by December 1980.

Mawu also proposed those workers already getting more than the minimum wages should get an increase of 20 percent.

The union argued: "Recently published data indicate that a minimum required wage a month for an average household is about R211 a month at June 1980."

"It has been argued that these figures cannot be applied to individual wages, as they

reflected total household incomes.

"We argue that sole breadwinners of households should not be prejudiced because some employees support only themselves and in our experience, a majority of workers in the industry are sole breadwinners of households of at least the size used by the Jo-

hannesburg Chamber of Commerce in its study."

Mawu said that for at least five years the largest employers in the industry have reported increases in profits.

"The tremendous rise in the gold price has further fuelled the growth of manufacturing production," Mawu said.

The wage determination does not cover Dunlop in Durban and the Tyre industry in the Eastern Cape. The two areas have industrial councils.

Butsingi burial Saturday

MOURNERS from as far as the Eastern Cape and the Transkei are expected to



"If my dream guy doesn't notice me in this tabularia house."

"Here, try Close-up."

"Your dream guy is bound to close-up."

Security guards 'underpaid'

347
27
19/3/80
12

By NEVILLE FRANSMAN

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

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

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

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

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

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

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

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

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

20/10/57 20/10/57

Govt must first revise postal tariffs—Widman

HOUSE OF ASSEMBLY. — The Post Office budget should not be passed unless the government revised postal and telecommunications tariffs, Mr Alf Widman (PFP Hillbrow) said yesterday.

This was the first leg of an amendment moved by the PFP's chief spokesman on posts and telecommunications when debate on the second reading of the Post Office appropriation Bill resumed yesterday.

Mr Widman said that despite "certain contemplated improvements in the Post Office services", the budget should not be passed unless the government:

- Closed the wage gap existing between Post Office employees of different racial groups,
- Provided an unbiased and objective radio and television service, and
- Gave an assurance that "the privacy of the individual in the use of Post Office facilities will be inviolate unless the security of the State is jeopardized and the due process of the law is followed".

The economy was in a period of pronounced upswing and the Post Office was R45 million to the good. This raised the question whether the tariff increases announced in last year's budget, but only put into effect in February this year, could not have been delayed further.

"This increase should see us through another five years."

Mr Widman called for the establishment of a

tariff stabilization fund, financed from surpluses over and above those budgeted for or estimated, which were not required for increasing operating capital or redeeming loans.

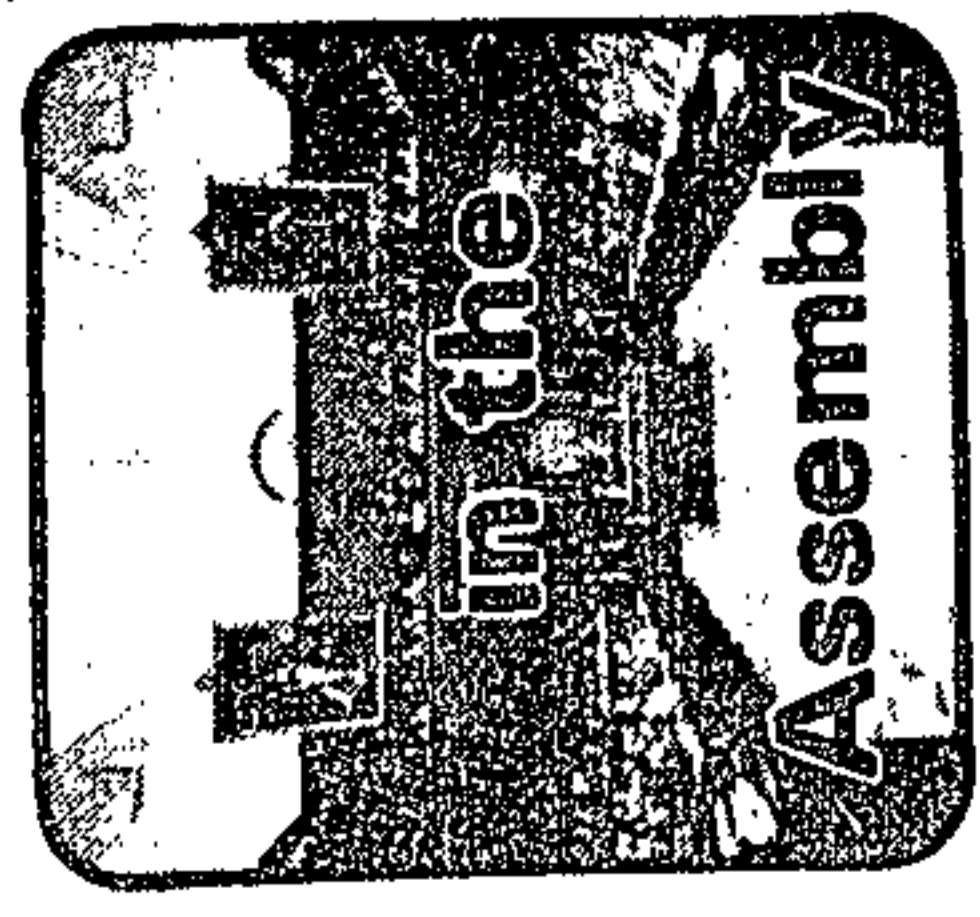
The unanticipated surplus this year had amounted to R34 million. The loss on postal services had to be carried by the profit on telecommunications services.

When the increases had been announced last year, it had been stated that they would average 13 percent. In fact they averaged about 37 percent.

The Minister of Posts and Telecommunications, Mr Hennie Smit, should revise the telegram tariff from its present five cents a word back to three cents. Telegram services already showed a loss and the February increase would prove counter-productive, as people would use telephones instead. Postage and COD rates should also be reviewed.

Welcoming the salary adjustments for Post Office staff, Mr Widman said coloured employees still received 90 percent of the salaries of their white counterparts while for blacks the ratio was 80 percent.

"The postmaster-general should set an example to South Africa by eliminating the wage gap entirely. He has the ability, the means and the machinery to do this. There is no reason why a coloured postman should receive any less than a white postman. The job is the same." — Sapa



Mr Alf Widman

Bid to improve wages for nightwatchmen

Staff Reporter

MANY nightwatchmen work 12 to 14 hour shifts six times a week for grossly inadequate wages and they receive no overtime pay or subsidy for transport expenses, the National Union of Security Guards said yesterday.

The union has asked the Wage Board to set a weekly minimum wage of R45 a week for watchmen.

According to the present wage determination set down for night watchmen, the minimum pay is R22,62 for an 84-hour week and R24,92 after 12 months' service. This amounts to a 14-hour shift six days a week.

The union claimed that watchmen were often assigned to jobs in isolated areas where they were responsible for property valued at thousands of rands.

Often the facilities were totally inadequate. The statement cited the example of a security guard at Woodlands Centre in Mitchell's Plain.

He has no toilet facilities, no telephone or other means of communication, no guardroom or other form of shelter and no drinking water.

Watchmen are often transported to jobs in remote areas and then have to pay for their own transport home, the union said.

SULTS IN FACULTY ARTS				AS AT 29 02 80		PAGE 3	
YEAR : 1				13010			
FIRST NAMES	COURSE	DESCRIPTION	SYMBOL				
MARGARET JANE	103202	SOCIAL ANTHROPOLOGY I (PRE-1980)	3NX	(51)	1	160942M	
DEVORA	107101	ENGLISH I (PRE-1980)	3NX	(43)	1	157568V	
IRENE	115102	FRENCH INTENSIVE	F		1	150296G	
SYBELLE	905101	CHEMISTRY I A CH. 102.	ABS		1	158290E	
	911101	MATHEMATICS I M102	ABS				
ANITA	109102	HERREN INTENSIVE	F		1	154026V	
PASIA	115101	FRENCH I	UP	(55)	1	154362K	
KRISTEL KAROLA	117101	POLITICAL SCIENCE I	UP	(55)	1	153981W	
JUDITH MARY	107101	ENGLISH I (PRE-1980)	3NX		1	155173R	
ANNE ATHERSTONE	115101	FRENCH I	UP	(55)	1	159186D	
JANET FAY	004101	PSYCHOLOGY I	UP	(60)	1	158211U	
KRISTIN CHARLOTTE GERDA	106102	ECONOMIC HISTORY I	ABS		7	153855J	
SUZANNE COLLINGS	106103	ECONOMICS I A	UP	(50)	1	162285X	
WINA ANNE	107101	ENGLISH I (PRE-1980)	3NX		1	161662V	
YVETH JULIA MARY	114101	RELIGIOUS STUDIES I	F	(49)	1	162109F	
	115120	ENGLISH I	UP	(50)			
MOTHY JAMES GRAHAM	004101	PSYCHOLOGY I	2	(65)	1	155641A	
	107101	ENGLISH I (PRE-1980)	3NX				
MARGARET JOANNE	911101	MATHEMATICS I M102	ABS		1	115954M	
SAN MARGARET	102101	AFRIKAANS	UP	(50)	1	159604H	
	114101	RELIGIOUS STUDIES I	UP	(65)			
EVOR RONALD	117101	POLITICAL SCIENCE I	F	(48)	1	161491J	
ALD ALAN	115101	FRENCH I	F	(37)	7	152126E	
	115101	FRENCH I	ABS		1	155720L	
	116120	ORAMA I	ABS		7	152889J	
EPHINE ALEXANDRA	004101	PSYCHOLOGY I	3	(57)	1	155148P	
	107101	ENGLISH I (PRE-1980)	3	(59)			
	115101	FRENCH I	3	(56)			

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R50 a week

Call for minimum wage

Mercury Reporter

THE South African Allied Workers' Union has called for a national minimum wage of R50 a week, indexed to inflation, for all workers in commerce and industry.

At a conference in Durban the union also called for the abolition of the Group Areas Act, the Influx Control Regulation Act, the Separate Amenities Act and the mi-

gratory labour system.

Declaring 1980 as Workers' Year, SAAWU rejected trade union registration on the basis that the Wiehahn and Riekert Commissions had not sought the views and recommendations of unregistered trade unions. Instead, they had 'climbed into the racist laager' and had done all the thinking for unregistered unions.

The conference called

for an R80 minimum monthly salary for all domestic workers and also made a plea for an eight-hour day and a 40-hour working week for employees in industry and commerce.

In addition, overtime should not be compulsory, the union asserted. If overtime was worked, the total of hours worked a week should not exceed 50.

SAAWU called for four weeks' paid annual leave for every worker.

Campaign

The union, which represents 22 affiliates, urged the final abolition of the pass laws and launched an unemployed workers' campaign which would demand the right to work for all. It urged the Government to create more jobs, schools and clinics.

The union issued an appeal to foreign companies to abide by their codes of conduct, which had been accepted by both foreign and local workers.

Van die instansies het goedgunstiglik op BEO vir tussentydse ontleding beskikbaar ontledings is reeds sedertdien met behulp van die Universiteit van Stellenbosch vo van die data was reeds meer as drie jaar bv. deur opnames, maar om 'n verskeidenhe die betrokke instansies tot dusver die d of die ontleding daarvan voltooi nie.

Bronne is nou opgespoor wat van fundamentele belang sou gewees het vir die Kaapse Metropolitaanse vervoerstudie, maar omdat elemente van die inligting net by spesifieke instellings beskikbaar is, en hulle onderling onbewus was van die bestaan van die bykomende inligting word die databronne hoegenaamd nie benut nie.

Soms was daar ook twyfel insake eiendomsreg oor databronne bv. in gevalle waarby opnames deels deur buitebronne gefinansier was en selfs ook die semantiese bestek van die woord "publiseer" het by geleentheid verwarring veroorsaak.

Bykomende onsekerheid ontstaan in gevalle waar geen opname-fasiliteite institusioneel bestaan nie en noodsaaklike data op 'n vertrouens- of informele grondslag aan 'n navorsingsinstansie beskikbaar gestel word. Afgesien van die beperkte verdere bruikbaarheid van die data d.i. buite die fisiese

450 hours work for R60

By Sieg Hannig

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

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

Now the "shocking" employment conditions

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

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

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

week not exceeding 84 hours.

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

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

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

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

Public, Communal Property

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

boat, renters bear the consequences of not catch- ducies a major difference. If fishermen rent the Uncertainty about the prospective catch intro- about performance. methods, renting and hiring—assuming certainly tant point is the identity between the two payment make a difference. For the moment, the impor- mistaken estimates of the catch, and that does But someone must bear the consequences of there is certainly about the output performance. same income in either case? No difference, if the total daily sales—leaving the clerks with the (and inventory-use costs) to the owners out of Macy's building and facilities and paying rent hiring clerks as employees or the clerks renting Is there, then, no difference between Macy's boat owner hiring fishermen as employees? ample between fishermen renting the boat or the ing him 14 fish. There is no difference in this ex- paid four fish, a total wages bill of 20 fish, leav- a total catch of 34 fish with five people, each is he keeps the total catch, minus those wages. Of smidgion of fish each to fish on his boat while in the latter case, he must pay them four plus a we could say the boat owner hires the fishermen. only. Instead of saying fishermen rent the boat, The same situation could be described differ-

Employment or Ownership?

detail later.

is used, that is, how many are allowed on board, to the boat, and (c) keep the receipts. A private- property scenario permits those conditions. Pri- vate ownership of firms is dominant in most non- socialist countries and will be examined in more

30 per wage rise offered to black dairy workers

By Elizabeth Wilson

The Central Milk Producers' Association has offered a 30 per cent rise in wages to its 1,500 black dairy workers.

The proposal was put to the 1,500 workers at a meeting in the O. A. S. hall, 111, Laburnum road, last night.

The proposal was met with a mixture of surprise and pleasure, as the dairy workers have not received a wage rise for some time.

They were meeting to discuss conditions in the industry and to put forward proposals for changes in the way the industry is controlled.

The proposal was that there should be a 30 per cent increase in the price of milk, and that the Government should be responsible for a minimum basic wage of £2.25 a week for dairy workers. It was also proposed that the industry should be nationalised.

The proposal was met with a mixture of surprise and pleasure, as the dairy workers have not received a wage rise for some time.

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Watchmen want pay laid down

Post 13/5/80
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By PETER SETUKE

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

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

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

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

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

Miss Debbie Dison, for the workers, submitted that:

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

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

3 Overtime should not exceed three hours a day.

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

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

He said he earned R80 a month.

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

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

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

Many people find it difficult to understand the "Paradox of Thrift". I think the composition is good for many.

Being the actual contraction thus falls

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NY_2 — NY_1 NY

It can be seen that the withdrawal function shifts upwards & to the left, thus reducing NY. The new NY_2 is at the intersection of the new withdrawal function & the injection function. NY will decrease by the size of the multiplier.

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way to fight in is to fight the 'Paradox of Thrift' in that which is good for

ings (withdrawal) it exercises a y. National Income more unemployed

Plan to improve hours, pay for nightwatchmen

STAR 13/5/80.

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By Elizabeth Wilson,
Labour Reporter

An attorney of the Legal Resources Centre has called for extensive improvements in the working hours and payment of nightwatchmen.

Ms Debbie Dison pointed out that under the present determination it was possible for an employer to require an employee to work 84 hours a week.

And, since there was no daily limit, this meant that an employee could work 84 hours at a stretch. He could even be required, legally, to work four 84-hour stretches in a four-week period — this without a tea or meal break.

She suggested no employee should be required to work more than 12 hours on any day.

Other suggestions made were:

- That a formalised, hourly record be introduced in the industry so that employers would have a complete record of the watchmen's hours, plus overtime and could pay them accordingly.

- That the watchman in turn should be able to check that the wages they received were correctly computed.

- That no employee should work for more than three hours' overtime on any day.

- That employers should provide employees with basic requirements including some form of shelter, a chair, a two-way radio (or easy access to a telephone), handcuffs, a kerrie, coal in winter or access to a heater.

Further proposals were that employers, when making their rounds of all premises guarded, should provide employees with a meal at a reasonable price.

Ms Dison said minimum wages for watchmen and indunas laid down in the present wage determination were significantly

lower than those laid down for watchmen in certain other industries.

Other issues raised were the provision of uniforms, the termination of contracts and the need for closer policing of the regulations.

Mr John McBreathy, secretary of the Transvaal Employers' Association of Security Services, said the employers' written submissions to the Wage Board ran "parallel" with those of the employees.

Employers, too, had seen the need to eliminate the "dreadful hours of work."

They had agreed the current wage determination needed improvement.

TOO LONG

Eighty-four hours of work was "of course, far too long." But, he said, to alter this to the employees' proposed 48 hours was "not workable at this stage."

This presupposed eight-hour shifts — 8 am to 4 pm, 4 pm to midnight, and midnight to 8 am.

This created problems for workers coming off duty at midnight. It was dangerous to travel at that time and there was no transport.

The jump from 84 hours to 48 hours was "more than the industry could support overnight," although it was something to aim for.

On the need for adequate communication facilities for nightwatchmen who were constantly exposed to threat of attack, Mr McBreathy said two-way radios were expensive.

When it was suggested that a telephone would be an alternative means of raising an alarm, he claimed nightwatchmen might waste money on long-distance calls.

The recommendations of the employers and employees, with those from the Central Black Labour Board, will now be considered by the Wage Board and submitted in a report to the Minister.

DO 18/6/80

Minimum wages up R8

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EAST LONDON — The minimum weekly wage for unskilled labourers here has risen by R8 from the end of May according to a recent Government Gazette.

The wages, as set down in the latest wage delimitation for the area, affect all unskilled labourers and watchmen

in the East London, Port Elizabeth and Uitenhage areas.

The minimum wage for unskilled male labourers over 18 working in East London rises from R17,50 to R25,50 per week. or R21 in Gonubie and Beacon Bay.

For female labourers

the minimum rises from R14 to R20,40 in East London and to R16,80 in Gonubie and Beacon Bay.

Unskilled labourers under 18 should not be paid less than R19,15 per week in East London, compared to R13,10 previously. Workers in Gonubie and Beacon Bay should be paid at least R15,75. — DDR

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19/6/80

EAST LONDON — The minimum wage for municipal labourers is R4,40 a week higher than the minimum for other unskilled labourers here, according to a spokesman for the Department of Manpower Utilisation.

Commenting on the recent wage increases for unskilled municipal employees, the spokesman said male workers outside local

Wages
are R4
higher

authorities should receive a minimum wage of R21, compared with R25,50 for municipal workers.

For women the minimum is R16,80 a week compared with the municipal figure of R20,40. Males under 18 should be paid no less than R15,70 compared with R19,15 if they work for the municipality here.

There were no comparative figures for Beacon Bay and Gonubie, where municipal labourers should earn a minimum of R21 a week.
— DDR

Official probe into dispute now likely

YFZ 231 RDM 10/7/80 347

By STEVEN FRIEDMAN
Labour Reporter

THE Putco wage dispute is now likely to become the subject of a Wage Board investigation, after management and workers representatives agreed yesterday to declare a formal dispute on the pay issue.

And last night, the Putco workers action committee issued a statement saying it had achieved a "fundamental breakthrough" in negotiations with the company.

The statement said the Wage Board would grant an increase above the 15% offered by the company and described this as a "temporary success". It added that recognition of the Transport and Allied Workers Union by Putco "has been guaranteed".

The decision to declare a dispute still has to be put to a worker meeting later this week

at which the committee will seek a mandate for its agreement to process the dispute through official channels.

The dispute has been declared in terms of Section 10 of the Black Labour Relations Regulation Act, which has not been used often in recent years.

Black workers have used it to stage a legal strike on one occasion, but this is not possible at Putco because the passenger transport industry is defined as an "essential service" in the legislation and legal strike action is thus not permitted in the industry.

A joint statement issued by the two parties yesterday said the decision to declare a dispute had been taken after "lengthy" discussions with Department of Manpower Utilisation officials.

It said a meeting with officials yesterday had been unable

to break the deadlock in which workers have rejected a 15% pay offer and demanded a R35-a-week increase.

Earlier this week, the two parties reached agreement on three other issues, including reinstatement of drivers dismissed during last week's strike.

Besides commenting on the pay and union recognition issues, the action committee statement also said an agreement on "work conditions and job security" would be entered into between Putco and worker representatives.

However, on the recognition issue, worker spokesmen said the union would still have to submit certain documents to the company before it was recognised.

A senior Putco executive, Mr Colin Bailey, last night declined to comment on the committee's

statement. "I am not aware of it and can only comment on the joint statement," he said.

In terms of the disputes procedure in Section 10, the department's black labour officer must attempt to resolve a dispute once it has been reported to him.

If he fails, he must call in the Central Black Labour Board. If mediation by this body also fails, the Wage Board may be called in by the Minister of Manpower Utilisation to investigate the dispute and make a recommendation on it.

The Minister can make this recommendation legally binding.

In the case of essential services, the Minister is compelled to order a Wage Board investigation if mediation attempts by officials fail. Such an investigation appears to be certain in the Putco dispute.

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Does the more harm than good

The Wage Board — which meets this month to set minimum wages for thousands of coal distributors and construction workers — is coming under increasing attack by lawyers and trade-unionists.

Describing it as an “industrial fossil,” in the post-Wiehahn era, they say the 50-year-old statutory body frustrates mounting worker demands for a living wage, and democratic wage-regulating machinery.

In the first of two articles on these pages, DREW FORREST examines the way in which the Board reaches its wage-determinations.

In the second he considers claims that Wage Board minimum wage determinations are not being enforced.

Once every three years the Wage Board meets to review minimum wages, hours of work, overtime rates and related matters for workers in 70 of South Africa's worst-paid industries.

The workers — labourers, night-watchmen, shop-assistants, cleaners, waiters and many others — serve industries in which trade-unions are tenuously established or non-existent. The official function of the Wage Board is to protect their interests.

In theory, the Board's wage-determinations are based on written and verbal submissions by workers and employers. They are intended as a compromise between their conflicting claims.

In practice, say the Industrial Aid Society and certain labour lawyers, the Board is largely ineffective. Huge numbers of unorganised workers fall outside its determinations they say, and for those who are covered, little is done.

Wage Board do

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MINIMUM WAGE DETERMINATIONS — STARVATION RATES?

	Prevailing monthly minimum wage	Prevailing household subsistence level*
Nightwatchman (Witbank Municipality)	R58,40	R168,87
Cleaner (Potchefstroom)	R62,40	R175,67
Bread packer (Johannesburg)	R63,60	R179,94
Hotel Watchman (Potchefstroom)	R63,60	R175,67
Cooper — liquor industry (Reef)	R80,00	R168,87
Cinema Waiter (Kimberley)	R80,80	R172,96
Catering Worker (OFS)	R84,00	R175,85
Flat "handyman" (Johannesburg)	R90,00	R179,94

* Calculated on subsistence needs of a black family of 6. Recommended minimum wage, 50% higher.

The critics of the system point out:

- That thousands of workers in agriculture and domestic service are excluded by statute from Wage Board determinations.

- That employers can, and often do obtain exemptions from the overtime and minimum wage clauses of determinations. These "licences," say officials of the Wage Board, are granted to small, struggling concerns — in short, to those most likely to underpay their workforce.

- That in line with Government homelands policy, "border industries" fix their own minimum rates. The Government may strip any area of Wage Board protection.

Workers in industries where statutory wage-fixings do apply have the merest "fig-leaf" of real protection, critics contend.

They say wage-determinations are largely based on employer needs, since workers are often ignorant of their right to give evidence or are unaware of an impending Wage Board hearing.

Under the Wage Act, hearings need only be advertised in the Government

enforcement more effective.

Bureaucratic control, says the IAS, is strengthened by the privacy accorded written evidence, which is shielded from public scrutiny and challenge.

The most damning indictment is that minimum wage-levels set by the Board are often half the Household Subsistence Level set by the Institute for Planning Research of the University of Port Elizabeth.

According to the Institute, the HSL represents a bare starvation wage — the recommended minimum for a black family of six is 50 percent higher.

And while the HSL is more or less constant throughout South Africa, the wages fixed for any one industry vary wildly from area to area.

The attitude of the Wage Board to this disparity, expressed by an official last week, is that no account can be taken of the "responsibilities" of black workers — presumably a reference to their families.

This extraordinary statement clashes with

As it sees itself

Officials have refused to comment on many of the allegations of Wage Board ineffectiveness. They have, however, said that:

- Hearings are published in all areas under Wage Board review.
- The Board cannot compel employers to tell their workers of an impending hearing.
- Statutory exclusions from the Wage Act "are a matter for the politicians, not the Board."
- Private exemptions from wage-fixings are an "administrative matter, over which the Board has no control."

the Board's position on inferior wage-fixings for black women. Their minimum wages are always lower than those of men in the same industry, say officials, because they are "not the sole breadwinners."

At the bottom of the scale are the minimum rates for children. Workers under the age of 18 years in some industries are paid R20 less a month than adults.

"Employers prefer it that way," a Wage Board official told The Star last week.

Properly implemented, and as a stepping-stone to the ideal of free collective bargaining between employers and organised labour, the Wage Board principle could be a useful one.

"It was after all forced through by socialist Afrikaners with exploited 'poor whites' in mind," observed one lawyer.

But until it gives workers a proper voice, and strives to set living wages, the Wage Board "is bound to be irrelevant to worker needs."

Gazette — hardly bedside reading for unskilled workers. Many workers are in any case illiterate.

Since most of the industries regulated by the Board are not unionised, one-sidedness is compounded by a lack of trade-union representation.

The Star has established that of 46 wage-fixings since 1977, only 19 — that is, 40 percent — have taken into account trade-union submissions. Black worker interests were otherwise represented by a civil servant, the Black Labour Officer.

The Industrial Aid Society also complains that the composition of the Board — it consists of three civil servants — ensures a narrow, bureaucratic approach to industrial problems.

Wage Board officials systematically refuse to hear evidence of breaches of determination, claiming their brief is to "make regulations, not enforce them."

This means loopholes in existing agreements are not closed, so as to make their en-

MONTHLY MINIMUM WAGES — POT LUCK?

♂	R70,80
♀	R56,80
○	R53,20

Rustenburg

♂	R92
♀	R76,60
○	R69,20

Krugersdorp

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♂	R92
♀	R73,60
○	R69,20

Johannesburg

♂	R84
♀	R67,20
○	R62,80

Witbank

♂	R70,80
♀	R56,80
○	R53,20

Middelburg

♂	R84
♀	R67,20
○	R62,80

Klerksdorp

♂	R84
♀	R67,20
○	R62,80

Sasolburg

Vaal River

♂	MEN
♀	WOMEN
○	UNDER-18

Wage Board fixings for unskilled labourers in the Transvaal: Sharp variations show that profits and regional labour-supply — rather than the cost of living — form the basis of the board's rulings.

"I went back to the Department of Manpower Utilisation... the inspector sent me to the Jeppe Police Station. The police told me they could not accept my case unless I produced a note from the inspector at the Department of Manpower Utilisation... I went back to the inspector. . . . He suggested that I go to John Vorster Square to lay a complaint. I went to John Vorster Square. One of the men on duty in the charge office referred me to the Department of Co-operation and Development. . . . They could not help me. I then went to the Industrial Aid Offices to seek assistance."

The worker sent on this bureaucratic round-

about was Mr David Ntombela, a night-watchman seeking redress for breaches of a wage-determination.

He claims in a sworn statement that between March and August 1979, Night Safety Services of Doornfontein paid him up to R18

less than the minimum wage laid down for the nightpatrol industry by the Wage Board.

He also claims that contrary to the determination, he received no leave-pay when dismissed and was given no notice.

Since August 1979,

the Industrial Aid Society (IAS) has written twice to the Department of Manpower Utilisation to ask what is being done about the complaint.

A year later, they and their client are still waiting for the department to act.

The official purpose of the Wage Board is to uphold the living standards of thousands of unskilled workers in South Africa who have no bargaining muscle. Properly enforced, its wage determinations

Monyai cannot be re-employed.

★ ★ ★

Other, more serious allegations have been made to the IAS about Labour Department inspectors.

A Mr Bartman, managing director of the security firm Springbok Patrols, is alleged in a sworn statement by a white employee to have said "he had friends in the Labour Department" and that "the inspectors would do nothing against him."

The inspectors, it must be admitted, have a difficult job. Wage Board determinations are, in some respects, unenforceable.

Most workers in employment will not complain of underpayment or other breaches for fear of being dismissed, says the IAS. A tiny fraction of workers who approach the society for assistance are still employed.

Fear of victimisation also inhibits employed workers from supporting the complaints of those who have been sacked save the

A ride on a bureaucratic roundabout

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measure of protection from abuse.

But because policing by Black Labour inspectors is so lax, say critics, determinations are breached in a routine fashion.

The IAS hears regular complaints that employers in the night-patrol industry pay R60 for a 108-hour week (the official rate is R103 for 84 hours), withhold overtime, leave and notice pay and refuse workers leave and off-periods.

Mr Ntombela's frustration with department inertia and indifference is far from unique. There are dozens of similar cases on IAS files.

● Another night-watchman, Mr R Mokotse, has a claim of R600 against Night Safety Services. On his third visit to the department, he was told to sign two forms he did not understand and was sent away with a cheque for R25.

After IAS pressure, the department has promised further, unspecified action on Mr Mokotse's case.

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● Mr Joseph Monyai states in an affidavit that three weeks' pay are due to him from Night Safety Services, and that on dismissal his reference book was not returned to him.

He was told by Department of Manpower Utilisation clerks to go to the Commissioner of Plural Relations in Newtown. When he renewed his complaint two months later, he was told by the Department that the relevant inspector "had left" and that "there was nothing that could be done for him."

Without his reference book, Mr

society.

A further problem is that many of those covered by Wage Board fixings are illiterate migrants who are fair game for sharp employment practices.

Three former employees of Night Safety Services allege they were required to sign for wages before payment. The wages, they claim, were then withheld — but the wage-schedule says otherwise.

IAS information suggests that assaults occur regularly in certain firms. This would obviously inhibit workers from exercising their rights or giving evidence to inspectors.

Assaults are alleged in affidavits made to the IAS by three former employees of Springbok Patrols and one of Night Safety Services.

For these reasons, Wage Act prosecutions are an exotic rarity. Although widespread and flagrant breaches of wage determinations in the night-patrol industry are alleged, the IAS knows of not one successful prosecution under the Act.

Only the Department of Manpower Utilisation has the power to enforce Wage Board rulings.

Not only do they fail in their official brief, says the IAS, but they deny workers redress through the ordinary courts.

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lori, Putco's personnel director. He says the company will meet representatives from all the unions, and until "we have all the facts we will not commit ourselves."

Registration is adding to the entangled union mess. Only one of the unions, a Trade Union Council of SA (Tucsa) affiliate, the African Transport Workers Union (ATWU), is registered.

In May the Transport and Allied Workers Union's (TAWU) registration application was gazetted but the ATWU lodged an objection with the Registrar. The matter now lies with him as to whether the TAWU will be granted registration.

The company, meanwhile, has not ruled out the possibility of recognising an unregistered union. "We would obviously prefer to deal with a registered union but we have to accept that we cannot ignore the dominant union — even if it is unregistered," Pamphilon says.

This week management and the TAWU held talks and a spokesman for the union says the tone of the discussions gave it confidence it would be recognised.

Putco management is to hold talks with the Transport and General Workers Union (TGWU) next week. This union is affiliated to the Federation of South African Trade Unions (Fosatu) and claims strong support on the East Rand and growing support in Edenvale.

A spokesman for Putco management says it has not yet been approached by ATWU, although Gert van der Walt, the union's general secretary, claims strong worker support. The union was registered at the beginning of the year.

The fragmented union situation is worrying many labour observers who feel it is undermining workers' bargaining power.

But none of the unions is prepared to commit itself to a merger. Van der Walt says he has invited the TAWU to join his ranks and adds: "We, the workers, are fighting while management continues to reap the profits. As a registered union we are in a much stronger bargaining position."

But a spokesman for the TAWU says registration is of secondary importance only. "Legalities are not the issue — worker representation is the most important thing."

UNIONS DISPUTE

Who gets Putco? (347)

FM 15/8/80
Trouble is still brewing for Putco more than a month after strike action brought its Johannesburg buses to a standstill.

The Wage Board is expected to meet with management today on a new wage agreement, and workers are threatening to strike again if they are offered less than a R20 a week increase — R15 less than their original demand.

Putco workers brought the bus service to a halt last month after the MD Albino Carleo refused to meet them over a wage demand. The company was offering workers a 15% increase on R32,50 but they demanded a minimum wage of R58.

At the time workers also expressed discontent about the liaison committee, and management agreed "in principle" to recognise a representative trade union. This issue, too, has yet to be resolved.

There are three unions vying for company recognition, and management is refusing to commit itself at this stage. "We're completely open-minded and accept the possibility we may have to recognise more than one," says Ted Pamphi-

Putco talks continuing

17/9/60 STW 2033/517

Putco bus drivers met again today to discuss their wage grievances as the company waited for an official Government directive to expand its shareholding and break up its operation into four regionally based companies.

The Putco wage dispute — the result of a demand from drivers for a flat R35 a week increase — arose more than two months ago and now rests with the Wage Board.

Today Putco executives were still waiting for official notification of the

Government's plans — reported first in 'The Star' on Monday — regarding the giant transport conglomerate.

The Department of Transport is to ask Putco — presently controlled by the Carleo family — to fragment the company into four regionally based operations, each with their own directors. Mr A. B. Eksteen, director general of the Department, told 'The Star' on Monday.

Black community leaders, who have generally welcomed the Government's move to break up

Putco, have called on the Government to use the opportunity to bring black entrepreneurs into the company.

"The Government must go further than just breaking up Putco," said Dr Nthato Motlana, chairman of Soweto's Committee of 10 and one of the opposers of a fare increase for which Putco has asked.

"It must also bring black entrepreneurs into the transport business — both as directors of Putco and by allowing them to operate certain routes if they have the buses."

Victimisation charge rejected

STAR 22/10/80

32 198 347 124
An executive of a company charged with victimising an employee yesterday admitted "he could not explain" the sudden rash of entries on the employee's record-card after it was discovered she was a trade union member.

Mr William Bailey, managing director of the Boksburg company, SAG Ceramics (Pty) Ltd, was giving evidence in the Boksburg Magistrate's Court.

The company is facing a private prosecution under the Wage Act brought by Mrs Angel Makhanya, a nursing sister and former employee. She claims to have been dismissed in August 1978 because of her membership of a trade union.

The action is believed to be the first of its type in South African law.

Mr Bailey told the court that Mrs Makhanya and another shop steward, Mrs

Catherine Moeng, were dismissed because of "unsatisfactory work-performance." Their membership of the Building Construction and Allied Workers' Union had no bearing on their discharge, he said.

He denied suggestions by the prosecuting counsel, Mr M Brassey, that the company had "built up a case" against them in order to circumvent a possible charge of victimisation after their dismissal.

The case has been postponed to October 28.

would earn R57,50.

The report pointed out that, according to the Johannesburg Chamber of Commerce's calculations, the monthly budget of a family of five residing in Soweto was R49,25 per week — R11,75 more than Putco is offering.

The report added: "If the necessary wage increases cannot be afforded by Putco — provided it can prove that its services are given at competitive rates — then the state should step in. It is not for Putco workers to have to subsidise transport costs of passengers."

347 PUTCO WAGE HEARING

Tawu puts its case

F# 24/10/80

Putco's protracted wage dispute finally came before the Wage Board in Pretoria on Monday. The Transport and Allied Workers Union (Tawu) says it "cannot predict the consequence" if the board upholds management's 15% across-the-board offer. A decision is not expected for some days.

In a comprehensive document, Tawu laid out its case for a R25 increase for Putco workers. The most interesting aspect of the report concerned the company's accounting practices, particularly in the light of director general of Transport Adriaan Eksteen's recent threats to fragment the giant company. A consultant accountant for Tawu concluded that Putco's "accounting policy is extremely conservative," and that "large amounts of capital are costed out at unnecessarily high figures," particularly in the depreciation, replacement reserves, replacement reserve shortfall, and provision for major body overhauls.

The report stated: "The net effect of these policies is that current profits are, in an accounting sense, considerably diminished. These entries, being merely of an accounting nature, do not affect the cash position of the business as evidenced by the considerable amount of cash on hand (R10,5m on June 30 1980).

"Furthermore, these policies obviously are not acceptable to the Receiver of Revenue who in his tax calculation disallows several items charged against the

profits by the company. This is immediately evident in that the rate of tax payable appears to be 64%, while if all deductions were valid for tax purposes it would be the normal company tax rate of 46%."

The document went on to say that if "one adopts the Receiver's stance in regard to allowable/reasonable expense, a considerable amount should be added back to the profits." And, it said, if depreciation was given normal accounting treatment, a profit per share figure (EPS) six times greater than that stated in the accounts would be reached.

Looking at the financial analysis the report said: "It is possible from a financial analysis of the accounts to calculate the actual expenses incurred on overhauls and add excesses (over-debits) back into profits.

"If this is done, then Putco in some respects appears to be way out of line with Trenchor (another quoted company in the transportation sector). For example: Putco's dividend cover on the recalculated basis is 38 times, versus 4,7 for Trenchor." This means a high 97,4% of taxed profits is ploughed back into the business.

In conclusion the report stated: "That Putco could afford to borrow more is evidenced by the cash flow positions which are considerably healthier than the sectoral average."

Using this as part of its evidence, Tawu argued that its wage demand is far from unreasonable. The report said the workers' initial demand was made because they knew "how much a driver starting at other bus companies earns."

The union stated that the lowest-paid Putco workers — bus cleaners, ticket recorders, and workshop assistants — had been paid R32,50 per week. The company offer of 15% would bring this to R37,50, while the union's demand meant they

CT. 20/11/80
Stevedores negotiate increase

Staff Reporter

CAPE TOWN stevedores have negotiated a 14 percent increase in weekly wages and revised overtime and other allowances for 1981, a spokesman for the Western Province General Workers' Union (WPGWU) said yesterday.

The stevedores, who are all members of the union, were represented by the Cape Town Stevedores' Committee and Cape Town Stevedores'

Association.

The basic guaranteed wage for stevedores will increase by 14 percent from R48.20 to R55 a week. Saturday and Sunday overtime rates will increase by 26 percent from R18.60 to R23.50 a shift.

Several other allowances have been increased and new allowances will be implemented. Negotiations for a pension fund will be concluded before the end of this year.

Increase for Putco drivers

A wage increase for Putco bus drivers is expected to be published in the Government Gazette next week.

It was announced yesterday that details of the increases, which have been recommended to the Government by the Wage Board, will be published on Friday.

The wage order will cover the salaries of all drivers in the passenger transport industry in Johannesburg and on the Reef, as well as certain parts of Pretoria.

STAR 13/12/80

1. 'South Africa' includes Transkei, Bophuthatswana and Venda, otherwise stated.
2. Following the sustained public discussion of unemployment in 1976 the Department of Statistics started (from October 77) a Current Population Survey of Africans (and 'Coloureds'). Its object is 'to obtain current short-term information on the structure of the economically active African population, particularly as regards the unemployed'. It does this by collecting information from 'a sample of nearly 10 000 dwellings (in clusters of 30 for practical reasons) ... selected after stratifying on the basis of geographical area and national unit'. (Statistical News Release, p 27.3 of 14 May 1980.
3. For a detailed account of the introduction of the labour bureau system see Morris, 1977.
4. The terms are Professor Francis Wilson's.
5. For a survey of the 1976/7 studies see Bromberger (1978).
6. Government Gazette 13 June 1980, R1208:VIII 24.
7. R1208 VIII 14(3)(a)(1).
8. R1208 VIII 14(4).

N O T E S

Bus drivers' pay is up, but strike will go on

By Drew Forrest

Sharp increases in minimum wages for bus drivers and other transport workers on the Witwatersrand were announced by the Government today. But they are unlikely to end the strike by 600 Putco drivers.

The effect of the pay rises will be to put Putco under pressure to raise its fares again, a company spokesman warned.

In terms of the Government announcement, a Putco driver's minimum weekly wage has been increased by R15, from

R75 to R90.

But the secretary of the Transport and Allied Workers Union, Mr Mike Mohatta, said today the increases were unlikely to prompt the drivers on strike since yesterday morning to return to work.

This was because the dispute was not over pay, he said. The drivers of the Putcoton depot, Soweto, were demanding the dismissal of depot manager Mr F Vorster and the reinstatement of drivers sacked after the work stoppage.

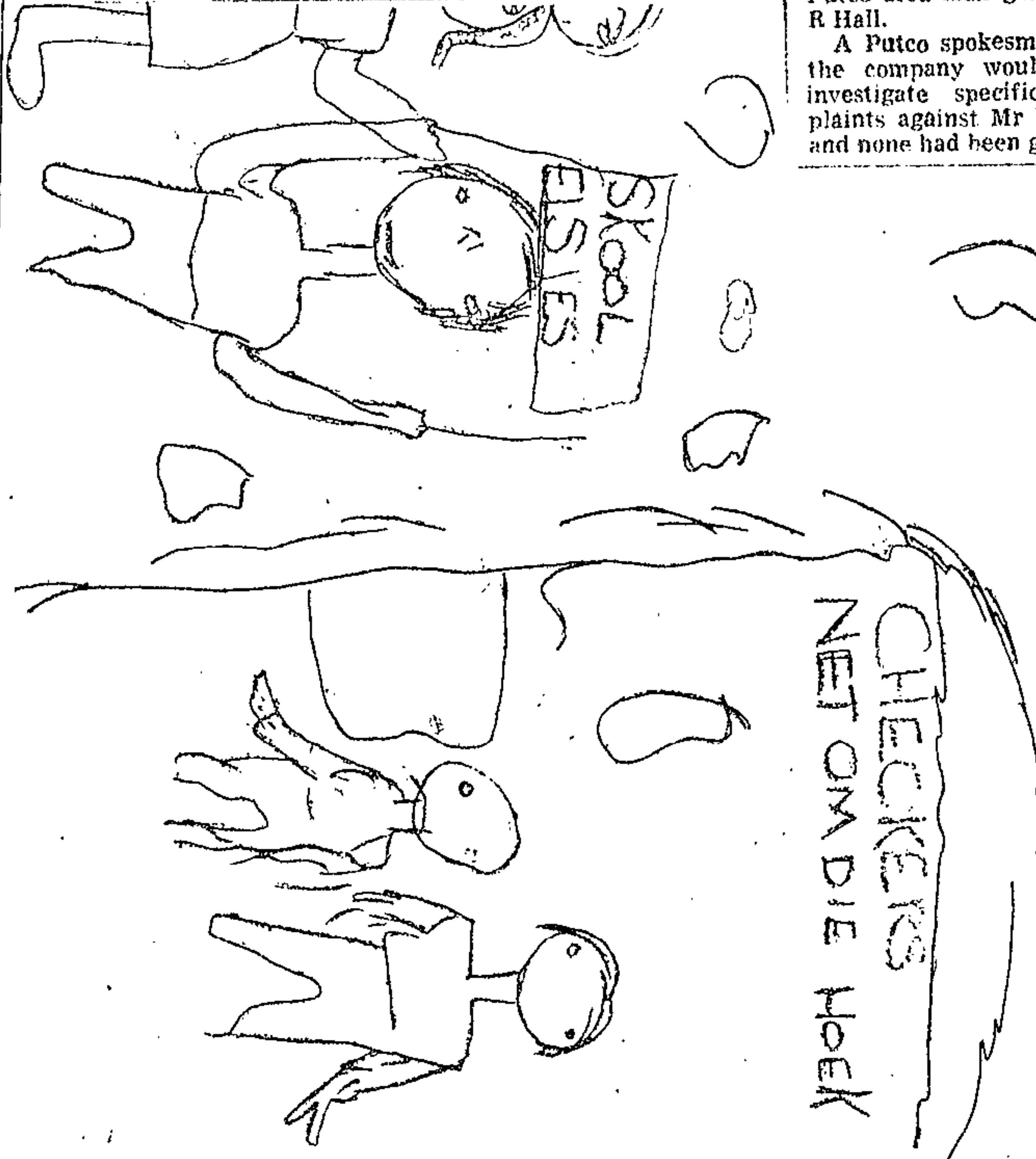
Putco has offered to

re-employ those who wish to return to work, but has stressed that not all drivers will be rehired.

The drivers said harsh treatment at Mr Vorster's hands had been a grievance in an earlier strike and that the company had not honoured an undertaking to investigate the matter.

The immediate cause of the strike, they said, was Mr Vorster's refusal to allow a delegation of drivers to interview the Putco area manager, Mr G R Hall.

A Putco spokesman said the company would only investigate specific complaints against Mr Vorster and none had been given.



BY RENE (STD. 4)

Putco workers get more

JOHANNESBURG. — Altogether 1 285 Putco employees were benefiting by increases of between 15 and 53,8 percent in their weekly wages this year, a Putco spokesman said yesterday.

He said the increases gazetted yesterday were the second so far this year. Putco would implement the additional increases immediately, but would have to study the implication and effect on the price structure of bus fares.

The increases would cost Putco about R1 million or more, in addition to the 15 percent given to staff across the board in July, which had amounted to about R3 million.

New drivers would now be paid R90 a week. In July they were earning R75 and before that R66 a week. This was a minimum wage.

A driver with one year's experience would now earn R90. In July his weekly wage had been increased from R72 to R82. The total increase this year was 25 percent.

The weekly wage of a driver with three years' experience had been increased from R76 to R86 in July, and to R90 minimum yesterday — an increase of 18 percent.

A driver with four years' experience would now receive a minimum of R90, whereas before July he had been paid R79 — an increase of 14 percent.

In what he described as an anomaly, the spokesman said a learner or student driver's weekly wage had been raised from R32,50 to R39,50 in July, and was now R50 — an increase of 53,8 percent.

Minimum wages for adult labour had also been increased from R32,50 to R37,50 in July, and were now R39 a week.

The spokesman said there were signs that the strike by about 780 drivers was ending. Since they were fired on Wednesday, about 300 had returned to work.

A deputation of strikers met Putco's area executive, Mr George Hall, yesterday and it was agreed that re-employed strikers would not be penalized. Management would also consider any specific complaints by them.

Notes: * refers to estimates based on the South African born

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R90 a Nm week is minimum wage for Putco drivers

Mercury Reporter

PUTCO drivers throughout South Africa will be paid a minimum wage of R90 a week, according to a wage determination in the Government Gazette yesterday.

Meanwhile, the indications are that the strike by Putco drivers serving Soweto may be coming to an end.

A statement from the bus company yesterday said a deputation of five or six strikers had met Putco's area executive, Mr George Hall, and had recommended a return to work.

It was agreed that re-employed strikers would not be penalised and the management would consider specific complaints by them.

Putco made it clear, however, that intimidators and trouble-makers would not be re-employed although they would be given an opportunity to state their case individually to management.

The firm reported that so far 280 of the 780 drivers dismissed on Wednesday had been re-employed.

A spokesman for the company in Johannesburg explained that Putco would have to take a hard look at its pricing structure. He estimated that the new wage increases would add R1 million to the costs of the company. The spokesman pointed out that drivers who were starting with the organisation were now receiving a wage 36,6 percent larger than the salary paid in June.

They were, in fact, better off than drivers with four years' experience who were getting an increase of only 14 percent.

Wage rise planned for security men

nm 12/2/8

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Mercury Reporter

SECURITY watchmen in most parts of the country may get basic wage increases of as much as 45 percent next month and their working conditions may be improved.

Recommendations for the new wage determination are to be published in the Government Gazette this week and may also contain improved conditions of employment for the trade, some of whose workers claim they work an 84-hour week.

Once published the employers will have 21 days in which to lodge objections to the proposed improvements, failing which the proposals will be enforced.

Basic wages on the Witwatersrand are expected to be raised by 45 percent to be placed on a par with those in Natal which will be increased by 25 percent.

A spokesman for the Department of Manpower Utilisation said in Pretoria yesterday that in terms of the new determination conditions of employment would be standardised in most major magisterial districts in the country.

Previously separate wage determinations affected different parts of the country and several areas were

not controlled by the wage determination at all.

The recommendations follow discussions last year between the South African National Security Employers' Association (Sansea) and the Government.

The vice-chairman of Sansea, Mr John McBrearty, said in Johannesburg yesterday he expected watchmen in Durban would get 25 percent increases.

'But that's an educated guess,' he emphasised.

Under the present wage determination the basic wages of a watchman is R120.47 for the maximum of an 84-hour week.

Mr McBrearty expected the maximum permitted working hours would be cut to 72 hours a week.

Watchmen were last granted an increase in July last year when the basic wage went up from R111 to R120.47.

The Natal areas affected by the proposed increases are Durban, Inanda, Camperdown, Pietermaritzburg, Newcastle, Klipriver and Port Shepstone.

'I'm extremely pleased that employers in most parts of the country will now be forced to adhere to conditions set by the Department,' said Mr McBrearty.

CHEMICAL

D P Weeks

T J Cumming

P M Salmon

Fourth Year (Gold Medal)

Miss N C Davidson

Third Year (Silver Medal)

Miss G C Littlewort

Second Year (Bronze Medal)

For the best student in each of the 2nd, 3rd and final years.

Corporation Medals

FACULTY OF ENGINEERING

CAPE TOWN — There was guarded reaction from teachers, nurses and policemen yesterday because the exact amount of the salary increases announced in Mr Owen Horwood's mini-budget had not been worked out.

But there was more angry reaction from pensioners whose increases were described as still being below the headline.

The Federal Council of Teachers' Associations could not say whether it accepted the new scales until details were made available.

Professor H. Maree, chairman of the council, said after almost two hours of talks with the

Minister of National Education, Dr Gerrit Viljoen, that the increase was "the largest single salary improvement in the history of the teaching profession".

But he added that the amount needed to put the teaching profession in a competitive position should have been larger than that announced.

Prof Maree said it was possible that the improvements announced might serve as a first instalment in the settlement

of an account to teachers which was long overdue and had created many problems for the profession.

The Cape Teachers' Professional Association also met yesterday with the Minister of Internal Affairs, Mr Chris Heunis — who is responsible for coloured education — to hear how the increases would affect coloured teachers.

Mr Pat Samuels, president of the Durban-based Teachers' Association of

South Africa, said tonight a 50-year battle Indian teachers fought in pay with whites had been largely won.

Speaking after an earlier meeting with Heunis, Mr Samuels said from April 1 about 80 cent of the 7 000 Indian teachers would be receiving equal pay as a result of the closing of the gap.

A spokesman for the non-racial National Education Union of South Africa said there was a danger that the government

Teachers, nurses wait

Mini-budget called a case of Vote now

wait and see but pensioners angry

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South Africa
as a danger
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would use the new salary
scales to substitute
qualifications for race in
pay discrimination.

"We hear that the
biggest increases are go-
ing to go to 'D' category
teachers (matric plus four
years' experience)," he
said. If this is so, few
blacks have these
qualifications and the
salary gap will be widened
rather than narrowed.

"There is a strong case
for paying by the job
rather than by
qualifications," he said.

The president of the

South African Nursing
Association, Prof
Charlotte Searle, said in
Pretoria, she had been
told by the Minister of
Health, Dr L. Munnik, that
certain critical categories
of nurses would get in-
creases of up to 20 per
cent.

"But we can't say which
these categories are until
we have studied the new
scales."

The minister had also
told her that overtime
payments would be
doubled, Prof Searle said.

"The board of the SA

Nursing Association is not
satisfied with an overall
12 per cent increase which
does not even meet the in-
creased cost of living, but
we realise that these
scales must be considered
in the overall context of
the public service
salaries."

Prof Searle said the
board would, however,
have to reopen
negotiations again im-
mediately.

"In the meantime, I
must appeal to nurses not
to panic because we do not

yet know how much
benefit will accrue to
nurses in the critical areas
— that is in the sisters'
ranks."

The opinion of the "man
on the beat" on the an-
nouncement of 12 per cent
and more for the police
was summed up by one
senior policeman in the
Cape: "It's nothing to sing
about."

How much is the
"more", a number of
members of the force
asked.

Pensioners reacted with

pay later

CAPE TOWN — Opposition parties
yesterday blasted Mr Owen
Horwood's mini-budget in which all
civil servants — and MPs — were
granted pay increases ranging from
9,2 per cent to well over 20 per cent.

The Progressive
Federal Party's Mr Harry
Schwarz, accused the
government of using the
budget for the April
general election and add-
ed that it was a case of
"vote now, pay later".

And the New Republic
Party financial
spokesman, Mr George
Barlett, described the
mini-budget as an "elec-
tion gimmick".

Both spokesmen also ac-
cused the government of
exacerbating inflationary
trends in the economy
which, they said, would hit
the ordinary man in the
street.

They were reacting to
the speech by Mr
Horwood, the Minister of
Finance, in the Assembly,
in which he announced
salary increases totalling
R720 million.

Mr Horwood said that
"special treatment" would
be given to teachers,
police, soldiers,
prison officials, nurses,
health officials, and the
Department of Justice's
judicial staff.

He did not disclose
details of the "special
treatment" but said fully
qualified teachers and
those in upper grades
would on average be paid
"upwards of 20 per cent".

Mr Horwood also an-
nounced in his R8 900
million mini-budget:

- Increases in social, civil, war veteran and military pensions.
 - A special, one-off bonus payment to pensioners, amounting to a R30 grant to white pensioners.
 - A three cent per litre tax cut on sparkling and fortified wine, apple, pear and orange beverages.
 - An extra R8 million in flood relief, bringing the total to R10 million.
 - An increase in travel and exchange allowances.
- The mini-budget did not

deal directly with taxation
proposals, but Mr
Horwood hinted that the
tax threshold would be
raised and that some tax-
payers might no longer
have to submit returns.

He said he was consider-
ing a system of final
deduction of PAYE so that
people whose incomes
were basically salaried
would no longer have to
render further tax
returns.

Pensions would be in-
creased by R13 for whites,
R9 for coloured and In-
dian people and R7 for
blacks.

The special bonus
benefits for pensioners, to
be paid in April, would
amount to R30 for whites,
R24 for coloureds and In-
dians and R18 for blacks.

The increase in social
pensions would take
effect in October, while
the increase in civil pen-
sions would take effect in
April.

Mr Horwood also ex-
tended the levels of the
means test to include peo-
ple with higher incomes
than before.

The pension payout
would amount to R65
million in the coming
financial year and R150
million in a full year.

Mr Horwood said he
hoped a further bonus
payout could be made to
pensioners in the second
half of the year.

No decision had yet
been made on the taxing
of fringe benefits but the
minister said he hoped a
final decision would be
taken before August.

He also announced new
travel allowances which
would enable travellers to
take out R4 000 a year on
holiday and R7 000 on
business.

Turning to defence

BARRY STREEK Political correspondent

- R720m wage increases
- Some teachers 20pc
- Pension rise and bonus
- Travel allowances up
- 3c cut on wines

Details page 10

bonus bonds, the minister
said a higher interest rate
would be paid from April
1.

The number of Kruger
rands available to the
South African public
would be doubled im-
mediately and 300 000
ounces of gold would now
be sold per year.

The new defence bonds
would now carry an in-
terest of nine per cent,
and not eight per cent as
at present, with an ad-
ditional five per cent be-
ing paid on redemption
after five years. This
would give an average
return of ten per cent a
year.

Few details of the salary
increases were revealed in
either Mr Horwood's
speech or in separate
statements by the
Minister of National
Education, Dr Gerrit Vil-
joen, and the Minister of
Internal Affairs, Mr Chris
Heunis.

But Mr Horwood did say
that the average increase
would be 12 per cent with
greater increases for
lower-paid staff tapering
down to 9,2 per cent for
the upper echelons. — PC.

(News by Barry Streek, Press
Gallery, House of Assembly.)

deep disappointment and
white pensioners claimed
that their increase to R122
a month did not constitute
a "living wage" in the face
of rampant inflation and
dramatic rent increases.

The director of the
National Council for the
Aged, Mrs Zerilda Drosky,
said she was grateful for
the hand-out, but it was
still inadequate in view of
the rising cost of living.

She expressed par-
ticular concern for elderly
urban blacks who, despite
a R7-a-month increase,
had to make do with a pen-
sion of R40 a month. She
said even the new pension
of R120 for whites was still
below the breadline. —
DDC-SAPA.

Pay levels for watchmen 'still too low'

By RIAAN DE VILLIERS
Labour Correspondent

SHARP criticism of the new minimum pay levels for night watchmen was voiced yesterday on the grounds that they were still well below household subsistence levels.

Wages in most major centres are to increase by over 40% — from R103 to R147 — in terms of a new wage determination for the security services industry. The subsistence level is currently calculated at about R200 a month.

Among other major proposed changes in the working conditions of night watchmen — surrounded by much controversy last year — is a reduction of their normal working week from 84 hours to 72 hours.

The Wage Board's recommendations have been published for objections in the Government Gazette — 10 months after the board concluded its public hearings.

In terms of the recommendations, the minimum pay of watchmen in most major centres will increase from R103 to R147,33 a month in the first year and thereafter to R160,33.

Maximum permissible overtime remains unchanged at 12

hours a week, and overtime rates also remain unchanged at time-and-a-third.

However, while watchmen could previously be compelled to work overtime at double rates, they now have the right to refuse.

Other improvements include better overtime rates for working on Sundays and public holidays.

Mr Paul Benjamin, a legal researcher who was involved in preparing submissions to the board last year, yesterday expressed "extreme disappointment" with the recommendations.

He said the percentage increases were not as large as they appeared to be, as the last increases came into effect at the beginning of 1979 and wages had effectively been frozen for 26 months.

"The increases therefore only work out at 20% a year over more than two years, and have only kept pace with inflation at well below poverty datum line levels."

Mr Benjamin condemned the fact that working hours had not been reduced further and added: "The board has failed to humanise the working conditions of watchmen."

CHEMICAL

For the best student in each of the 2nd, 3rd and final years.

Second Year (Bronze Medal)

Miss G.C. Littlewort

Third Year (Silver Medal)

Miss N.C. Davidson

Fourth Year (Gold Medal)

P.M. Salmon

T.J. Cumming

D.P. Weeks

J.H. Rens

B.F. McClelland

FACULTY OF ENGINEERING

Bill to bar sexism in Wage Board rulings

Political Staff

HOUSE OF ASSEMBLY. — The government is to ban sex discrimination in Wage Board determinations.

A new bill has been introduced in parliament which will lay down that there can be differentiation on the basis of sex in Wage Board recommendations.

The Wage Amendment Bill, which has already been read a first time here does, however, make provision for the phased removal of sex discrimination in wage determinations already in force.

The existing Wage Act gives the Wage Board the power to lay down different wages for men and women although it excludes discrimination based on race or colour.

In an explanatory memorandum issued yesterday, the government said: "In view of international developments, the entry of women on a larger scale to the labour market and representations on the matter concerning the position of the working women, the act is being amended to now provide specifically that no differentiation on the basis of sex shall be made by the minister in determining the terms of reference of the board for purposes of an investigation."

The memorandum also said that "certain other methods of differentiation" were being removed. These refer to the length of employment of type of work or the premises in which workers are employed.

Rulings in force not affected

However, the minister, in terms of the amendment, "may apply any method of differentiation he may deem advisable: provided that the minister shall not differentiate on the basis of sex, race or colour".

In a later clause, the bill lays down that the removal of sex discrimination will not apply to any Wage Board determinations already in force. The explanatory memorandum explained that "the prohibition of differentiation on the basis of sex in Wage Board recommendations will result in considerable financial implications for employers in instances where a big difference in prescribed wages of males and females still exist".

To enable the board to phase out the existing wage differences gradually, the prohibition on differentiation on the basis of sex shall not apply in respect of directives issued to the wage board prior to the coming into operation of the amendment act."

1929-1970

It has become increasingly apparent during recent years that advances in medical knowledge and expertise do not necessarily give rise to concomitant improvements in the health status of the people. More than merely knowing, an ability to implement this knowledge is required. Furthermore, if the

rather than on health. Consequently, despite the fact that efforts are being made to measure the positive aspects of health, these have tended no to be applicable for routine use at a national level, leaving health planners little alternative but to make use of measurements which concern

19/2/81
Equal pay soon for both sexes

CAPE TOWN -- The government is to ban sexual discrimination in Wage Board determinations. A new Bill has been introduced in Parliament which will lay down that there can be no differentiation on the basis of sex in Wage Board recommendations. The Wage Amendment Bill, which has already been read a first time in the Assembly, does not, however, make provision for the phased removal of sexual discrimination in wage determinations already in force. The existing Wage Act gives the Wage Board the power to lay down different wages for men and women although it excludes discrimination based on race or colour. In an explanatory memorandum issued yesterday, the government said: "In view of international developments, the entry of women on a larger scale to the labour market and representations on the matter concerning the position of working women, the Act is being amended to provide specifically that no differentiation on the basis of sex shall be made by the minister in determining the terms of reference of the board for purposes of an investigation." The memorandum also said that "certain other methods of differentiation" were being removed. These refer to the length of employment of type of work or the premises in which workers are employed. However, the minister, in terms of the amendment, "may apply any method of differentiation he may deem advisable -- provided that the minister shall not differentiate on the basis of sex, race or colour." The memorandum explained that "the prohibition of differentiation on the basis of sex in Wage Board recommendations will result in considerable financial implications for employers in instances where a big difference in prescribed wages of males and females still exist." To enable the board to phase out the existing wage differences gradually, "the prohibition on differentiation on the basis of sex shall not apply in respect of directives issued to the Wage Board before coming into operation of the amendment Act. -- PS.

Mortality data is one of the mortality experience of the community is routinely in countries, the reliability and detail of this data considerable variation depending on a number of factors, not the are the resources available for its collection. Despite using mortality data as a means of assessing the community's it is a measurement which has stood the test of time and, ally the only method of evaluating the health populations, ally, since it is frequently the only data which is available.

necessary to determine parameters by which the health status of the community can be measured. Whilst this is a relatively simple matter for specific medical problems which have readily identifiable quantitative and qualitative indices, when an overall assessment of health is required measurement becomes problematical.

The standard analyses of routinely collected mortality data undoubtedly provide an important indication of the unhealthy problems in the community and, if their limitations are appreciated, they provide an invaluable input into the overall health profile of the community, highlighting the predominant problems and identifying major trends.

The medical profession has, on the whole, tended to concentrate on diseases

Since it is often instructive to examine the past in order to place the

Plan to ban sex discrimination over wages

RDM 19/2/31

347 157

Political Staff

HOUSE OF ASSEMBLY. — The Government is to ban sexual discrimination in Wage Board determinations.

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CIVIL

Malan Chemical Engineering
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Third Year (Silver Medal)
C L E Swartz

Fourth Year (Gold Medal)
L Flach

Malan Prize for the most improved First Year Chemical Engineering Student
K W Strickland

S A Institution of Chemical Engineer's Silver Medal
For the best performance in project, design and practical courses over the 4-year

(Continued)

CHEMICAL

Reservations over removing wage sex bias

Political Staff

CAPE TOWN — More than 80,000 working women in South Africa will benefit by the removal of sexual discrimination in the salaries determined by the Wage Board.

But fears have been expressed that a number of women could lose their jobs if employers are unwilling to pay increased salaries. And trade union officials said yesterday that male workers

were concerned wages could be lowered by the move.

In 1979, a total of 418,130 industrial and commercial workers were covered by Wage Board determinations. Of these, 20% or 83,430 were women.

A further 1,045,929 workers earned wages laid down by industrial council agreements. In the food and canning industry, trade union officials said yesterday, the salaries paid to women were about R2 a

week lower than those paid to men.

They also pointed out that it was difficult to compare salaries of workers in different grades, particularly as women and men workers were often not categorised in the same grades.

However, there were different rates of pay for male and female supervisors and foremen.

In general, the move to abolish sexual discrimination in

wage board determined salaries was welcomed.

Mrs Helen Suzman, Progressive Federal Party MP, praised the step but urged the Government to incorporate protective measures to ensure that no women workers lost their jobs.

She said that all those interested in the advancement of women to equal status would welcome the step.

"But there is one danger in this and that is that unless

some protection is provided against the dismissal of women employees who will now be paid the same as men, a number of women workers could lose their jobs.

She urged the Government to provide the same protection to women as had been incorporated in the Sex Discrimination Act in Britain.

The possibility of women losing their jobs was "a worry", Mrs Suzman said.

Corporation Medals

For the best student in each of the 2nd, 3rd and final years.

Second Year (Bronze Medal)

Miss G C Littlewort

Third Year (Silver Medal)

Miss N C Davidson

Fourth Year (Gold Medal)

P M Salmon
T J Cumming
D P Weeks
J H Rens
B F McClelland

Professor George Menzies Prize

Awarded on results of final examinations to the best male student in Land Surveying or Civil Engineering.

J H Rens

Sammy Sacks Memorial Prize

Awarded to the student with the best classwork in Engineering Drawing.

L Menegaldo

A E & C I Prize

For the first year student obtaining the highest average mark.

L Cragg

is consistently worse than that of the whites. The 'coloureds' have higher mortality rates for all the major causes of death apart from cardiovascular diseases and neoplastic diseases in men over 65 years of age, neoplastic diseases in women in this group, and cardiovascular disease in men 45-64 years of age during 1960 and 1970. Clearly the rate of 5/1 000 which has been chosen is entirely arbitrary but a similar pattern of mortality emerges if lower or higher levels are selected.

Two aspects of these age-cause specific mortality rates require emphasis. Firstly, whilst being affected by the incidence of the diseases in question,

Equal pay 'could lose women jobs'

Political Staff (342) 2/2/81
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She urged the government to provide the same protection to women as had been incorporated in the sex discrimination act in Britain. The possibility of women of losing their jobs was a worry Mrs Suzman said.

different expectations of life have been included: (1) e_0 - the expectation of life at birth, and (2) e_{45} - the expectation of life at 45 years of age. Characteristically women have a better expectation of life than men, and Fig. 6 indicates that this is so for both whites and 'coloureds'. In fact, so marked is this difference that at e_{45} 'coloured' females have a better expectation of life than white males. What is perhaps of some concern is that the gap between the expectation of life for males and females is widening. This trend is apparent in both the whites and the 'coloured' communities, although it is particularly marked in the latter for whom Male:Female deficit of 1,0 years in 1941 at e_0 has become 6,9 years in 1970. For whites a deficit of 3,7 years in 1929 has increased to 7,0 years in 1970.

Both white and 'coloured' females have shown an increasing life expectancy at the age of 45, and although this has been small, it contrasts with the downward trend of both white and 'coloured' males.

Although it is apparent that the Expectation of life at birth for the 'coloureds' has shown a marked improvement between 1941 and 1970, it is salutary to note that neither 'coloured' males nor females, at either e_0 or e_{45} , have reached expectations of life in 1970 which are as high as the whites were in 1929. What also gives some cause for concern is that although the expectation of life cannot be expected to improve indefinitely, it would appear that the 'coloured' life expectancy is levelling off at a much lower age than has occurred in the white community.

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peculiarities which preclude effective allocation via supply and demand forces. The remaining paragraphs of this section list a selection of such purported features.

A. The consumption of health care, it is said, has an externality or spill-over dimension which is positive. Not only do I benefit by you being healthy and non-infective but, more important, I am concerned and have compassion about your health status. Our utility functions are interdependent. Therefore, it is a general inference that most people will cast votes and pay taxes to cut the tie between need and ability-to-pay. Individuals may also want to be the best judges of their own

The consumer has very attenuated sovereignty in the initial choice of what to buy. Thereafter, the patient, being doctor's dual role as his agent and to him. "This means that the medical service is not neatly divided into demand and supply sides; and prices no longer signal exogenous changes in demand." (IEA 1974: 197)

C. Related to the foregoing, the price relationship to each

"what potential consumer of access to health care would be willing to pay for" (a) zero money price (b) ... entry fees (c) eligibility criteria (d) variable insurance (e) time costs and (f) other financial and economic losses associated with gaining access and undergoing treatment..." (Williams 1977: 308-9, emphasis added).

D. The commodity in this sector is health care not health improvement. A provider's activity - whether hospital or doctor - has joint technical and non-technical effects. There is an illusion that we are buying only the former, the physical comfort. In the flow chart, this is the M - H connection. But we are also buying the latter, the reassuring and emotional effects which have the "psychological property of signifying something... the retreat of illness and death... and that the doctor takes responsibility for the

patient" (Dupuy 1974: 491). This is the M - 3 link in the chart. These non-technical outputs are jointly produced, that is in a fixed ratio with the technical components and are therefore a potential source of market failure. Furthermore, Dupuy argues they are a key ingredient in understanding phenomena like the prescription of drug therapy, the low price elasticity and high income elasticity of demand for drugs, the stimulus to pharmacological innovation, and the particular structure and performance of the pharmaceutical industry.

HOUSE OF ASSEMBLY. - The repeal and prohibition of sex discrimination in Wage Board investigations and recommendations was a milestone in the country's industrial relations, the chief Opposition spokesman on Labour, Dr Alex Boraine, said yesterday. "This is a fundamental change of far-reaching significance," he said in debate on the second reading of the Wage Amendment Bill.

Introducing the Bill, the Minister of Manpower Utilization, Mr Fanie Botha, said its main aims were to speed up the process of wage determination for employees not covered by other agreements and to remove wage differentiation on the grounds of sex.

Dr Boraine said he was unhappy about a limitation in the Bill that prohibition of differentiation on the basis of sex would not apply to requests made before the Bill became law.

He asked Mr Botha how many women were affected by the limitation, how many determinations were involved and how long the limitation would continue.

"It is a fact that many employers have deliberately employed females to do the same job because of the differentiation in the reward laid down by the Wage Board recommendations."

Dr Boraine also questioned a provision in the Bill whereby Wage Board reports and recommendations would no longer have to be tabled in Parliament.

"We have no problem with

Friday, February 25, 1981

Boraine lauds wage, sex equality move

wanting to speed up the work of the Wage Board, but I would ask that these reports and recommendations still be laid on the table without holding back the work of the board."

It was also not clear that repeal of the need for publication of Wage Board recommendations in the Government Gazette was a forward step.

Dr Boraine asked whether another provision in the Bill meant an employee could not be "victimized" even if he or she belonged to an unregistered union.

"If my interpretation is correct, this is also a very significant improvement and has to be commended."

Mrs Helen Suzman (PFP, Houghton) said the equalizing of wages paid to men and women proposed in the Wage Amendment Bill was a big step forward.

Wage inequality between the sexes arose from a long-standing myth in South Africa that women's earnings constituted supplementary income.

Especially in black households, women were often the sole breadwinners, Mrs Suzman said in the second reading debate on the Bill.

The government should consider pulling the Industrial Conciliation Act into line with the elimination of sex discrimination in the Amendment Bill.

She asked whether farmworkers and domestic servants would also be covered by legislation.

Some unions had voiced the fear that the measure would drag down men's wages instead of putting women on a par with their male colleagues.

The acquisition of skills by workers would ensure the elimination of sex discrimination.

But in unskilled categories the government would have to guard against preferential employment of men. - Sapa

The simplest notion is productive or technical efficiency. It is best expressed in question form. Either, with a set of given and specified resources, what is the maximum output or range of outputs that can be produced? Or, given a set of specified outputs, what are the minimum inputs needed to produce it? If in the former case, it can be shown that as between two possible output bundles, the one has a unit less of an output component than the other, then it is an inefficient outcome and must be discarded. The argument runs similarly in the minimising version.

In the welfare economics literature, this idea is expressed with more formality but for the present purpose the version above suffices to convey

Boraine praises

ROM 25/2/81

57 347

Bill removing

Wage Board sex discrimination

HOUSE OF ASSEMBLY. — The repeal and prohibition of sex discrimination in Wage Board investigations and recommendations was a milestone in the country's industrial relations, the chief Opposition spokesman on Labour, Dr Alex Boraine, said yesterday.

"This is a fundamental change of far-reaching significance," he said in debate on the Second Reading of the Wage Amendment bill.

Introducing the Bill, the Minister of Manpower Utilisation, Mr Fanie Botha, said its main aims were to speed up the process of wage determination for employees not covered by other agreements and to remove wage differentiation on the grounds of sex.

Dr Boraine said he was unhappy about a limitation in the Bill that prohibition of differentiation on the basis of sex would not apply to requests made before the Bill became law.

He asked Mr Botha how many women were affected by the limitation, how many determinations were involved, and how long the limitation would continue.

"It is a fact that many employers have deliberately employed females to do the same job because of the differentiation in the reward laid down by the Wage Board recommendations.

"It is to be hoped that there will be some measure of protection for women who will now qualify for equal pay for equal work."

Dr Boraine also questioned a provision in the Bill whereby Wage Board reports and recommendations would no longer have to be tabled in Parliament.

"We have no problem with

wanting to speed up the work of the Wage Board, but I would ask that these reports and recommendations still be laid on the table without holding back the work of the board."

It was also not clear that repeal of the need for publication of Wage Board recommendations in the Government Gazette was a forward step.

Dr Boraine asked whether another provision in the Bill meant an employee could not be "victimised" even if he or she belonged to an unregistered union.

"If my interpretation is correct, this is also a very significant improvement and has to be commended," he said.

Mrs Helen Suzman (PFP Houghton) said the equalising of wages paid to men and women as proposed in the Bill, was a big step forward.

Wage inequality between the sexes arose from a longstanding myth in South Africa that women's earnings constituted supplementary income, especially in black households, women were often the sole breadwinners.

The Government should consider pulling the Industrial Conciliation Act into line with the elimination of sex discrimination in the Amendment Bill.

She asked whether farmworkers and domestic servants would also be covered by legislation.

Some unions had voiced the fear that the measure would drag down men's wages instead of putting women on a par with their male colleagues.

The acquisition of skills by workers would ensure the elimination of sex discrimination.

But in unskilled categories the Government would have to guard against preferential employment of men. — Sapa.



Parliament

Wage Bill 'a milestone'



Mrs Helen Suzman

THERE was a long-standing myth in South Africa that women's earnings were supplementary — simply extra pocket money — but this was far from true, Mrs Helen Suzman (PFP, Houghton), told the Assembly yesterday.

Mrs Suzman was speaking during the second reading debate on the Wage Amendment Bill, which was hailed as a 'milestone' by Opposition speakers because of its provision for repealing sex discrimination in Wage Board investigations and recommendations.

Mrs Suzman said that a recent study showed that 58 percent of domestic servants were the sole supporters of their families, and another survey found that 30 percent of the homes in Soweto had women as the breadwinners.

RATE

As a result of sex discrimination in wage rates women were, in most instances, being paid between 20 and 25 percent less than men in the same occupations.

Women had campaigned to no avail for 'equal pay for equal work' and the

Parliamentary Staff

new measure being introduced was a big step forward in labour relations, said Mrs Suzman.

She said she felt that if sex discrimination in wages could be eradicated under the Wage Act, it was obvious a similar step should be taken regarding industrial wage agreements. This could be achieved with a simple amendment to the Industrial Conciliation Act.

Mrs Suzman asked whether the Minister of Manpower Utilisation, Mr

Fanie Botha, was ever going to include farm workers and domestic workers under the Wage Act. Many black women were being exploited and had no protection whatever. This could also be achieved with a simple amendment.

Mrs Suzman said that removing sex discrimination in wages may result in employers replacing their female employees with men, who they might consider better able to do the job for the same wage.

The Minister would have to keep careful watch to ensure this did not happen, and if it did he should take legislative action, such as extending the 'victimisation' clause in the Wage Act.

'FUNDAMENTAL'

The repeal of sex discrimination in wages was also hailed by Dr Alex Boraine (PFP, Pinelands) who said it was a 'fundamental change of far-reaching significance.'

He said his party had maintained for many years that the determining factor regarding opportunity, training and rewards 'ought to be and must be merit.'

SA Opposition 'should be appreciated'

Parliamentary Staff

MR HARRY SCHWARZ (PFP, Yeoville) suggested yesterday that the Government should appreciate the conduct of South Africa's Opposition in the light of events in the Spanish Parliament in Madrid.

Speaking in the Railways mini-budget debate, Mr Schwartz referred specifically to events in Madrid where the entire Spanish Government and Parliament were reported to have been taken hostage in an attempted coup.

'I believe the honourable the Minister (of Transport Affairs) will appreciate the nature of the Opposition that he has here compared with the nature of the Opposition which exists in other places,' Mr Schwarz said.

He added: 'Other people might perhaps bear that in mind when they tend to sit in judgment upon what goes on in South Africa and compare it with what goes on in other countries of the world.'

For the best student in each
Corporation Medals
of the 2nd, 3rd and final years.

FACULTY OF ENGINEERING

A woman's work

THE Bill introduced into Parliament yesterday by the Minister of Manpower Utilisation to abolish sex discrimination in wage board determinations is a small step for womankind. It affects, according to figures given by Mrs Helen Suzman, about 83 000 women in industries and trades. That would leave more than 400 000 who do not enjoy the same protection under the Industrial Conciliation Act. The importance of the Bill, though, is that it shows that in one respect this country is emerging from the mists of time.

While some of the world's most advanced nations have acknowledged that "the weaker sex" is a myth largely invented by "the stronger sex," South

Africa still practises an aggressive male chauvinism. Women with equal qualifications and sometimes superior ability have to accept lower pay because they are women and because of some archaic principle which dictates that a "supplementary earner" needs less than the breadwinner. Today, many women are sole breadwinners. There are, of course, jobs in offices and the like which are reserved exclusively for women and which pay more than a young man could earn — but those constitute a rough justice.

Correctly the Opposition supports Mr Fanie Botha's Bill. Now what about the rest of the workers? And what about some of those other wage gaps which are even more important?

and related schools would regard exploration of unconscious factors and complex as necessary to reduce the negative power of these and thus increase the positive and healing forces i.e. releasing the individual from the rule of unconscious complexes and their often demonic power.

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incus healers I have
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role. Pfister,
the unconscious of the
his patient and thus
ches omnipotent and magi-
ego defence mechanisms,
lance of unconscious
estern psychotherapy does
general on improvement in
em and self-confidence,
n one's chosen area of
eaningfulness of life can
encus healer can achieve
d it might be rewarding

To me it seems that his methods rest on two foundation stones.

- (1) His knowledge of and faith in the use of the cultural beliefs, customs and values of his own people. He and they live with their ancestral shades in an undivided world. Because of his

natural gifts and prolonged and intensive training he can mediate between the living and the living dead and interpret the often obscure, at times disturbing and even frightening messages and wishes of the ancestors. He can do more, he can summon the healing and benevolent spirits which help him and his patient with the healing work in hand. This aspect of his work rests on sound psychological principles.

- (2) In the second facet of his work, according to my observations, neurophysiological functions are used extensively. The aim of these ritual dancing is to stir up certain bodily functions which have a clearly observable effect on their sense of physical and bodily wellbeing. Some of the herbal remedies which are routinely used might well also have an effect on neuronal activity.

These two aspects do not operate separately but are present to a greater or lesser degree in all the healing procedures.

VALUE OF A STORED CULTURE:

Carstairs⁵ concludes that the indigenous healer plays a key role in the health of the individual and the social cohesion of the group. Klev⁶ considers that primitive psychotherapies are complex culture bound procedures and that no one institutional model can meet the divergent needs in all societies. All cultures produce tensions and over the centuries they have all acquired and provided valuable mechanisms for the release of these tensions.

Anthropologists have made great contributions to a better understanding of the world view of black people and their ideas about the causation of ill-health and the treatment required. In this connection

Women's rights: a small step

RDM 26/2/81

57 347

JOYCE OZYNSKI

ABOUT 30 000 women workers will be affected by labour legislation expected to be passed in Parliament today.

The Wage Amendment Bill abolishes sex discrimination in the minimum wages laid down by the Wage Board. Previously, different minimum wages have been laid down for men and women, giving men a higher wage.

However, once an employer pays higher than the minimum wage, there is nothing to prevent inequalities from occurring.

The Bill doesn't affect professional women and all other women whose wages are not determined by the Wage Board. It does not embody the principle of equal pay for women doing the same jobs as men, as legislation in Britain has established.

The Bill has had a mixed reception.

"It is one of the greatest things. We are getting our rights back as women," said Emma Mashini of the Commercial Catering and Allied Workers Union. About 50% of the members of this union are women.

The union has just negotiated a new wage determination, but "unfortunately, as the legislation is not retrospective, the sex discrimination in this agreement will remain.

The Wage Amendment Bill, expected to be passed in Parliament today, has had a mixed reception. It will affect thousands of women — mainly black — as it abolishes sex discrimination in minimum wages laid down by the Wage Board.

But we would hope that employers will comply with this new legislation."

Helen Suzman, MP, described the amending Bill as "a big step in the right direction. The principle is right and I back the Bill up to the hilt".

But she pointed out that the Bill "doesn't bring under its aegis thousands of men and women who are domestics or farm workers. These are the least protected and often worst exploited workers."

She expressed a fear that the legislation might lead to unskilled women workers being laid off to give men preference in times of depression.

"If it should happen to any large extent, the Minister of Manpower Utilisation, Mr Fanie Botha, might consider some protection for women workers, using the machinery provided by the Victimisation Clause in the Wage Act or the Unfair Labour Practices definition in the Industrial Conciliation Act."

The Wage Amendment Bill also does not extend to workers in the homelands and border industries where the workforce is largely female.

"As present equalisation of wages does not apply to Industrial Council Agreements, my contention is that the change must be extended as soon as possible to the Industrial Conciliation Act so as to bring it in line with the Wage Act," added Ms Suzman.

The Wage Act covers workers who are not organised.

The response of others in the labour field was less positive.

Jan Theron, spokesman for the Food and Canning Workers' Union, felt that the Government wanted to "appear to be receptive to international standards and to comply with them. But unless they seriously intend abolishing the roots of discrimination in the workplace, the Bill won't make any difference, although it does create a

climate in which discrimination is seen as indefensible.

"Employers paying minimum wages can find ways around it. In addition, wages set by wage determination are so low, and are generally what employers are paying anyway. In no real sense will the Bill push up wages."

Over 60% of the workers in the food and canning industries are women.

Jimmy Thomas, of the Industrial Council for Clothing, said that as the industry is intensively organised, the amendment will have no beneficial effect on clothing workers as their wages are largely determined during negotiations between employers and unions.

He felt there was also the possibility that when wage agreements were made, the minimum wage set for both sexes would be nearer to the old minimum wage for women rather than the higher one for men.

Andrew Levy, president of ASSEMP (Associated Commercial Employers), said that the Bill will be beneficial for women working for employers who do pay the minimum rate.

"But if an employer pays in excess of the minimum, he can go ahead and discriminate to his heart's content."



SUE GORDON — "new association will give domestic workers solidarity and power."



ROBERTA JOHNSTON — "Change will not come overnight."



VELIA KIRKPATRICK — "I hope other employers will follow suit."

Equal pay move will not affect most women

24/2/81
Suzman
347
57



LUCY MVUBELO — "We'll fight at trade union level for domestics and farm workers."

Just what
will the
abolishment
of sex
discrimina-
tion in the
Wage Act
mean to
working
women?
How many
will it affect?
**SUE
GARBETT**
reports.

The majority of working women in South Africa will not be affected by the Government move to abolish sex discrimination in Wage Board determinations.

While the Government has been praised for taking a major step forward in labour relations by removing sex discrimination from the Wage Act, it has

been criticised for not following suit for workers affected by the Industrial Conciliation Act.

About 87 000 women are affected by the new law.

"I believe however, that many thousands more women come under the ICA," said Mrs Helen Suzman MP.

This means more than a quarter of a million working women at least will still be discriminated against on the basis of their sex, and women who have agitated for change said that while they regarded the Government move as a great step forward, they wouldn't like women to think that sex discrimination was now outlawed everywhere.

"But the change means recognition of the principle of equal pay for work of equal value — this has dispelled the myth that women supplement the family income," said Mrs Suzman.

She pointed out that women, especially blacks, were often the sole breadwinners, and a study by the West Rand Administration Board had shown that 30 percent of the households in Soweto were maintained by female earnings.

Mrs Roberta Johnston who headed the Study Group on Women in Employment which made recommendations for changes to our labour legislation, said: "This is the first time that equality in pay for women has been accepted by the Government. We're hoping it's the first step to total equalisation."

She said the legislation would cover women such as machinists in a factory, clerks in various industries, shop assistants not members of a union and any worker not under the aegis of an industrial council.

She pointed out that



HELEN SUZMAN — "recognition at last of the principle of equal pay for work of equal value."

change would not come overnight.

"It's going to take a long time to reach the worker because the present wage determinations are to remain in force until new wage determinations are made."

Mrs Vella Kirkpatrick, chairman of the Womanpower Sub-committee of Manpower 2000, said she regarded the changes to the Wage Act as a "breakthrough — and one I hope that will stimulate other employers, for example in the private sector, to follow suit."

Mrs Kirkpatrick added that the changes, "were the result of efforts made by many women's organisations over the years."

She was happy that the Government "was honest in its stated intentions to do away with discrimination in the labour market."

Q Last night the Minister of Manpower Utilisation Mr Fanle Botha gave his assurance in Parliament that the ICA would be amended and that sex discrimination would not be possible under it. As Parliament ends today, this will have to wait for the next session.

As the Minister had indicated, there were 87,300 women affected by the legislation, without any cover. The Minister had indicated, there were 87,300 women affected by the legislation, without any cover.

Mr Botha said there were 87,300 women affected by the legislation, without any cover. The Minister had indicated, there were 87,300 women affected by the legislation, without any cover.

The announcement was welcomed by Mrs Helen Suzman (P.P.P., Kington), who said it would have far-reaching consequences because there were even more women affected under the Industrial Conciliation Act than there were under the Wage Act.

Mr Botha said it would be 'logical' to extend the provision to industrial workers. This was announced by the Minister of Manpower Utilization, Mr Ranie Botha, when he replied to the second reading on the Wage Amendment Bill.

LEGISLATION similar to that passed by the Assembly yesterday — repealing sex discrimination in Wage Board investigations and recommendations — will be introduced in respect of the Industrial Conciliation Act during the next session of Parliament.

— Minister —
CHEMIC

Workers

Industrial

also for
(347) (18/5)

Sex laws

August 26/2/11

NG
Medals
As the Minister had indicated, there were 87,300 women affected by wage determination — it would take time to phase discrimination out but he was happy the Government was on the right road.
legislation, without any cover.

Miss G C Littlewort

Third Year (Silver Medal)

Miss N C Davidson

Fourth Year (Gold Medal)

P M Salmon
T J Cumming
D P Weeks
J H Rens
B F McClelland

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

J H Rens

Sammy Sacks Memorial Prize
Awarded to the student with the best classwork in Engineering Drawing.
L Menegaldo

A E & C I Prize
For the first year student obtaining the highest average mark.
G L Cragg

647

26/2/81

14ans 5 203: 26/2/81
Black Labour Relations Regulation Act:
disputes
342. Dr. A. L. BORAINÉ asked the
Minister of Manpower Utilization:

How many disputes were dealt with in
terms of the Black Labour Relations
Regulation Act in 1980 by (a) Black
labour officers, (b) the Central Black
Labour Board and (c) the Wage Board?

The MINISTER OF MANPOWER UTI-
LIZATION:

- (a) 161.
- (b) 2.
- (c) 2.

THE WAGE GAP

August 27/28

(347) 57

THE majority of working women in South Africa will not be affected by the Government move to abolish sex discrimination in wage board determinations.

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ing a major step forward in labour relations by removing sex discrimination from the Wage Act, it has been criticised for not following suit for workers affected by the Industrial Conciliation Act.

This means over a quarter of a million working women will still be discriminated against on the basis of their sex, and women who have agitated for change said that while they regarded the Government move as a great step forward, they wouldn't like women to think that sex discrimination was now outlawed everywhere.

But the change means recognition of the principle of equal pay for work of equal value — this has dispelled the myth that women supplement the family income,

said Helen Suzman.

Roberta Johnson, who headed the study group on women in employment which made recommendations for changes to our labour legislation, said 'this is the first time that equality in pay for women has been accepted by the Government. We're hoping it's the first step to total equalisation.'

She said the legislation would cover women such as machinists in a factory, clerks in various industries, shop assistants, not members of a union and any worker not under the aegis of an industrial council.

She pointed out that change would not come overnight.

On Wednesday night the minister of Manpower Util-

isation Fanie Botha gave his assurance in parliament that the ICA would be amended so that sex discrimination would not be possible under it. As parliament ended yesterday this would have to wait for the next session.

Meanwhile, there has been an outcry at the government's failure to introduce legislation to protect domestic and farm workers.

Sue Gordon, head of the Domestic Workers and Employers Project, said not only should workers be recognised under the Wage Act, but they were also entitled to medical aid, pension and unemployment insurance.

Mrs Gordon said the South African Domestic Workers Association, which was launched yes-

terday in Johannesburg, was formed to teach women how to negotiate better wages.

'I see it giving them solidarity. They will have an office and on a practical level domestics can complain here and the association will approach soon.'

the employer on their behalf. Mrs Gordon said most domestics did not discuss their pay with each other, and now they will learn what others are earning. She said the association would be launched in Natal next week and in the Western Cape fairly soon.

By RIAAN DE VILLIERS
Labour Correspondent

ABOUT 500 000 workers of all races were awarded wage increases ranging from 15% for skilled workers to 22% for unskilled workers in special negotiations between unions and employers in the giant steel and engineering industry yesterday.

The higher increases for mainly black workers at the lower end of the wage scale are in line with earlier trade union demands which were aimed at offsetting sharp cost of living increases and growing militancy among black workers.

For the first time, black unions and multi-racial unions representing blacks formally took part in the wage talks.

The wage award, which covers all workers in the industry, raises minimum wages from 15% for artisans to 22% for workers in the lowest unskilled category, with appropriate intermediate adjustments.

RDM 11/3/81

Steel workers get minimum 15% wage hike

The agreement also provides for similar "across the board" increases in wages. Holiday bonuses and living out allowances are to be improved as well.

The agreement will come into effect on May 1 and not July 1, as has been customary, and will be spread between the two dates.

Earlier this year, unions suggested that this year's agreement should last for 18 months — until next December — rather than the usual year.

However, the agreement will run for 14 months before expir-

ing as usual next June.

For the first time, black unions and multi-racial unions representing blacks took part in yesterday's negotiations as full members of the industry's industrial council.

Two established member unions have opened their ranks to blacks since last year's talks which means that six unions of the 14 involved in yesterday's talks represented black workers.

According to the statement announcing the agreement, some 300 representatives were present at the meeting.

CT 14/3/81 (15) (15) (347)

Raise for electrical workers

Industrial Reporter

ELECTRICAL workers in the Cape have been awarded a 30 percent pay rise following the resolution of a dispute with employers.

The regional chairman of the Electrical Contractors' Association, Mr Ralf Pinto, said the agreement reached with the employees' South African Electrical Workers' Association would come into effect as soon

as it could be gazetted, which would take about six weeks.

The previous agreement expired last September.

A new category of labour has also been introduced in terms of the agreement which is intended to cut the cost of electrical work on housing schemes by allowing "systems installers" to do work previously done by more qualified electricians.

UNIVERSITY OF CAPE TOWN

009 14/3/81

Electrical workers pay hike

Own Correspondent

CAPE TOWN. — Electrical workers in the Cape have been awarded a 30% pay rise following mediation of a dispute with employers.

The regional chairman of the Electrical Contractors Association, Mr Ralf Pinto, said the agreement reached with the employees' SA Electrical Workers' Association would come into effect as soon as it could be gazetted. It would take about six weeks.

A new category of labour has also been introduced in terms of the agreement intended to cut the cost of electrical work on housing schemes by allowing "systems installers" to do work previously done by more qualified electricians.

Legal centre slams pay recommendations

THE Centre for Applied Legal Studies has objected to the Wage Board's recommendations on the proposed wages for black nightwatchmen.

The centre, based at the University of the Witwatersrand, in a memorandum to the Department of Manpower Utilisation, argues that the proposed R34 a week wage for nightwatchmen will mean "the nightwatchman will be denied the opportunity of earning a livable wage."

The memorandum also points out that the board in its report to the Minis-

By Z B MOLEFE

ster of Manpower Utilisation, Mr Fanie Botha, agreed that the wages of nightwatchmen were low and that "it would be failing in its duty and shutting its eyes to the facts that merit consideration if it does not at this stage recommend a livable wage for nightwatchmen."

After considering all the evidence at its dispos-

al, the memorandum continued, the board concludes that a wage of R37 per week for the Witwatersrand should be recommended. But concludes "because the recommended wages may occasion difficulties for some employers, the board decided to recommend lower wages, namely R34."

This new determination will for the first year afford employers an opportunity to adjust and to sort cut their position with their clients, the

board went on. Thereafter a wage of R37 will be introduced.

The memorandum also submits that the board has succeeded in putting into effect its intention of giving watchmen a livable wage. It then proposed a number of ways to correct the watchman's plight.

It suggested the shortening of the period of adaptation and that May to October the wages should be fixed at R34 a week. Then from December it should be raised

to R37 a week plus a 10 percent inflation index. From May 1982 to October of the same year the wages should be R37 a week plus a 20 percent inflation index.

Alternatively, from May to April 30 next year, the wages should be fixed at R37 per week rising to R37 per week plus a 20 percent inflation index from May next year to April 30, 1983, the board recommended.

"In addition," the memorandum pointed out,

SWET 107 2/3/81

218

218 347

Call for review of wages

Staff Reporter

REPRESENTATIVES of workers in the distributive and catering trade have called for a review of wage determinations to counterbalance recent price increases.

New Era, the bulletin of the distributive and catering trade, reports that the Association of Distributive and Allied Workers' Unions (Adawu) has written to the Minister of Manpower Utilisation, Mr Fanie Botha, asking him to instruct the Wage Board to review wages in their trade because of the "soaring" cost of rents, food and other commodities.

New Era blamed rising inflation on the "excessive" profits earned by big firms.

"This is all fine — they are in the business for the profits. But do the workers get their fair share? Workers' wages are often blamed for inflation but we do not show such profits — we show a constant loss.

"We say excessive profits are the cause of much of the inflation rate," said New Era.

It quoted press reports as saying there had been an average 63 percent rise in profits for 36 large listed companies and of these, a quarter reported 100 percent and higher increases.

"Tollgate, the holding company of City Tramways, sold certain interests and will give shareholders R48m of the R57m realized by the sale."

9
Factors influencing why people don't respond
to projects

earning a livable wage," according to the Centre for Applied Legal Studies (Cals) at Wits University.

The Wage Board recommended a new minimum wage of R34 a week (R147.33 a month) for the period May 1 1981 to April 30 1982; and R37 a week (R160.33 a month) from May 1 1982.

The board argued that a wage of R37 a week *should* be introduced immediately, but "because the recommended wages may occasion difficulties for some employers, the board decided to recommend lower wages, namely R34 a week for the first year ... to afford employers an opportunity to adjust and to sort out their position with their clients."

According to a memorandum drawn up by Cals, the minimum wage of R37 a week prescribed by the Wage Board is unacceptably low. The report argues that the board failed to carry out its duty in terms of the Wage Act, which stipulates that it must take into account "the cost of living in any area in which the trade concerned is being carried on."

Cals argues that watchmen will in fact be worse off in the second period (May 1982 and after) because "watchmen will be earning in period two what the Wage Board considered to be a livable wage for period one. What has been ignored is that in period two the buying power of R37 will be significantly less than it would have

9.1

The effect of economic non-viability

In Part I, I show how the economic condition reserves inhibit projects like the dairies, able to work efficiently and that they do not benefit the poorer people involved.

I suggest that it is because of this that such percentage of the total population of an area such projects the adoption of new technique agriculture) is not worth the cost involved majority of people. "...it was striking how tended to correspond broadly with the ability with the demands of existing methods. Those families who were struggling to stay alive ... had low morale and far less interest in hearing of new methods than were those who had some surplus ..." 44

FM 27/3/81
WATCHMEN'S WAGES
Below the HSL

After a year's deliberation the Wage Board has finally presented a new wage scale for watchmen. But the new suggested wage is still well below national household subsistence level (HSL) figures and denies watchmen the opportunity of

9.2

9.2.1

People see failed projects and lose faith in the institution concerned. For example, I asked people at the Umthi garden why they did not join. They replied that since 80 people had left, it obviously wasn't a helpful thing.

People at various places, who were starting projects, mentioned that the main response to their attempts to get something off the ground was amusement. People in one area of Umhlaba who are struggling to establish a communal garden said of the other people in the village: "They are watching us and our garden ... they

been in period one."

There is in fact only an 8.8% increase between the two periods — less than the expected inflation during that time. Thus, says the report, the Wage Board has failed to ameliorate the situation of watchmen.

Cals proposes a new wage structure which takes into account the consumer price index and length of service. It argues that differential wage categories will "offer an incentive for watchmen to remain within the security industry and to remain in the employment of one employer for longer periods."

Cals suggests a R50 a week minimum wage for watchmen when first employed. R55 for watchmen with one year's experience. R60.50 for watchmen with two years' experience. R72.60 for experienced watchmen, and R87.12 for indunas. In addition wages should be increased by 10% at six-monthly intervals until the next determination is made.

... The Defender of the Hottentots", who were ostensibly aiming to benefit "the natives", advocated breaking down the power of the chiefs and expanding British interests: "Wherever the missionary places his standard among a savage tribe, their prejudices against the colonial government give way, their dependence upon the colonial government is increased by the creation of artificial wants ..." 45 John Mackenzie of Bechuanaland had interests beyond mere trade: "We invite John (Bull)'s attention to this delicious morsel of gold field, let him spread it like jelly over Transvaal and Bechuanaland and swallow the lot." 46



REPUBLIC OF SOUTH AFRICA
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STAATSKOERANT
VAN DIE REPUBLIEK VAN SUID-AFRIKA

REGULATION GAZETTE No. 3185

REGULASIEKOERANT No. 3185

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PRETORIA, 24 APRIL 1981

[No. 7558

PROCLAMATION

*by the State President of the Republic of
South Africa*

No. R. 82, 1981

DATE OF COMING INTO OPERATION OF THE
WAGE AMENDMENT ACT, 1981 (ACT 48 OF 1981)

Under the powers vested in me by section 29 of the
Wage Amendment Act, 1981 (Act 48 of 1981), I do
hereby declare that the said Act shall come into opera-
tion on the first day of May 1981.

Given under my Hand and the Seal of the Republic
of South Africa at Pretoria this Ninth day of April,
One thousand Nine hundred and Eighty-one.

M. VILJOEN, State President.

By Order of the State President-in-Council:

S. P. BOTHA.

GOVERNMENT NOTICES

**DEPARTMENT OF AGRICULTURE AND
FISHERIES**

No. R. 894

24 April 1981

SPECIAL LEVY ON CITRUS FRUIT

In terms of section 79 (a) of the Marketing Act, 1968
(Act 59 of 1968), I Pieter Theunis Christiaan du
Plessis, Minister of Agriculture and Fisheries, hereby
make known that the Citrus Board, referred to in sec-
tion 6 of the Citrus Scheme, published by Proclamation
R. 2 of 1979, as amended, has in terms of section 21
of the said Scheme, with my approval, imposed the
special levy set out in the Schedule hereto, in substitu-
tion of the special levy published by Government Notice
R. 685 of 7 April 1978.

P. T. C. DU PLESSIS, Minister of Agriculture and
Fisheries.

572—A

PROKLAMASIE

*van die Staatspresident van die Republiek van
Suid-Afrika*

No. R. 82, 1981

DATUM VAN INWERKINGTREDING VAN DIE
LOONWYSIGINGSWET, 1981 (WET 48 VAN 1981)

Kragtens die bevoegdheid my verleen by artikel 29
van die Loonwysigingswet, 1981 (Wet 48 van 1981),
verklaar ek hierby dat genoemde Wet op die eerste dag
van Mei 1981 in werking tree.

Gegee onder my Hand en die Seël van die Republiek
van Suid-Afrika te Pretoria, op hede die Negende dag
van April Eenduisend Negehoenderd Een-en-tagtig.

M. VILJOEN, Staatspresident.

Op las van die Staatspresident-in-rade:

S. P. BOTHA.

GOEWERMENSKENNISGEWINGS

**DEPARTEMENT VAN LANDBOU EN
VISSERYE**

No. R. 894

24 April 1981

SPESIALE HEFFING OP SITRUSVRUGTE

Kragtens artikel 79 (a) van die Bemarkingswet, 1968
(Wet 59 van 1968), maak ek, Pieter Theunis Christiaan
du Plessis, Minister van Landbou en Visserye, hierby
bekend dat die Sitrusraad, genoem in artikel 6 van die
Sitrusskema, afgekondig by Proklamasie R. 2 van 1979,
soos gewysig, kragtens artikel 21 van genoemde Skema,
met my goedkeuring, die spesiale heffing in die Bylae
hiervan uiteengesit, opgelê het, ter vervanging van die
spesiale heffing afgekondig by Goewermentskennis-
gewing R. 685 van 7 April 1978.

P. T. C. DU PLESSIS, Minister van Landbou en
Visserye.

7558—1

DAILY STAR 9/5/81

Minimum wages lower in EL

EAST LONDON — The minimum wage structure for employees in East London is lower than that in major industrial centres such as Port Elizabeth, Johannesburg, Durban and Cape Town.

Mr M du Preez, the assistant divisional inspector for the Department of Manpower Utilisation in East London said that this was because the department took into account the ability of employers to pay before making wage determinations.

He said employers in

East London could not afford to pay the same wages as employers in the bigger centres and their expenses were generally higher.

East London is grouped in the same bracket as Bloemfontein, Klerksdorp, Carletonville, Odendaalsrus, Stellenbosch, Pietermaritzburg and Welkom for minimum wage determinations in the commercial and distributive trade.

Thus the minimum wage for a general assistant — the lowest paid

category of worker in this trade — is R30 per week in East London, R32 in Port Elizabeth and R34 in Cape Town.

The minimum wage laid down for a general unskilled labourer is R27,50 in East London and R33,30 in Port Elizabeth; the minimum wage for an unskilled worker in the food industry is R21,60 in East London, R23,50 in Port Elizabeth and R25 in Johannesburg and R25 in Cape Town.

The minimum wage for an unskilled worker in the

catering trade is R21,50 in East London, R23 in Port Elizabeth and R25 in Cape Town.

Several categories of employees — domestic servants and farm labourers — are not subject to minimum wage determinations.

Several of East London's key industries — the meat, construction, motor and iron and steel industries — are not subject to Wage Board determinations as they fall under Industrial Councils.

— DDR

Workers 'unaware of wage rise'

Labour Reporter

Many workers in the commercial and distributive trade were still unaware of new wage scales introduced by the Government last month, according to a spokesman for the Department of Manpower Utilisation.

The wage determinations were published in Government Gazette number 7537 of April 16 and affect many thousands of workers in the commercial and distributive trade.

The spokesman said that many workers were

still "in the dark" and that wages of lower skilled workers had been upgraded.

The trade covers drivers, clerks, salesmen, shop supervisors and assistants, cashiers and other work categories.

Lede.—Dr. Jurgen Kotzé Eksteen, Dr. Hendrik Hendriksz Louw, Willem Marthinus Prinsloo, Joachim Johannes Peters, John Desmond Ernstzen, Anthony Michael Leveton, Herbert Alfred Peters, Dr. Francois Paul Jacobsz, David Tabatznik, Hector Rhodes Harmsworth, Wynand Johannes Louw, George Reymond Edward Kolver en Nicolaas Johannes Janse van Rensburg.

DEPARTEMENT VAN MANNEKRAG

No. 1447

10 Julie 1981

LOONWET, 1957

LOONRAADONDERSOEK.—DIE BEDRYF VIR DIE VERHUUR VAN WOONSTELLE OF WOONKAMERS, SEKERE KUSGEBIEDE EN SEKERE BINNELANDSE GEBIEDE

Die Loonraad het 'n opdrag in verband met bovermelde Bedryf ontvang en gee hierby kragtens artikel 9 van die Loonwet, 1957, kennis dat die ondersoek begin het en dat die Raad te geleger tyd 'n verslag en 'n aanbeveling by die Minister van Mannekrag sal indien.

Belanghebbende persone word hierby die geleentheid gebied om skriftelike vertoë tot die Raad te rig. Sodanige vertoë saam met sewe afskrifte daarvan, moet die Sekretaris, Loonraad, Privaatsak X108, Pretoria, 0001, nie later nie as 3 Augustus 1981 bereik. Die opdrag 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 Bedryf vir die Verhuur van Woonstelle of Woonkamers in die volgende gebiede:

Kaapprovinsie.—Die landdrostdistrikte Bellville, Die Kaap, Goodwood, Kuilsrivier, Paarl, Simonstad en Wynberg en die munisipale gebiede van Beacon Bay, Despatch, Kimberley, Oos-Londen, Port Elizabeth en Uitenhage.

Natal.—Die landdrostdistrikte Durban en Pinetown en die munisipale gebiede van Ladysmith, Pietermaritzburg, Newcastle en Umhlanga.

Oranje-Vrystaat.—Die landdrostdistrik Sasolburg, en die munisipale gebiede van Bethlehem, Bloemfontein, Harri-smith, Kroonstad, Odendaalsrus, Virginia en Welkom.

Transvaal.—Die landdrostdistrikte Alberton, Benoni, Boksburg, Brakpan, Germiston, Hoëveldrif, Johannesburg, Kempton Park, Klerksdorp, Krugersdorp, Nigel, Oberholzer, Pretoria, Randburg, Randfontein, Roodepoort, Springs, Vanderbijlpark, Vereeniging, Westonaria en Wonderboom en die munisipale gebiede van Middelburg, Pietersburg, Potchefstroom, Rustenburg en Witbank.

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.

In hierdie opdrag beteken—

‘Bedryf vir die Verhuur van Woonstelle of Woonkamers’ die Bedryf soos uitgeoefen deur persone wat sake doen deur woonstelle of kamers te verhuur, maar uitgesonderd—

(a) persone wie se bruto ontvangste uit sodanige Bedryf hoogstens R2 000 per jaar bedra;

(b) persone wat kamers verhuur vir die uitsluitlike gebruik deur skoolgaande kinders, studente of onderwysers;

(c) die Nasionale Behuisingskommissie ingestel ingevolge artikel 6 van die Behuisingswet, 1966 (Wet 4 van 1966);

Members.—Dr. Jurgen Kotzé Eksteen, Dr. Hendrik Hendriksz Louw, Willem Marthinus Prinsloo, Joachim Johannes Peters, John Desmond Ernstzen, Anthony Michael Leveton, Herbert Alfred Peters, Dr. Francois Paul Jacobsz, David Tabatznik, Hector Rhodes Harmsworth, Johannes Wynand Louw, George Reymond Edward Kolver and Nicolaas Johannes Janse van Rensburg.

DEPARTMENT OF MANPOWER

No. 1447

10 July 1981

WAGE ACT, 1957

WAGE BOARD INVESTIGATION.—THE TRADE OF LETTING FLATS OR ROOMS, CERTAIN COASTAL AREAS AND CERTAIN INLAND AREAS

The Wage Board has received a reference in respect of the above-mentioned Trade and hereby gives notice in terms of section 9 of the Wage Act, 1957, that the investigation has commenced and that the Board will in due course submit a report and recommendation to the Minister of Manpower.

Interested persons are hereby given the opportunity of making written representations to the Board. Such representations, accompanied by seven copies thereof, should reach the Secretary, Wage Board, Private Bag X108, Pretoria, 0001, not later than 3 August 1981. The reference 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 Trade of Letting Flats or Rooms in the following areas:

Cape Province.—The Magisterial Districts of Bellville, The Cape, Goodwood, Kuils River, Paarl, Simonstown and Wynberg and the municipal areas of Beacon Bay, Despatch, East London, Kimberley, Port Elizabeth and Uitenhage.

Natal.—The Magisterial District of Durban and Pinetown and the municipal areas of Ladysmith, Pietermaritzburg, Newcastle and Umhlanga.

Orange Free State.—The Magisterial District of Sasolburg and the municipal areas of Bethlehem, Bloemfontein, Harri-smith, Kroonstad, Odendaalsrus, Virginia and Welkom.

Transvaal.—The Magisterial Districts of Alberton, Benoni, Boksburg, Brakpan, Germiston, Highveld Ridge, Johannesburg, Kempton Park, Klerksdorp, Krugersdorp, Nigel, Oberholzer, Pretoria, Randburg, Randfontein, Roodepoort, Springs, Vanderbijlpark, Vereeniging, Westonaria and Wonderboom and the municipal areas of Middelburg, Pietersburg, Potchefstroom, Rustenburg and Witbank.

For the purpose of this investigation the Minister directs that the investigation 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.

In this reference—

‘Trade of Letting Flats or Rooms’ means the Trade carried on by persons who carry on the business of letting flats or rooms, but excluding—

(a) persons whose gross receipts from such business do not exceed R2 000 per year;

(b) persons who let rooms exclusively for use by schoolgoing children, students or teachers;

(c) the National Housing Commission established in terms of section 6 of the Housing Act, 1966 (Act 4 of 1966);

Govt raises pay levels

DD 29/7/81
847

EAST LONDON — New minimum wage determinations for two industries have been gazetted by the Department of Manpower.

The determinations, which came into force on Monday, are for workers in the security services and business equipment industries.

In the security services industry, which includes nightwatchmen and security guards, the lowest determination —

for a grade two security guard — is now R147.33 in East London, rising to R156 a month after a year.

In the business equipment industry the lowest determination — for a general assistant — is now R40 per week in East London and R28 per week in Queenstown and King William's Town.

The Department of Manpower has appealed to employers in these industries to contact the department for further details. — DDR

'Catering staff is underpaid'

Labour Reporter

The Department of Manpower has launched an investigation into reports that employers in the distributive and catering trades are under-paying their workers.

The new wage determination for the trades came into effect at the end of April this year and the Association of Distributive and Allied

Workers' Unions took up the issue of wages with the Minister of Manpower, Mr Fanie Botha, soon after.

Since the new determination came into effect the unions received complaints of under-payments, a newsletter from the association said.

Some employers said they had not had sufficient time to make adjust-

ments, but even then the association found that employers were still under-paying under the former wage determination.

The newsletter said the Minister of Manpower told the association that he had agreed to their request for an investigation and an instruction was given to the Wage Board in June to look into the matter.

Paying more for that feeling of security.

Commerce and industry will have to pay more for security.

This is the message from South African security companies.

The move comes after an announcement in the Government Gazette that the minimum wages of all security staff — black and white — are to be increased by an average 40 percent.

A spokesman for the Transvaal Employees' Association of Security Services said yesterday security companies could not absorb these increases.

"With the very low margins in the security business the full amount of these increases will have to be passed on," he said.

The head of South Africa's biggest security company, Mr Roy MacFarlane, said the increase was long overdue.

"With these increased wages the entire security industry will now be able to attract the sort of people who will upgrade the standards of security necessary to handle the growing threats facing South Africa," he said. — Sapa.

Pay deal for night watchmen at last

Mail Correspondent

WAGE Board recommendations on nightwatchmen's pay have become law.

This comes almost 1½ years after the board concluded its public hearings and almost three years since the last legislated pay rise for the security industry.

The new wage structure, which came into effect last week, means that watchmen in major urban areas, will get a minimum wage of R147,33 a month until July, 1982 and will receive R160,33 after this "adjustment period".

Subsistence

The previous minimum for these areas was R103 a month.

The new wage is 74,4% of the minimum household subsistence level (HSL) for a black family of six in Port Elizabeth and even further below the Johannesburg HSL of R216.

A researcher for the University of the Witwatersrand's Centre for Applied Legal Studies, Mr Paul Benjamin, who was involved in preparing submissions to the board on watchmen's pay — and objections to the interim recommendations published in February this year — said last night he was very disappointed by the new determination.

"Nightwatchmen are certainly not feeling the effects of this new labour dispensation the Government is talking about," he said. "The board has prescribed unacceptably low wages."

Reinstate

Mr Benjamin said the determination meant watchmen would be earning in July 1982 what had been supposed by the Board to be a "liveable wage" in December, 1980.

He said the centre had recommended an initial minimum of R50 a week.

Most watchmen in Port Elizabeth are paid at, or only slightly above, the minimum. On the Reef, many watchmen are grossly — and illegally — underpaid.

The new determination reduces the watchman's maximum working week from 84 hours a week to 72. The centre believes that this should be reduced to 60 hours a week.

○ The wage determination for smaller centres is lower than the figures mentioned above. In Newcastle and Kliprivier it is now R108,33 a month.

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347

More pay for security men is welcomed

COMMERCE and industry will have to pay more for security — say South African security companies.

This follows the announcement in the Government Gazette that minimum wages of security personnel — black and white — are to be increased by an average of 40%.

A spokesman for the Transvaal Employers Association of Security Services said companies could not absorb increases.

The head of South Africa's biggest security company, Mr Roy MacFarlane, said the increase was long overdue.

"With these increased wages, the entire security industry will now be able to attract the sort of people who will upgrade standards of security which are necessary to handle the growing threats facing South Africa," he said. — Sapa.

PD 6/5/81
Watchmen's wages still too low — researcher

PORT ELIZABETH — Wage Board recommendations on night watchmen's pay have at last become law almost one-and-a-half years after the board concluded its public hearings and almost three years since the last legislated pay rise for the security industry.

The new wage structure, which came into effect last week, means that watchmen in major urban areas will get a minimum wage of R147.33 a month until July, 1982, and after this "adjustment period" will receive R160.33.

The minimum wage in Bloemfontein, East London, Kimberley, Klerksdorp, and several

towns in the Western Cape, is now R138.67. The previous minimum for these areas was R103 a month.

A researcher at the University of the Witwatersrand's Centre for Applied Legal Studies, Mr Paul Benjamin, who was involved in preparing submissions to the board on watchmen's pay, and objections to the interim recommendations published in February this year, said that he was very disappointed with the new determination.

"Night watchmen are certainly not feeling the effects of this 'new labour dispensation'

that the government is talking about," he said. "The board has prescribed unacceptably low wages."

Mr Benjamin said the determination meant that watchmen would be earning in July 1982 what had been supposed by the board to be a "liveable wage" in December, 1980.

He said the centre had recommended an initial minimum of R30 a week.

The new determination reduces the watchmen's maximum working week from 84 hours a week to 72. The centre believes that this should be reduced to 60 hours a week. — DDC

Security pay grades outlined

347

EAST LONDON — Watch patrol services had become a sophisticated and specialised industry, with great scope, causing the Wage Board to broaden its concept of watch patrol into security services, a Department of Manpower official said yesterday.

The old concept of

security as involving an elderly man sitting by a fire while on duty had given way to greater specialisation.

He said due to this the Wage Board had changed the past sole category of watchmen into three separate categories, each more specialised than the former. In the wage determinations issued recently, these three categories watchman, security guard grade two, and security guard grade one.

In the wage scales published in the newspaper yesterday, there was some confusion between the categories, causing incorrect wages to be attributed to the watchmen.

The actual wage scales as gazetted are: watchman R130 per month for the first year of the determination, then rising to R138.67; security guard grade two, R147.33, rising to R156; security guard grade one, R197.17, rising to R212.33. — DDR

Security services to cost more

Security and watchmen's services could cost up to 40 percent more as a result of a new wage determination under the Security Services Wage Act.

The minimum wage of a security guard or watchman is to be increased from R3,96 to R5,55 a shift (about R100 to R140 a month).

The security industry is still divided on how much of the increase should be passed on to commerce and industry, its main clients.

A spokesman for the Transvaal Employers Association of Security Services said there was no way the companies could absorb the increases.

But the financial direc-

tor of one large company, Mr P Campbell, said many companies were already paying the higher wages under present contracts.

"Competition in this field is strong and we've been forced to pay far above the minimum rates, even though the new rates may still be below the headline," he said.

Mr Roy MacFarlane, ma-

naging director of another large security company, said the new increases would enable companies to attract the kind of security men to upgrade standards in the industry — necessary "to handle the growing threats facing South Africa."

Many security guards were still recruited in black homelands and un-

derwent about three weeks' formal training, followed by more on the job. After promotion to sergeant or supervisor, some earned up to R450 a month.

● The Star published a series of articles recently highlighting the plight of many black security guards.

not be hit by the section as it was then worded. The net of the section and based on the decision (supra) the amendment has achieved this result.

Nightwatchmen

NY 10/8/81
get 'disgusting'
hike in wage deal

Mercury Reporter

NIGHTWATCHMEN have been given a new wage determination which amounts to only fractionally more than 7 percent on a figure fixed two years ago.

The wage adjustment, which is now in effect, was slammed yesterday by the Federation of South African Trade Unions as 'appalling'.

Mr Ted Frazer of Fosatu said: 'It is the most disgusting determination that I've seen in my life.'

The Natal vice-chairman of the South African National Security Services, Mr Tom Connolly, said it was substantial, although still below the breadline.

But it was 'a salary these men are used to'.

The new wage determination for the trade, the first in two years, was gazetted in July and sets the minimum pay at R147 a month — an increase of R17 over the previous minimum set in 1979.

The South African Institute of Race Relations sets R205 a month as the household subsistence level for blacks in the Durban area.

Mr Frazer said Fosatu was pressing for a minimum wage of R2 an hour.

The maximum hours a security guard may work is set down by the determination at 72 a week.

Nightwatchmen's pay delayed

THE WAGE Board recommendations on nightwatchmen's pay which have become law will have to wait for at least two months to come into effect, it has been revealed.

Mr Neville Griffith, secretary of the Transvaal Employers Association of Security

Services, said representations have been made to Minister of Manpower Utilization, Mr Fanie Botha, to delay them for the period.

"It's an administrative matter. And you can say it's for practical reasons," Mr Griffith told SOWETAN.

And one of these reasons, according to Mr

BY ZB MOLLIE

Griffith, was that when the recommendations were published in the Government Gazette last month many companies employing nightwatchmen were not aware of them. But we are happy that there have been these increases. We believe our men should be paid adequately."

The new wage structure

means that watchmen in the country's major urban areas, will get a minimum wage of R147,33c a month. This will last until July next year and will increase to R160,33c after this "adjustment period". The minimum weekly wage is R34 increasing to R37.

A researcher at the University of the Wit-

watersrand's Centre for Applied Legal Studies, Mr Paul Benjamin, said he was disappointed by the new wage structure. He was involved in preparing submissions to the Board on watchmen's pay and objections to the interim recommendations published in February this year.

"This is still very low for watchmen," added Mr Benjamin who pointed out

that the new wage structure comes almost one-and-a-half years after the Board concluded its public hearings, and almost three years since the last legislated pay rise for the security industry.

• The new determination reduces the watchmen's maximum working week from 84 hours a week to 72. The Centre believes that this should be reduced to 60 hours a week.

Did your

protector

receive his

pay rise?

If you have slept uneasily for the past three weeks because you feel your nightwatchman does not seem as alert as usual, ask him whether he has received his wage increase which was made law on July 27 — do not be surprised if he has not.

By HENRY MARINGTON

Confusion surrounds the implementation of the new wage law. Employers have asked the Government to delay the increase until October, because they say they could not get the Government Gazette in which the new wage was made law.

Yet the Government Printer is adamant the gazette was available.

On July 17, the Government Gazette was printed in Cape Town and announced that from July 27, nightwatchmen's wages would rise from R103 a month to R147,33c monthly.

Working hours would be reduced from 84 to 72 hours a week.

The Government Printer says the gazette was posted to subscribers immediately and was available in Pretoria 10 days later.

He added that people who were expecting changes in the law which affected them usually ordered the gazette well in advance, but no order was received from the Transvaal Employers' Association of Security Services.

The relevant Government Gazette is still in stock.

However, Mr Neville Griffin, secretary of the association, told me that "the Act was not at the Government Printer, so the employers could not comply. We have to give clients a calendar month's notice of a wage increase."

He added that if the employers had to pay the new wage without passing it on to clients, they would lose a fortune.

Mr Griffin said he had sent letters and telegrams to the Minister of Justice and also to the Minister of Manpower Utilization, requesting them to delay the implementation of the increase for two months. He has been told by the Government the matter is under consideration.

Asked whether his association members were paying a new minimum wage, Mr Griffin said that he "could not comment" and the new wage was "not yet law".

In his belief that the new wage is not law, he differs from a member of the Govern-

ment Wage Board, who told me: "Once the notice of a wage increase appears in the Government Gazette, it is law and an employer cannot delay implementation."

He added: "It is most improbable that the delay will be granted."

Mr Paul Benjamin, of the University of the Witwatersrand, who has a special interest in nightwatchmen, told the Sunday Times that the investigation into nightwatchmen's wages had been instituted in late 1979.

A draft of the new determination had been published for comment in February this year, but was not changed in the final announcement.

He said: "Mr Griffin should have been in touch with the Wage Board to find out when the new determination would be published. It seems the employers are trying to delay the increase to save money."

"It is the duty of employers to keep up to date with the law they are involved in, ignorance is no excuse in an area in which you are expected to have expertise."

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pe Town.

Industrial Council agreements/Conciliation Board awards/wage determinations

286. Dr. A. L. BORAINÉ 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

Hans
6/9/81

Councils in the course of their day to day functions. These exemptions are not reported to the Department and no statistics thereon 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.

Employer underpaid workers

Mail Reporter

THE owner of a security firm employing black nightwatchmen was fined R100, or 50 days, yesterday after being found guilty of underpaying his workers.

Charles Daniel Elliot, 32, of Elliot Protection Services, Langerman Drive, Kensington, pleaded guilty before Mr C. A. Allcock in the Johannesburg Magistrate's Court.

The court found that the offences had been committed since March 1977.

The court also found that he failed to enclose pay slips inside the workers' pay envelopes. He also deducted money from their pay for overalls he had provided.

It was also found he made his workers work from 6pm on Fridays until 6am the following Monday without a break.

He forced the workers to continue working even if they were off-duty, and did not pay them double wages.

Pleading in mitigation Elliot told the court that his firm had been liquidated.

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. BORAINÉ 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 Appren-

(b)

Industrial Council Agreements
 Conciliation Board Agreements
 Arbitration Awards
 Wage Board Determinations
 Orders

(i) White Persons	(ii) Coloured Persons	(iii) Asian Persons	(iv) Black Persons
165 619	236 058	80 824	622 338
333	4 903	Nil	3 293
Nil	Nil	Nil	Nil
65 840	54 110	17 607	333 308
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

5/10/81
 ticeship 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.

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.

MONDAY, 5 OCTOBER 1981

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

MONDAY, 5 OCTOBER 1981

W. Area (Of Jurisdiction of the Apprenticeship Committee for the Automobile Manufac-
ing Industry)

The Magisterial Districts of Port Elizabeth and Uitenhage

X Trades	Y Current Contracts	Registrations during 1980		
		Whites	Coloured	Blacks
Automotive Electrician				
Automotive Machinist and Fitter	1			
Die and Press Tool Maker	63	14	4	4
Electrician	63	19	6	4
Electronics Mechanician				
Fitter and Turner	6			
Machine Fitter (including hydraulics)	26	6		2
Motor Mechanic	51	6	1	18
Patternmaker	5			
Tool and Jigmaker	50	6	13	6
Turner (including machin- ing)	18	6	3	1
Welder	2	2		
TOTALS	285	59	27	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 Trades	Y Current Contracts	Registrations during 1980		
		Whites	Coloureds	Blacks
1. Bricklayer	142	7	59	19
2. Bricklayer and Plaster- er	66	6	18	7
3. Carpenter	402	27	184	41
4. Carpenter and Joiner	37	6	10	5
5. Ceiling treating	3			
6. Electrician (Construc- tion)	445	100	54	4
7. Joiner	110	24	40	2
8. Letter Cutter and Stone Decorator	4		1	1
9. Painter and Decorator	47	9	16	2
10. Plasterer	22		8	

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	Blacks
11. Plumber	264	71	53	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	—
19. Wood machinist	35	4	10	5
TOTALS	1 626	266	461	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	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	Blacks
Diamond Brillianceering ..	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	Blacks
Automotive Electrician ..	—	—	—	—
Blacksmith	—	—	—	—
Bricklayer	—	—	—	—
Bricklayer (Refractory) ..	2	1	—	—
Carpenter and Joiner	16	6	—	—
Diesel Mechanic	147	45	—	—
Electrician	124	34	—	—
Fitter and Turner	25	42	—	—
Instrument Mechanician (Industrial)	—	—	—	—
Motor Mechanic	—	—	—	—
Painter and Decorator	1	1	—	—
Pattermaker	3	1	—	—
Plater (Boilermaker)	3	1	—	—
Plumber	—	—	—	—
Rigger	1	—	—	—
Welder	—	—	—	—
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			
		Registrations during 1980			
Trades	Current Contracts	Whites	Coloureds	Asians	Blacks
Blacksmithing	10	3	—	—	—
Boilermaking	2	—	—	1	—
Boilermaking/Welding	—	—	—	—	—
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	—	1	—	—	—
Rigging	—	—	—	—	—
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 Port Elizabeth and Uitenhage.

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			
		Registrations during 1980			
Trades	Current Contracts	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			
		Registrations during 1980			
Trades	Current Contracts	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	—	—

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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			
		Registrations during 1980			
Trades	Current Contracts	Whites	Coloureds	Asians	Blacks
Electrical Wireman	3	1	—	—	—
Electrician	70	17	—	—	—
Electronics Mechanician ..	22	7	2	—	—
Fitter and Turner	73	35	2	2	—
Fitter (including Machining)	8	—	—	—	—
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 Mechanician	22	11	—	—	—
Moulder	3	1	—	—	—
Painter and Decorator	3	—	—	—	—
Panelbeater (including Spraypainting)	1	2	—	—	—
Patternmaker	2	2	—	—	—
Plasterer	13	—	—	—	—
Plater	4	2	2	—	—
Plater/Boilermaker	1	—	—	—	—
Plater (including Welding)	1	—	3	1	—
Plumber	5	5	—	—	—
Radio and Television Mechanician	—	—	—	—	—
Radiotician (Communication)	6	3	1	—	—
Radiotician (Audio)	12	3	—	—	—
Refrigeration Mechanician ..	18	2	—	—	—
Rigger	11	3	—	—	—
Sailmaker and Upholsterer ..	3	—	—	—	—
Sheetmetal Worker	21	—	4	2	—
Shipbuilder	18	3	—	—	—
Shopfitter (Wood)	—	—	—	—	—
Signwriter	—	6	1	—	—
Tool- and Jigmaker	58	—	—	—	—
Turner (including Machining)	17	3	1	1	—
Welder	26	9	1	—	—
Boilermaker	1	—	—	—	—
Industrial Electronics Mechanician	4	—	—	—	—
Pipe Fitter	1	—	—	—	—

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

(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, Orkney, Stilfontein, Kempton Park, Randburg, Alberton and Randfontein.

W. Areas (Of Jurisdiction)—

(i) Bloemfontein 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.

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

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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			
		Registrations during 1980			
Trades	Current Contracts	Whites	Coloureds	Asians	Blacks
Diamond and Jewel Setting (excluding Marcasite Setting)	1	—	—	—	—
Diamond and Jewel Setting	3	1	—	—	—
Engraving and Precious Mounting	—	—	—	—	—
Metal Working	—	—	—	—	—
Precious Metal Working and Mounting (including 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			
		Registrations during 1980			
Trades	Current Contracts	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	—	—	—

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W. AREA (OF JURISDICTION OF THE APPRENTICESHIP COMMITTEE FOR THE LOCAL AUTHORITY UNDERTAKING):

MUNICIPAL AREAS IN THE NORTHERN TRANSVAAL

X	Y	Z			
		Registrations during 1980			
Trades	Current Contracts	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			
		Registrations during 1980			
Trades	Current Contracts	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	—	1	—
Carpenter	11	2	—	—	—
Coppersmith	5	—	2	—	5
Diesel Fitter	329	94	22	2	—
Die Sinker and Engraver ..	4	—	—	—	—
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	—	4
Fitter	845	272	16	29	8
Fitter and Turner	2 015	619	76	22	—

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	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 (Toria)	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			
		Registrations during 1980			
Trades	Current Contracts	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	—
Panelbester (including trimming)	—	—	13	—	—
Spraypainter	100	22	3	1	—
Tool and Die Maker	10	8	3	—	—
Tool and Jig Maker	61	10	3	—	—
Tractor Mechanic	182	47	1	1	2
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			
		Registrations during 1980			
Trades	Current Contracts	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	—	—	—	—
Photoengraving 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 Engraving	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		
		Registrations during 1980		
Trades	Current Contracts	Whites	Coloureds	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 mechanic	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		
		Registrations during 1980		
Trades	Current Contract	Whites	Coloureds	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		
		Registrations during 1980		
Trades	Current Contracts	Whites	Coloureds	Blacks
Automotive Electrician	1	—	—	—
Blacksmithing	—	—	—	—
Bricklaying and Plastering	—	—	—	—
Carpentry	3	—	—	—
Diesel Fitting	6	1	—	4
Diesel Mechanic	33	7	1	3
Electrician	—	—	—	—
Electronics Mechanician	38	7	1	3
Fitting (including Machining)	15	5	—	—
Instrument Mechanician (Industrial)	—	—	—	—
Motor Mechanic	4	—	—	1
Moulding	—	—	—	—
Plating/Boilermaking	—	—	—	—
Radio Communications	—	—	—	—
Serviceman	—	—	—	—
Turning (including Machining)	5	—	2	2
Welding	—	—	—	—
TOTALS	105	20	4	13

Whopping wage spurt raises fees

By Andrew McNulty

WHOPPING increases in fees charged by security companies are resulting from new statutory minimum wage levels to be paid to security staff.

The increases are a result of sweeping new measures to regulate the commercial security industry, now estimated to be worth upwards of R50-million a year.

Many in the industry and in the Government consider that greater regularisation will facilitate implementation of the National Key Points Act, gazetted in July last year.

The Act requires, with heavy penalties (maximum R20 000 fine or five years), owners of organisations declared key points — the term could include a vast range of bodies in the public and private sectors — to provide adequate security arrangements.

Regulations which will provide the means for enforcing the

National Key Points Act are expected to be gazetted early next year.

Salaries paid by security companies have jumped by upwards of 30% — in some cases by nearly 100% — since new wage determinations were gazetted.

John McBrearty, secretary of the South African National Security Employers Association (Sansea), says that "practically all" local security companies pay at minimum required wage levels.

This, he says, is because security contracts are generally awarded on the basis of price, and security companies consequently work on thin profit margins.

In Mr McBrearty's own company, Shield Security, wages account for as much as 60% of the fee charged to clients.

He told Business Times that the cost of commercial security guard services is rising by an average of at least 25%.

Sansea represents about 60% of the country's security companies, including all the 10 large operators and many medium-sized and small firms.

Mr McBrearty notes that the new wage determinations — effective from July 27 — raise wage levels generally in the industry and also widen the categories of employees who will benefit.

Drivers of armed vehicles, for example, previously termed merely "drivers", have been reclassified as "security officer grade A", the most senior grade, and this has boosted their salaries by 30%.

Other examples are: the nightwatchman's wage has risen from about R103 a month to R147, the lowest-grade security guard (who must at least be literate), from about R103 to R169, the grade 1 security guard from about R120 to R221, and security officers (a new grade), from probably about R250 to R368.

The new wage determinations — Mr McBrearty concedes that they were dismally low and employees for several years had had average annual increases of only about 10% — are aimed partly at raising the number and quality of security practitioners.

The next major step in regularising the industry could be the acceptance of new draft legislation now being studied by the Government.

Tentatively called the Commercial and Industrial Security Act, the draft Bill has been prepared wholly by Sansea at the request of the authorities.

The primary aim would be to professionalise the industry by introducing compulsory licensing and resultant control of everyone involved in the security industry.

Measures recommended include obligatory membership of the national body — either of Sansea for companies or of Sasa (South African Security Association) for individuals — for all, including independent security

companies and in-house security staff.

Members will then be required to conform to ethical standards and qualifications laid down.

"Literally anybody, even someone with a criminal record, is now entitled to set up as a security company. We believe control should be far more strict."

"The authorities and the police themselves accept that they do not have the expertise or time to police security companies. But we do. We know every fiddle in the book," Mr McBrearty adds.

He says that many of the industry's problems — such as criticism over the quality of service delivered by some companies — stem from the fact that about 40% of the industry are not members of Sansea and are free to flout ethical standards or compete rigorously on price.



R50-r

Norman Stobs-Stobar McKenzie, financial, after signing a contract nearly R50-million. Bu

rrand sale

FM 13/11/81
EMPLOYER ATTITUDES

Shopfloor statistics

~~3%~~ ~~54%~~ ~~12%~~ ~~13%~~
An increasing number of SA companies subscribe to codes of fair employment practice. A surprising result of a recent survey of 152 such companies, employing 500 000 workers, showed that no less than 69% have no definite industrial relations policy. There was, nonetheless, no ignorance of shopfloor conditions -- except in a minority of cases. The survey was conducted by FSA management consultants.

The indications are that there is some uncertainty about the appropriate response to labour developments. While the majority of companies had not formalised an industrial relations policy, 66% of the companies reported that at least some of their employees were unionised, and, according to FSA director Bernard Chalmers, "42% of companies, when approached, 'welcomed' unions."

In 1980 only 19% of the participants were approached by black unions for recruitment purposes, a figure which increased to 42% in 1981. And, also this year, 90% of the companies were prepared to deal with trade unions and were prepared to give representatives access to company premises (1980: 60%).

Recognition and registration have long been thorny issues. While 39% of participants were prepared to recognise unregistered unions which were not seeking registration, 63% were prepared to recognise those seeking registration or already provisionally registered. Of companies, 92% were prepared to recognise registered unions in 1980 whereas 95% are now prepared to do so.

Competition for membership on the factory floor has increasingly posed problems for employers. Of the sample, 15% had two or more rival unions trying to recruit members and 60% of participants indicated that they would be prepared to recognise two or more unions representing their black employees. And, 86% would run a verification exercise to determine which unions, if any, were representative of black employees.

Although many employers regard industrial councils (ICs) as the best vehicle for the determination of wages, conditions of employment, and to some extent industrial relations practice, only 50% of participants were actually party to an IC agreement. The majority of companies not party to an IC agreement are still subject to a wage determination or other wage regulating measures -- indicating that a substantial number of workers still have their wages and conditions of employment regulated by forces over which they have no direct control.

Nonetheless, 54% of participants maintained that the attitude of unions representing black employees towards ICs was positive; 32% of employers adopted a neutral stance; and only 18% maintained that black unions have a negative attitude towards the IC system.

Increasing unrest on the factory floor has highlighted the necessity for workable grievance and disciplinary procedures. However, only 60% of participating companies had defined disciplinary procedures. A significant proportion of companies still had no formal means of resolving disciplinary issues in spite of the fact that almost half the strikes in SA last year were caused by disciplinary and dismissal issues.

WAGE REGULATION

WAGE BOARDS

1982 — 1985

Wage Act forces up price of security

The new Wage Act has forced up the price of security services provided by the large security companies. The impact will be greatest where customers rely on commercial cash carrying services such as those supplied by Fidelity Guards - the largest - and Securitas - second largest on the Reef.

While the South African National Security Employers Association welcomes the wage increases, certain aspects have been cause for concern. Where drivers of armed vehicles were previously termed "drivers", they have been reclassified as "security officer Grade A" - the most senior grade.

Overnight, this has added 30 % to such and similar salaries. As the payroll comprises 60 % of most security companies overheads, the impact is significant. Fidelity Guards, for example, have 800 people on the road of which 400 were classified as drivers and now earn the higher rate.

"As most security companies work on a very tight profit margin, they have had to pass on most of the increases to the client," says John McBrearty, Chairman of TEASS, the Transvaal arm of the National Association. "Despite the increases, however, rates still compare favourably with Europe, the United Kingdom and Australia."

Ironically, the introduction of GST has played an important part in increasing cash carry business, because of the 500 % upswing in demand for additional coinage. Also, boom conditions have increased payroll dimensions.

The cost of commercial security guard services will also rise for similar reasons - security company profit margins do not allow much absorption.

"Watch out," says McBrearty, "if you're paying an unusually attractive and low rate for your security service. Ten-to-one the security firm you employ is breaking the law and you are making this possible. Frankly, we have little sympathy for such operations and will report malpractices immediately."

"As members of an association dedicated to instilling professionalism throughout the service, we can no longer tolerate the operations of shyster companies that are outside the law!"

SANSEA sets out a table of recommended minimum fees for various security guard grades. This scale makes allowance for salary, bonus, leave replacement, sick leave replacement, 7th day replacement, medical aid contributions (average R31), pension contributions (5% of salary), uniform costs, uniform allowance, vehicle costs, subsistence, training, supervisor and control costs and a management fee. A minimum acceptable standard of service cannot be offered for less than these rates - and even these rates presuppose that employer companies are paying no more than the legal minimum rates of pay.

Per Month	Natal	Transvaal
- Watchman	R314	R340
- Security Guard II	R344	R372
- Security Guard I	R418	R445
- Security Guard B	R675	R705
- Security Officer A	R845	R870

Failure by security companies to pay the gazetted wages is punishable by law and SANSEA invites any incidents of this nature to be reported to its relevant provincial arm:

• Transvaal Employers Association of Security Services

Chairman: John McBrearty
Box 29140, Melville 2109.

• Natal Employers Association of Security Guard Services

Chairman: Tom Connolly
Box 2282, Durban 4000

• Western Cape Security Services Association

Chairman: John Lennett
Box 78, Wittebaai 7445

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Waitresses celebrate first official increase in 6 years

By JANE STREAK

IF diners in Port Elizabeth hotels catch a glimpse of waitresses drinking a discreet toast in the kitchen on Monday they should not be surprised.

The waitresses' first gazetted wage increase in six years takes effect on Monday — and a Weekend Post survey of city hotels this week showed a good many of them have been kept on 1976 wages all this time.

It was in November, 1976, that the Department of Manpower laid down the last wage table.

Hotel owners and managers have been officially able to pay their inexperienced waitresses in the region of R85,14 a month.

They have been under no legal obligation to start their waitresses on a higher wage. Any obligation they have had has been moral.

The wages are the same for all the hotels, irrespective of their rating.

From Monday, the minimum wage for an unquali-

fied waitress will be R160 a month. And she can expect two increases in the next 16 months. After two years she should be earning R195 — a considerable improvement on today's situation.

A waitress who has had one year's experience should start on R171 and receive increases over the same period. At the end of two years' service she should be earning R217.

For a waitress with more than two years' experience the starting wage is R182 and after two years she should be earning R238. The increases should also be given at eight-month intervals.

Since 1976, the minimum wage for a waitress with one year's experience has been R87,72. A waitress with two years' experience has been started on R90,30. The 1976 Government Gazette stipulated they should receive increases of R9,03 after the first year.

The owner of a black employment agency said he felt the root of the problem was that there were so

many people in the job market. And jobs for black women were harder to find than for men.

Many job-seekers were so desperate they would accept the low wages offered. (One waitress interviewed by Weekend Post was so keen to start work she took the job without asking the salary.)

The agent reckoned it would be some time before they would get any higher on the salary scale. One hotel had quoted him starting salaries of R61,50 and R71,50.

In the survey, a waitress at the Hollywood Hotel on the beachfront said she earned R76,95. She received her meals at the hotel but still had to pay R12,40 for bus fares.

This left her with R64,55 on which to support her three children and her parents. She has no husband to assist her.

She said that she worked in both the lounge and diningroom and on the occasions she had worked overtime had not been paid

extra. She had questioned the management about the matter but had received no response or payment.

The owner of the hotel, Mr Reg Shamley, was not available for comment.

A waitress at the Grand Hotel said she had been there six years and now earned R115. She did general duties as well as serving in the diningroom. She worked nine hours a day and spent approximately R10 a month on transport.

Her husband was starting a new job this month and hoped to earn R150 a month. They had two children to support.

Another said she had only just started working there and thought she would be earning between R96 and R101.

She had to pay R6,40 for bus fares every month and had three children to support. Her husband was in Fort Beaufort and did not contribute to the childrens' maintenance.

She worked seven days a week.

The proprietor, Mr Andy Christodolou, said he had no comment about the wages he paid his staff.

A waitress at the Edward Hotel said she had been so desperate for the job she had not bothered to find out what her wage would be.

Another said she had been there for four months and earned R89. She worked from 7am until 2pm, and then started again at 6pm and finished at 9pm.

She did not go home during the four-hour break as it was too and would cost too much. She worked a six-day week.

Mr Godfrey Beattie, owner of the Edward and Beach Hotels, said his staff's wages fell somewhere between the 1976 scale and the one coming into effect on Monday.

The manager of the Edward Hotel, Mr Raf Mangoni, said the staff worked a 54-hour week and had one day off.

The staff received double their normal wage for overtime although the hotel was obliged to pay only one and a third of their wage.

The manager of the Holiday Inn, Mr John Creaven, said his qualified waitresses started on R160 in the buffet restaurant and on R180 in the *a la carte* one.

An unqualified waitress would start on R125 and take approximately three and half months to train.

Even so, a waitress who had been there three years said she was earning R172. She had started on R93.

Mr Creaven said the waitresses worked an eight-and-a-half hour day, five-and-a-half days a week. They could either work 6am to 3pm or 3pm to 11pm.

They had three days off a fortnight, the hotel fetched them from their homes and paid for any bus fares needed.

Other perks they received were two free meals a day, a R10 a month performance bonus, an annual cost-of-living increase, an annual merit increase and a 13th cheque.

Mr Creaven said the hotel hoped to introduce a five-day week next year.



Hotel waitresses Mrs. LADY GIRL, GODEWANA, Mrs. ALICE ZAZE and Mrs. PATRICIA NORMAN rejoice at the news of the gazetted wage increases.

Shopworkers seek pay rise

ARGUS
10/5/82
347 188

REAL wages of workers in the commercial distributive trade have fallen by 48 percent since 1973, according to the secretary of the Association of Distributive and Allied Workers Union (ADAWU), Miss Dulcie Hartwell.

Wages of employees who are mainly shopworkers and sales assistants are now being reviewed by the Wage Board.

In evidence to the board, the ADAWU said the consumer price index had risen by 141 percent from March, 1973, to December, 1980.

It asked that the new minimum wage for the

lowest category of worker — and general assistant — be increased from R160.33 to R300 a month. Employers are proposing that the new wage be R194 by September 1983.

In keeping with the Government's new policy against sex discrimination, the ADAWU has submitted that all increases in minimum wages be calculated on the basis of existing minimum wages for men.

However, the chairman of the Cape Peninsula Employers' Association, Mr A Silberberg, said many smaller companies would go out of business

if they paid these wages.

He proposed to the board that the minimum wage for men be scrapped because "market forces would ensure increases in their salaries" and that women's wages be raised.

OPPOSED

The question of overtime is another bone of contention between unions and employers. At present, the maximum overtime for men is 12 hours a week and for women three hours.

Employers are suggesting that women be liable for the same overtime as men, but the unions are strongly opposed to this.

Apart from women's domestic duties, it was more dangerous for them to return from work in the dark, said Miss Hartwell.

"Until such time as they legislate that men have to undertake an equal share of domestic duties, there must be protective clauses for women," she said.

UNIONS OPERATING IN 1981 GROUPED ACCORDING TO INDUSTRIAL CLASSIFICATION

Unions have been classified according to the Standard Industrial Classification of All Economic Activities. The full extent of the operation of the following general workers unions has not been established.

National Federatic
Orange-Vaal Genera
General and Allied

AGRICULTURE, FORESTRY AND FISHING

Black Allied Workers Union
Farmworkers Union
Food and Canning Workers Union
National Certified Fishing Officers As
Orange-Vaal General Workers Union
Trawler and Line Fishermen's Union

MINING AND QUARRYING

Amalgamated Engineering Union of S.A.
Amalgamated Union of Building Trade Wo
Amalgamated Society of Woodworkers of
Black Allied Workers Union
Black Mineworkers Union
Federated Mining Explosives and Chemical
Iron Moulders Society of S.A.
Mine Coloured Staff Association of Sout
Mine Surface Officials Association of S
Mine Workers Union
S.A. Boilermakers, Iron and Steel Worke
S.A. Electrical Workers Association
S.A. Engine Drivers, Firemens and Oper
S.A. Technical Officials Association
Underground Officials Association of S

MANUFACTURING

Food & Beverages

African Food and Canning Workers Union
Amalgamated Engineering Union of South
Bakery Employees Industrial Union
Black Allied Workers Union
Boland Inmaakwerkersvereniging (Paarl)
Brewery Employees Union (Cape Peninsula
Cadbury In-Company Union
East London Meat Trade Union
Food and Cannning Workers Union
Food, Beverage & Allied Workers Union
General Workers Union
General Workers Union of South Africa
Natal Baking Industry Employees Union
Natal Sugar Industry Employees Union
National Milling Workers Industrial Unio
National Union of Dairy Employees
National Union of Operative Biscuit Make
National Union of Sugar Manufacturing and
National Union of Wine, Spirits and Allie
Operative Bakers, Confectioners & Conduct
Pretoriase Baknywerheidsvereniging

THE decision to lay off hotel staff or increase tariffs will only be assessed at the end of the month, once the new wage increases come into effect.

This is the general consensus among hotel proprietors and managers who say they will look at the wage increases — the first since 1976 — and decide how they will spread the increase.

The proprietor of the Walmer Gardens Hotel, Mr Trevor Lombard, said he thought the bigger hotel groups, such as Southern Suns and Holiday Inns, would lead the way to increasing the tariffs. Their wage bill was, of course, much higher.

"There will probably be an increase in the hotel tariffs in this area later on in the year but I feel it is important not to overreact," he said.

He did not think the smaller hotels would have to lay off staff because they carried no excess. They had the mini-

num number of staff.

It was in the lower income group that there has been a substantial increase and many of his higher wage earners were already in the new specified wage group.

Although it did not apply to his hotel, some hotels might have to lay off some of the lower-paid staff, such as housemaids, and this would cause a problem in the domestic wage group. Many of the redundant hotel workers would have to become domestic workers and this would flood this part of the job market.

"I foresee a new minimum wage being introduced for domestics as a result," Mr Lombard said.

Mr Godfrey Beattie, owner of the Beach and Edward Hotels, said he would be studying the situation first and would not take any action until the end of the month.

"I do feel, however, that it will be the one star hotels which will be more affected because their biggest income is from their meals and public bars."

The acting manager of the Edward Hotel said there would be minor adjustments and the effect would be felt right the across the board. They were already paying much higher wages than specified, so the increase would not make much difference. Chefs fell into this bracket.

He said the waitresses and bar staff were getting the biggest increases and he felt this was because they were in the public eye. Housemaids were not getting such a substantial increase.

The manager of the Grand Hotel, Mr Andy Christodolou, said his hotel would be able to carry the increase and there would not be an immediate increase in the tariff. He would first have to check his budget before any changes were made.

Mrs Denise Shamley, of the Greenbushes and Hollywood Hotels, was not prepared to comment about how the increases would effect the hotels until the end of the month.

Effect on hotel staff known at month end

By JANE STREAK

12

WEEKEND POST, MAY 15, 1982

By
INGRID STEWART
Labour Reporter

MARY HARRIS has worked for the same firm for 12 years.

She spends most of her working day on her feet — packing shelves, marking the goods, serving customers and even acting as supervisor and manager of the department when they take tea and lunch breaks.

Apart from herself, five people are dependent on her income.

At the end of this month, when the new wage determination for sales assistants comes into effect, Mrs Harris will be paid R280 which is only R9 above the legal limit.

"I don't know how I'm going to come out on this," she told the Sunday Tribune. "Somehow I'll have to manage."

Mary Harris is not her real name — she's afraid she'll lose her job by talking to the Press about her appallingly low salary and long and hard working conditions. She knows there is a queue of women behind her, also willing to accept these conditions rather than remain unemployed.

Her salary is average for sales assistants in the Durban area. And there is little doubt in her mind that the company which employs her can afford to pay her more — in the last financial year its profits lifted by 19 percent to R32.3 million.

Expenses

Already Mrs Harris has trimmed her expenses to a minimum. She shares one bedroom with her four children — aged between 10 and 17 — and her mother who suffers from a kidney ailment. Her sister, also a sales assistant, shares the other bedroom with her four children. The rest of the house consists of a dining-room, kitchen and bathroom.

She has been self-supporting since she and her husband separated 15 years ago.

She wakes up at 4am to prepare her children's school clothes. She can only afford one set for each of them so she has to clean and press them every morning. She says she's just too tired at night to do it then.

Apart from a half-hour crowded bus ride to work, she doesn't sit down again until the mid-morning tea break. The staff, she says, are discouraged from sitting in front of the public. They're not allowed to smoke, chat to their colleagues or chew anything in front of customers either.

There are two other breaks during the day — an hour for lunch and an afternoon tea break and work finishes after the last customer leaves the store — usually at about 5.30pm.

Mrs Harris is exhausted when she gets home just after 6.

Why Mary Harris won't come out on her rise



Mary Harris . . . too frightened to give her real name

In winter it's already dark and she tells how she runs through a field between her home and the bus stop for fear of being mugged. Last year a woman was murdered there.

"Everything looks so bleak," Mrs Harris says. "I would like to have my own home and have time to spend with my children. But how am I ever going to be able to save on this kind of salary? It's all so hopeless."

Despair

Her despair is shared by the thousands of shopworkers in the country and their union, the Association of Distributive and Allied Workers' Unions (ADAWU) which comprises the three shopworkers unions.

Wages for shopworkers are set by

a Government-appointed Wage Board whose recommendations become law for the distributive trade. The board is investigating minimum wages for shopworkers and is holding sittings throughout the country to hear evidence. Their latest recommendations, which come into effect at the end of this month, have brought little relief to shopworkers.

General assistants (cleaners, packers, teamakers for example) can expect a minimum of R160 a month for men and R128 for women.

Shop assistants (cashiers in self-service supermarkets, dispatchers and packers who deal with invoices, gondola fillers for example) will all get R210 minimum a month. Sales assistants (those

who deal directly with the public) will get a minimum of R338 (men) and R271 (women) a month.

In a lengthy memo to the Wage Board, the ADAWU makes its case for increasing these minimums to R300 a month for all unskilled workers, R400 for all shop assistants and R600 a month for all sales assistants. They point out that these increases are necessary merely to keep up with the rising cost of living.

The justification for this claim is detailed.

They show that last year's determination was already out of date at the time it was published. A qualified sales assistant, for example, will get 48.3 percent less in real wages than in 1973, and 7.2 percent less in real earnings than in May 1981.

Increases

They also point to dramatic increases in the cost of housing, transport and food.

Rents in the African townships surrounding Durban, for example, have increased greatly since the last Wage Board investigation two years ago — in

creased percent from R6.33 in 1979 to R11.40 in 1982.

The shortage of housing, for all races, has also inflated rents. Rents for a one-bedroom house in a coloured area leaped from R112 a month in November 1980 to R157 a month in 1982. In a white working-class area of Durban the average rent for a bachelor flat was R69 in 1979. Today the same flat costs an average of R175.

South African Railways figures show four fare hikes since the beginning of 1980 — in April 1980 there was a 10 percent increase, a 15 percent increase in April 1981, another 10 percent increase in October 1981 and the recently implemented 15 percent increase in April 1982. Return fares on suburban trains were also abolished in 1981. A monthly ticket for a commuter between KwaMashu and Durban has increased from R4.21 in March 1978 to R7.50 from April 1 this year.

Bus fares for all races have increased dramatically as well. A single journey between Umhlanga and Durban cost 39 cents in 1979. Now the same journey costs 47 cents.

For whites a seven-stage journey was increased from 65 cents to 86 cents in the same time.

Empty

The recent fare increase of 31.5 percent on cash fares and 17.6 percent on weekly tickets for Putco bus users led one KwaMashu resident to remark: "They tell us to reach deeper into our pockets — but my pocket is empty before I even put my hand in to it."

These factors, and the continuing increase

in the cost of basic foodstuffs, make it impossible for shopworkers to live on the wages they are getting, says the ADAWU.

One of the biggest problems in the determination of wages by a Wage Board, they say, is the long delay between the Wage Board hearing and the implementing of the new wage scales. This means that by the time the new wage scales come into effect, they are already lagging behind the cost of living. For example, the new determination, which comes into effect at the end of this month, is based on a Wage Board investigation done in 1979.

Said one worker: "When the Government increases the price of petrol they do it in 24 hours, but they take six months or more to increase our wages."

The union also believes the Wage Board sets the minimum wage low enough so that even the smallest shopkeepers can afford to pay them, as part of the Government thrust to promote small businesses.

But the distributive trade, says the union, is dominated by wealthy monopolies who show healthy profits at the end of every financial year, and they then hide behind the minimum wage. The big monopolies are then at liberty to tell their workers they are not obliged to pay more when the workers ask for an increase.

Flaw

Another flaw in the Wage Board wage determination system is that some areas are excluded from their jurisdiction. In these mainly black rural areas employers can pay what they like and it's usually well below the minimum set by the Wage Board.

In addition, the Board sets higher wages for the bigger towns because they claim it is cheaper to live in a smaller town. But surveys conducted by the union show that food is more expensive in the country because of high transport costs, there is a greater shortage of housing and so rents are inflated and transport is also more expensive on average because only private companies operate buses in these areas.

In addition to making representations to the Wage Board, the union is also going all out to persuade its members that they have a right to ask for a better deal from their employers and that they should become more involved in the union.

But they realise the particular difficulties as far as shopworkers are concerned.

Said one union organiser: "We're dealing with a highly mobile unskilled workforce who know that there are plenty of others to take their place. We also know that employers use this situation to keep wages as low as possible."

Companies blamed for low wages paid to night-watchmen

Mercury Reporter

DURBAN companies, which insist on using the services of security guards at the lowest tariffs possible, are largely responsible for the low wages paid to these men by security firms, according to Mr Tom Connolly, chairman of the Natal Branch of the South African National Security Employers' Association.

Security firms have been severely criticised for the low wages they pay their staff, which often is only slightly above the Government's wage determination.

The wage determination is presently R 147,33 for the lowest grade of night-watchmen. According to the Government Gazette of July 17, 1981, the minimum wage level will be increased to R 160,33 from July 27.

Labour organisations and the Black Sash have criticised the wages paid to night-watchmen, saying it is impossible for them to live adequately on such small amounts of money. They also say their remuneration is insufficient when their long working hours and the responsibility of their jobs is taken into account.

Mr Connolly said at the weekend that these wages were forced on the security industry because some clients insisted on paying the lowest possible fees for night-watchmen.

'The company I direct endeavours as much as anybody else to give our men a just wage, but when clients play security firms off against each other we are forced to keep our wages low to remain competitive.'

Subsidise

Mr Connolly said however that certain companies insisted that the night-watchmen they hired received a decent wage, and in these cases they would subsidise their wages.

'Certain firms, after they have accepted our initial quote, insist that the men watching over their premises earn a decent wage. In these cases they subsidise them for an amount over and above what we pay them.'

The National Security Employers' Association has advised its customers that because of the wage determination which comes into effect next month, their tariffs will have to be raised accordingly.

lders Society

Unions have been classified according to the Standard Industrial Classification of All Economic Activities. The full extent of the operation of the following general workers unions has not been established:

National Federation of Workers
Orange-Vaal General Workers Union
General and Allied Workers Union

AGRICULTURE, FORESTRY AND FISHING

Black Allied Workers Union
Farmworkers Union

Food and Canning Workers Union
National Certified Fishing Officers Association
Orange-Vaal General Workers Union
Trawler and Line Fishermen's Union

MINING AND QUARRYING

Amalgamated Engineering Union of S.A.
Amalgamated Union of Building Trade Workers
Amalgamated Society of Woodworkers of S.A.

Black Allied Workers Union
Black Mineworkers Union
Federated Mining Explosives Society
Iron Moulders Society
Mine Coloured Staff Association
Mine Surface Officials
Mine Workers Union
S.A. Boilermakers, Iron
S.A. Electrical Workers
S.A. Engine Drivers, Fitters
S.A. Technical Officials
S.A. Underground Officials

MANUFACTURING

Food & Beverages

African Food and Canning
Amalgamated Engineering
Bakery Employees Indust
Black Allied Workers Un
Boland Inmaakwerkersver
Brewery Employees Union
Cadbury In-Company Unio
East London Meat Trade
Food and Canning Worke
Food, Beverage & Allied
General Workers Union

General Workers Union of
Natal Baking Industry Em
Natal Sugar Industry Em
National Milling Workers
National Union of Dairy
National Union of Operat
National Union of Sugar
National Union of Wine,
Operative Bakers, Confect
Pretoria Bakerswerkhelids

New pay levels seen as crippling blow to hotels

EAST LONDON — New minimum wage levels for black staff at boarding houses and private hotels have been described as a "crippling blow" to the industry which may force tariffs to be increased.

Describing the wage levels gazetted last month as "astronomical", the chairman of the Hotel and Accommodation Establishments Association here, Mr Ken Norden, said they would result in unemployment as black staff was retrenched to keep down wage costs.

"These astronomical increases are a crippling blow to our industry, which has been keeping tariffs low for permanent residents, who are mainly pensioners, thus providing a useful service to the community.

"These drastic wage increases, together with the ever increasing costs of foodstuffs, rates and electricity charges, will

compel us to increase tariffs to at least offset these additional costs.

"Furthermore, retrenchment of employees to reduce the wage-bill will cause more unemployment."

Mr Norden said boarding establishments were already in trouble and it was becoming a more viable proposition to either sell up or convert accommodation space into office space.

During the past year, four of the association's 18 boarding establishment members had left the business — a drop of 22 per cent.

Mr Norden said the new minimum wage levels were an immediate increase of about 70 per cent on the 1979 levels and would increase every eight months until June 1984, by 30 per cent, 25 per cent and 20 per cent.

Mr Norden said that at a Wage Board meeting in

September last year the association had agreed that black staff wages had to be increased and had suggested a 30 per cent increase phased in over two years.

"However, at the outset the Wage Board indicated that it intended abolishing the female scale and applying the higher male scale to all black employees, which meant an immediate 10 per cent increase. In addition, the grade for scullery workers would also be abolished and a higher grade introduced, which meant an immediate increase of nearly 25 per cent."

He said none of the association's recommendations had been taken into consideration.

"Our association has never retained wages at the minimum as gazetted in 1979, but increases were given annually to the satisfaction of black employees.

"Our wage structure cannot be compared with that of the industrial field.

"This is another example of the bureaucratic system in which we live, under which measures are introduced without taking cognisance of our recommendations, which are based on experience and efficiency.

There are now five categories of hotel staff and the immediate increases in nett minimum wages, compared with the 1979 level, are:

Bedroom attendant from R40 to R66,30; bedroom attendant and waiter from R44 to R72,30; cook from R69,50 to R119,30; general assistant from R33 to R60,30 and waiter from R47,50 to R84,30.

These will escalate during the next two and a half years until June 1984 to R135,30; R143,30; R221,30; R120,30 and R163,30 respectively. — DDR

ST enter in each question which it has imns (2) and

External

(3)

Paper No.....
(to be copied from the heading on the Examination Paper)

ners' Initials		
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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

Some waitresses
'earn less than
legal minimum'

Vervaardig in Suid-Afrika

Firms set to defy board on wages

Finance
Reporter

CIVIL engineering workers in the Richards Bay-Empangeni area are likely to be paid a minimum wage of R1,01 an hour from the end of this month, despite the fact that the Wage Board will probably lay down a statutory minimum of 89c.

Even now contractors in the area are paying 89c an hour which is well above the existing statutory minimum of 75c.

The 30-odd South African Federation of Civil Engineering Contractors members in the area decided recently to go for a R1,01 minimum wage, because they felt the cost of living for black workers there was just as high, if not higher in some respects, as in Durban.

There had also been some labour unrest in the district — mainly because of money — and it was established that workers' needs were geared to a rand an hour, particularly as some employers in the area pay well above that rate.

Avoid unrest

Contractors felt they had to get to the R1 an hour level to avoid further labour unrest and made application through the Natal branch of Safcec to campaign for urgent change to the wage policy in respect of Richards Bay-Empangeni.

The chairman elect of the Zululand sub-branch of Safcec, Ian Massey, said this week that when the request for a rate of R1,01 was put to the Safcec national executive it was turned down.

"They said no, 89c an hour minimum was all they were prepared to go along with," he said.

As such it is likely that the Wage Board will agree to a statutory minimum of 89c for the area and contractors, should they stick to the decision to pay R1,01 irrespective of the gazetted minimum, will be faced with the problem of paying the extra without any labour index recovery.

Massey said he had spoken to some of the main contractors.

"We were all in agreement that we should pay R1,01 and why we should be paying that. We are trying to get on to a living wage for workers where we can talk about productivity being linked to any increase thereafter.

"If they are only prepared to go to 89c then as far as we are concerned we will have an agreed minimum rate for the area. That's the way we all feel. I think we'll be proved right in the long run."

The Zululand sub-branch is due to have a meeting in the next two weeks when a decision on whether to pay 12c an hour more than the likely statutory minimum will be taken.

Massey believes the contractors will elect to pay R1,01.

During the identifi-
cation of combatants. It
was of explosions
heard in the
city and most
shattered. —
A

46 pc wage hike for female sales assistants

Labour Reporter
THE Wage Board has com-
pletely eliminated sex
discrimination in its
determination for the
commercial and dis-
tributive trade, leading
to wage hikes of up to
46 percent for female
sales assistants in
Durban and Pinetown
stores.

This will bring them in
line with male sales as-
sistants, whose wages
will be increased from
R338 to R392, or 16
percent.

But the majority of shop
workers, in terms of the
new determination
which comes into effect
on November 15, will
receive an increase of
16.1 percent.

The Durban spokesman for
the National Union of
Distributive Workers
and the National Union
of Commercial, Cater-
ing and Allied Workers
Union charged that the

determination was al-
ready 'out of date' as it
was based on the pre-
vailing conditions in
April.

Since then there have
been substantial in-
creases in basic
foodstuffs.

She said the effect of the
'poor' increases was a
'deterioration' of the
standard of living of
Durban shop and sales
assistants with 'little
chance of them ever
catching up' with the
rising cost of living.

The chairman of the
Durban and Districts
Distributive Employ-
ers' Association, Mr W
N Kerr, said the wage
increases could well
lead to a cut back in
staff in local stores.

He said employers would
be looking at the 'level
of productivity' and 'the
passengers' in the store
would not be retained.

ANC burglary attempt accused swears at Court

London Bureau

MR Edward Aspinall, 23,
one of three men fac-
ing charges in the ANC
burglary conspiracy
case, swore at a magis-
trate in a fit of temper
during a routine re-
mand appearance here
yesterday.

Swedish freelance jour-
nalist Mr Bertil Wedin,
41, former Rhodesian
pilot Mr Peter Casel-
ton, 38, and Mr
Aspinall are facing
charges brought by the
anti-terrorist squad of
conspiracy to burgle
the offices of Swapo,
the ANC, and the PAC
and of handling stolen
documents.

Mr Wedin is on strict bail
but Mr Caselton has
been in custody for six
weeks and Mr Aspinall
for three weeks.

The committal (pre-trial)
hearing, set last week
for December 30, has

now been changed to
November 18.

Mr Aspinall's outburst
came when the magis-
trate asked him if he
had any objection to
custody being ex-
tended for a further
week.

Mr Aspinall whose lawyer
was absent from court,
jumped to his feet, his
face red: 'Too true I
have. But you won't let
people speak. You
jumped all over him
(Caselton's counsel) so
what chance do I
have?'

The magistrate murmured
soothingly: 'Yes, I see.'
But Mr Aspinall
stormed out of the
dock and said: 'F...
you lot.'

He was firmly pushed
back into the dock by a
court orderly. The
magistrate appeared
not to have heard his
words.

costs over R80
just under R4
Be.gun

One distributor
says claims he can
exactly what is
more promptly
tributors in Brita
30 percent below
ish price

Theatre names chosen

Mercury Reporter

PRIZEWINNERS in the 'name Durban's new theatre
complex competition' — which drew 583 entries — will
be announced on Monday.

A committee appointed by the Administrator of Natal
to sift through the submissions made final decisions
this week and officially handed them over yesterday to
Mr Ray Haslam, the MEC in charge of education.

He confirmed that names had been decided on for
each of the four theatres in the complex as well as a
name for the overall complex. Various cash prizes
would be awarded to those who had submitted the win-
ning entries.

He said tenders for the construction of the theatre
complex would be called for in January and that build-
ing was expected to last two years.

A SURPRISE foray to El
Alamein by SABC-TV's
roving freelance war cor-
respondent, Al Venter, in
tribute to the anniversary
of the battle of El Alamein
during World War II, ap-
peared virtually unan-
nounced after the post-
election had dominated the
8 p.m. News last night.

For many viewers, my-
self included, the 1942 bat-
tle which stopped Rom-
mel's advancing desert
campaign is merely histo-
ry and the documentary,
although it was concerned
more with changes to the
area after so many years,
illustrated well the
struggle.

For those for whom the
battle is a memory, I imag-
ine the film would have
provoked some thought of
those hard years.

Interviews with officers
of both armies gave the

TELLYVIEW
Last night's TV

dominated, with a look at
the contribution of the
'music corps' to the South
African Defence Force. It
showed that far from only
sombre martial music the
musicians and singers
were also at home with
lighter material.

And while on the subject
of light material, a little
humour in *Die Vlakte*
Duskant Hebron would go
a long way, for a more de-
pressing and sad saga I
have yet to see.

Last night's episode had
a rather difficult-to-be-
lieve mini-battle between
Bushmen, led by Ben Dek-
ker, and the impoverished
settlers over a puddle of
water.

There was also some con-

SIMPLY INCREDIBLE!

Let's talk. We've got some incredible things to tell
you about our NEW DEAL on your choice of the
new Opel range of German designed cars. If ever
you wanted a change for the
best — now's the time!

You've
never
been in
better
hands.



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Rem 11/11/82

It's a new deal for women workers

IF THE woman who rings up your purchases on Monday seems somewhat more congenial than usual, it could be that she knows that at the end of the week or the month her pay packet will be substantially plumper.

November 15 is the day when thousands of women in the commercial and distributive trade will benefit from new wage determinations which obliterate discrimination on the grounds of sex and impose an increased minimum wage for both men and women, with women's increases bringing their wages to the level paid to their male colleagues.

The move is in response to an amendment to the wage act last year which outlawed wage discrimination of any kind, either on grounds of sex or race. As a result, when any wage determination is revised, the wage board is bound to remove any discriminatory pay scales.

Categories affected by the new determination cover such diverse occupations as alteration hands and chauffeurs, clerks and managers and include the all-important sales personnel, cashiers and till packers.

The move, coming at a recessionary time, has caused a certain amount of concern among employers — some of the increases are as high as 49 percent — but several major retailers said the increases would make little difference, since they had always paid well above the minimum.

Increases may not be significant in big stores, where sex discrimination is generally absent and wages tend to be above the regulated minimums.

But the increases could cause problems for smaller businesses. Small shops do a large share of the retail business. In just one category — purveyors of

Next week, women in the commercial and distributive trade will benefit from new wage determinations which eliminate discrimination on the grounds of sex. PAT SCHWARTZ reports.

groceries, toiletries and confectionaries — these shops represent 42.4 percent of the trade country-wide.

Mr Mike Wright, Chairman of the Association of Employers (Assemp), which represents the retail trade, cautiously welcomed the move, pointing out that wages in the commercial and distributive trade had been very low, especially as far as women were concerned, and that the retail trade in South Africa was traditionally a woman's field.

"It's been a healthy increase. The people it is going to be most important to are people at the bottom end of the scale." But "it's going to prove very costly to close the

wage gap. We're into a situation where sales generally are dropping. It's not a good time but it's the law and we must do it."

The move, said Mr Wright, was not unexpected. "We knew it was coming. The wage board hearing finished in May and we had a shrewd idea of what its decision was going to be."

Mrs Emma Mashinini, general secretary of the Commercial, Catering and Allied Workers Union (Ccaawusa), hailed the move towards non-discrimination as "a good thing. The most important thing is the rate for the job and that it's not sex that counts. We'll wait and watch and see if companies are going to do it and when they are going to do it. We have a lot of women in the CDT so we think it will be a great achievement."

Mr Richard Blackwell, General Manager, Personnel, of the OK group was unperturbed about the increases, saying it would affect his company very little. "We have no problems at all in terms of general assistants because we are so well above the



of a total of 24 000 employees, Mr Blackwell said.

"If we had had to give the same sort of increases across the board there would be trouble. They are substantial increases, but the previous minimums were ridiculous. Some of the smaller businesses which were paying at wage determination levels (which, in some cases, were as low as R129 a month), deserve to be caught out a little

But Mr De Wet said Pick 'n Pay generally paid far more than the wage determination minimums which, he said, had been "laughable" in the past.

There were few cases of discrimination between the sexes in jobs in the company's stores, Mr De Wet said, and those categories had been evening out in recent years. In those categories in which employees were paid less than the new statutory

"In the case of sales assistants and clerks there are some rises of 44 percent. On the whole, we think the increases are reasonable although they err a little on the generous side."

The increases would have an appreciable effect on his company's wage bill, he said, "though in many instances we are paying the market rate, which is well above the minimum wage."

Mr Staegemann

create a functional interface with the computer system for the management of the company's personnel and financial data.

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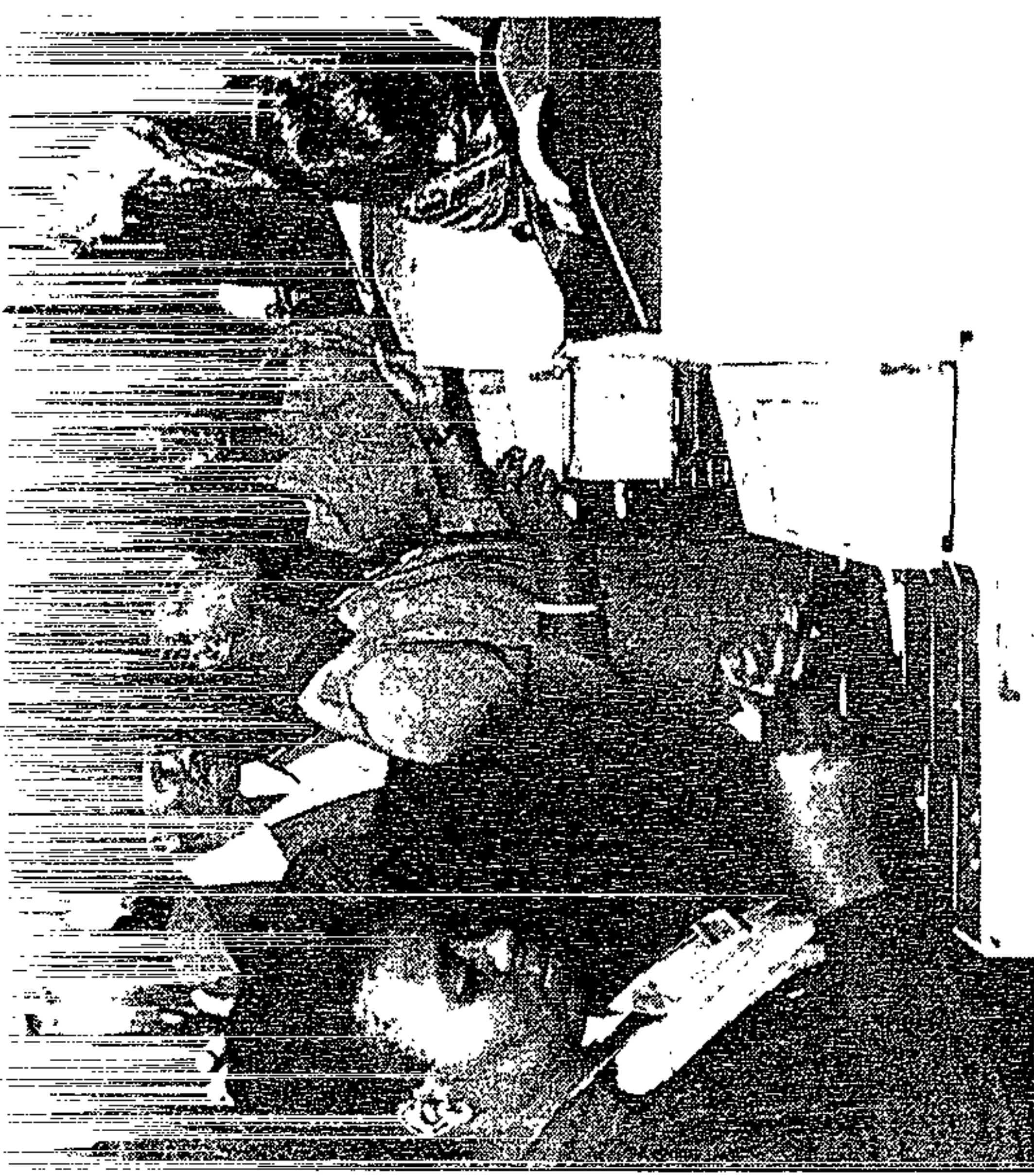
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Mr Richard Blackwell, General Manager, Personnel, of the OK group was unperturbed about the increases, saying it would affect his company very little. "We have no problems at all in terms of general assistants because we are so well above the wage determination anyway."

The only area in which the OK was slightly under the new minimum, he said, was in the case of sales assistants in the more qualified grades — third, fourth and fifth years of experience. But that affected only a small percentage



of a total of 24 000 employees, Mr Blackwell said.

"If we had had to give the same sort of increases across the board there would be trouble. They are substantial increases, but the previous minimums were ridiculous. Some of the smaller businesses which were paying at wage determination levels (which, in some cases, were as low as R129 a month), deserve to be caught out a little bit."

Pick 'n Pay's Raymond Ackerman and personnel director Mr Rene de Wet were caught on the wrong foot by the gazetting on October 29 of the new determination. They had, they said, been told it was not due for some weeks.

But Mr De Wet said Pick 'n Pay generally paid far more than the wage determination minimums which, he said, had been "laughable" in the past.

There were few cases of discrimination between the sexes in jobs in the company's stores, Mr De Wet said, and those categories had been evening out in recent years. In those categories in which employees were paid less than the new statutory minimum, he said, the difference would be in the region of between R3 and R5 a week, increasing to about R20 a week in some of the senior categories.

To Mr Vernon Staegemann, Groups Personnel Executive of the Checkers group, the increases seemed "generous".

"In the case of sales assistants and clerks there are some rises of 44 percent. On the whole, we think the increases are reasonable although they err a little on the generous side."

The increases would have an appreciable effect on his company's wage bill, he said, "though in many instances we are paying the market rate, which is well above the minimum wage."

Mr Staegemann agreed with those who felt that the move could hardly have come at a worse time, given the economic situation, but added that "one appreciates that inflation and the cost of food and rents are hitting the pockets of our workers, so it's totally necessary from that point of view."

RDM 11/11/82 347

Drivers want 73 pc pay rise

ARGUS 18/11/82 (347)

Labour Reporter

WAGES of heavy and light duty drivers are under review by the Wage Board and a union representative has recommended increases of about 73 percent to keep up with the cost of living.

The board sat in Cape Town earlier this month to hear evidence from employers and union representatives in the goods transportation and storage trades.

10 000 workers

The South African Council of Transport Workers (SACTW) presented evidence on behalf of the almost 10 000 workers in the Cape Peninsula.

Mr D C Benade, president of SACTW, which is affiliated to TUCSA, said the union had asked for an average increase for drivers of all vehicles of about 73 percent "to keep up with rises in the consumer price index".

Highest wage

In Cape Town the minimum rate for a general worker over 18 is R27 a week. Minimum wages for drivers of heavy and extra heavy motor vehicles are R53 and R62 a week.

Mr Benade said he had asked the Wage Board for R46,71 a week for general workers and R92,54 for heavy vehicle drivers. The highest wage asked was R107,26 for extra-heavy vehicle drivers.

Referring to the general workers' wage, he said R46,71 a week was "still not adequate."

Far too low

However, he believed the board would not grant increases of more than 56 percent.

The executive director of the Cape Motor Transport Owners Association, Mr Thomas Hamber, agreed that wages were far too low.

He accused Mr Benade of not presenting a strong enough case on behalf of the workers.

Criticising the minimum wages set by the government, Mr Hamber said no one could live on R40 a week.

The household subsistence level in Cape Town for an average black family is about R86 a week.

(347)
**Engineering
workers get
wage order**

JOHANNESBURG —
For the first time, all
125 000 workers in the
civil engineering indus-
try throughout the coun-
try except in the nation-
al states, are protected
by a wage order which
lays down legally-
binding standards for
their work conditions.

Labourers in the
"white" rural areas, will
now be covered by mini-
mum wage regulations.
They now cannot be paid
less than 55c an hour.

This follows a govern-
ment wage order, re-
quested by the SA Fed-
eration of Civil En-
gineering Contractors,
which extends standards
covering hours of work,
overtime, sick pay and
other conditions. —
DDC.

Security ²⁸⁷
service pay ³⁴⁷
to be probed ^{11/3/83}

Post Reporter

THE wages of employees in security services will come under review at a sitting of the Wage Board in Port Elizabeth next month.

A spokesman for the board said office-bearers of a trade union or employers organisation, or any other person who had an interest in the investigation, could attend the meeting.

It will take place from 11.30am in room 184, Eben Donges Building, North End, on April 27.

11/3/83 (122) 247
hermuy
**Nightwatchmen get
R25-a-month increase**

Labour Reporter

A R25-a-month increase given to employees of Fidelity Guards (Pty) Ltd./Durban Guards, formerly known as Durban Nightwatchmen, will be built into the new wage determination due to be gazetted later this year.

This is according to Mr Tom Connolly, the company's director of guards and chairman of the Natal division of the South African National Security Employers' Association, who said the recent increase was 'due to demands by our men in the form of a threatened work stoppage on February 28.'

'The company has agreed to an interim in-

crease of R25 per month with immediate effect. This will constitute part of the increase when promulgated by the new gazetted wages due later this year,' Mr Connolly said.

Durban nightwatchmen formed a trade union at the end of last month after alleged dissatisfaction over wage increase negotiations.

The new union, called the Watchmen and Allied Workers' Union, has already recruited more than 200 members, according to Mr Isaac Ngcobo of the South African Allied Workers' Union. The new union is affiliated to Saawu.

(347) Percum

Job names changed to keep pay low

Labour Reporter

CERTAIN shops around the country, including shops in Durban, are classifying employees as shop assistants instead of sales assistants to avoid paying them higher wages under the new Wage Determination for the trade.

The minimum wage for shop assistants is nearly R150 less than that for sales assistants.

This allegation was made by the National Union of Commercial, Catering and Allied Workers'. Similar claims were also made by the Durban branch of the Commercial, Catering and Allied Workers' Union, who said they were aware of shops in Durban classifying sales assistants as shop assistants and were investigating the matter.

The secretary of the Nuccaw, Miss D Hartwell, said in Cape Town yesterday that the minimum wages in Durban for a qualified shop assistants (who must have four years' experience) was R244 a month.

Difference

The minimum wage for sales assistants (who must have five years' experience) was R392 a month.

This was laid down by Wage Determination 406, Miss Hartwell said.

The difference between

a shop assistant and a sales assistant is described by Miss Hartwell in the latest issue of the bulletin for employees in the distributive trade, New Era.

In shops where customers 'serve themselves', such as shoe or clothes shops, the assistants are nevertheless sales assistants and not shop assistants because in these circumstances they must still be able to inform and advise the customer about the article and ascertain the price the customer is prepared to pay.

A shop assistant is handed the articles a customer has selected from the shelves of a shop, as in food supermarkets. Shop assistants may or may not be able to take payments.

Till operator

In the bulletin Miss Hartwell added that a till operator in a self-service shop must be paid according to the shop assistant rate except that such a worker must start on a shop assistant's third year wage.

The secretary of the Commercial Distributive Trade Industrial Council in Kimberley, Mr Gerald Barnes, said: 'The matter is being investigated and will be the subject of discussion at our next negotiating meeting — until then I feel I cannot comment,' he said.

RAND DAILY MAIL, Tuesday, March 15, 1983

Women's pay is set lower than men's

By STEVEN FRIEDMAN
Labour Correspondent

AN OFFICIAL wage determination setting minimum pay in the catering trade sets lower minimum wages for women than for men — 16 months after a change in the law scrapped sex discrimination in wage determinations.

The determination was published on Friday and the Wage Amendment Act, which outlawed sex discrimination in official wage determinations, became law on November 1, 1981.

But the determination does contain new minimum rates to come into effect every six months which will ensure that sex discrimination in minimum pay will be scrapped in the trade in just over 18 months' time.

According to a spokesman for the Department of Manpower, the reason for the anomaly is that the Wage Board investigation which led to Friday's determination began before the new law came into effect 16 months ago.

At the time sex discrimination was scrapped, a clause was inserted in the Wage Act exempting determinations from the no-discrimination rule provided that the Wage Board probe which preceded them began before the Act came into force.

The department's spokesman said the exemption was being inserted to give employ-

ers time to adjust to equal minimum pay for the sexes. "After all, they are in business to make a profit," he said.

Wage determinations set minimum pay for groups of workers who are not protected by industrial council agreements. They are legally binding and are set by the Minister of Manpower following a recommendation by the Wage Board.

There is often a long gap between the start of a board probe and the publication of a determination. Trade unionists say this often means that rises in the cost of living make determinations outdated by the time they become law.

The catering determination lays down different minimums for men and women in four job categories — general worker, waiter, grill hand and pantry hand.

The determination sets different minimum rates for various areas.

The lowest minimum is for general workers and the determination sets down a minimum of R21 a week for women and R25 for men in some country towns.

The highest is in the Cape Peninsula where women must receive at least R36 and men R42.

It also sets out a graded scale of new minimum wages which will come into effect every six months.

*Discrimination
this needs
explanation*

The MINISTER OF INDUSTRIES, COMMERCE AND TOURISM:

(1) (a) The monthly average number of persons in the employ of ADE for the period 1/1/81 to 31/1/83 was 1 570.

(b) 1 907 persons on 31 January 1983.

(2) (a) 28 552 units till 31 January 1983.

(b) (i) 25 200 units.

(ii) 3 352 units.

(3) (a) During April 1982 the highest level of plant utilization was reached equal to 67% of capacity.

(b) Approximately 28%.

(4) (a) On completion of the ADE plant in 1984 the investment therein will amount to at least R450 million.

(b) The expected loss for the financial year ending 30 June 1983 is approximately R22 million.

Registered students 17/3/83
Hansard Q. 607-710
404. Dr. A. L. BORAINÉ asked the Minister of Education and Training:

How many (a) White, (b) Coloured, (c) Asian, (d) Black and (e) other students were registered at each university under the control of his Department in each of the latest specified 10 years for which figures are available?

The MINISTER OF EDUCATION AND TRAINING:

University of Fort Hare University of the North

	A	B	C	D	E	A	B	C	D	E
1972	—	—	—	942	—	—	—	—	1 146	—
1973	—	—	—	1 053	—	—	—	—	1 274	—
1974	—	—	—	1 029	—	—	—	—	1 516	—
1975	—	—	—	1 320	—	—	—	—	1 695	—
1976	—	—	—	1 651	—	—	—	—	1 902	—
1977	—	—	—	1 628	—	—	—	—	1 816	—
1978	—	—	—	1 844	—	—	—	—	1 474	—
1979	—	—	—	2 585	—	—	—	—	2 174	—
1980	26	2	—	3 030	—	28	3	—	2 718	—
1981	27	22	—	2 361	—	24	3	1	2 831	—
1982	42	18	3	3 138	—	20	5	3	4 067	—

University of Zululand

Medunsa

	A	B	C	D	E	A	B	C	D	E
1972	—	—	—	837	—	—	—	—	—	—
1973	—	—	—	979	—	—	—	—	—	—
1974	—	1	—	1 003	—	—	—	—	—	—
1975	—	—	—	1 110	—	—	—	—	—	—
1976	—	—	—	1 651	—	—	—	—	—	—
1977	—	—	—	1 084	—	—	—	—	—	—
1978	—	—	—	1 287	—	—	—	—	166	—
1979	—	—	—	1 405	—	—	—	—	200	—

	A	B	C	D	E
1980	1	—	—	1 690	—
1981	7	—	1	2 188	—
1982	4	1	1	3 005	—

Disputes/work stoppages/strikes 347
Q. 601-709-710 17/3/83
433. Dr. A. L. BORAINÉ asked the Minister of Manpower:

(a) How many (i) disputes, (ii) work stoppages and (iii) strikes were dealt with in 1982 in terms of the Labour Relations Act, No. 28 of 1956, by (aa) his Department and (bb) the Wage Board and (b) in what industries, trade or occupations did (i) work stoppages and (ii) strikes occur?

The MINISTER OF MANPOWER:

(a) (i) (aa) 71;

(bb) nil.

(ii) (aa) 48;

(bb) nil.

(iii) (aa) 346;

(bb) nil.

Remark: The figure of 71 disputes furnished is in respect of the number of applications received for the establishment of conciliation boards and for direct arbitrations. In addition officials of the Department of Manpower dealt with and resolved a substantial unknown number of disputes in the normal course of their duties.

(b) (i) Construction (2)

Local Government and services (6)

Manufacturing (29)

Mining (3)

Trade and accommodation (4)

Transport and communication (4)

(ii) Construction (11)

Local Government and services (10)
Manufacturing (251)
Mining (7)
Trade and accommodation (39)
Transport and communication (28)

Note: For the sake of uniformity the occurrence of strikes and work stoppages is classified on a sectoral basis only.

Hansard Q. 601-710
Coal reserves 17/3/83

478. Mr. J. J. B. VAN ZYL asked the Minister of Mineral and Energy Affairs:

(a) What were the coal reserves of the Republic as at the latest specified date for which figures are available, (b) what percentage thereof is economically exploitable and (c) what is the (i) value, (ii) tonnage and (iii) percentage of the Republic's share of the world coal trade?

The MINISTER OF MINERAL AND ENERGY AFFAIRS:

(a) Bituminous and anthracitic coal at the end of 1982, 113 329 million and 2 201 million tons respectively.

(b) 50,8 per cent and 39 per cent respectively.

(c) (i) R1 094 million and R84 million respectively, during 1982.

(ii) 25,6 million and 1,9 million tons respectively.

(iii) The latest available figure is 10,8 per cent for 1981.

347 28/4/83

Board sits in PE for security probe

Post Reporter

ONLY one oral representation was heard by the Wage Board yesterday during its Port Elizabeth sitting of its investigation into security services.

The director of a large security firm, Mr A J Joubert, told the board that the state of the economy and resultant cut-backs in industrial spending on security services meant his company was not working for profit but, in the final analysis, "working only for the blacks and the State".

"If I pay my security guards and night-watchmen more, I must ask more for my services from contracted industries — and we are already losing clients because they cannot afford our present fees," he said.

"If I lose clients I will have to retrench my employees."

Mr Joubert said new minimum wages for security service workers — in line with the consumer price index — would be "fatal" to his business.

The chairman of the Wage Board, Mr F de Villiers, said the CPI had increased by 34,8% since the last minimum wage for security service workers had been set.

He said many workers in the lowest paid brackets were "already on their knees" in 1980 and had become "terribly poorer" since then.

10/5/83
347
Transkei minimum wage attacked by MP

UMTATA — The Transkei Wage board was criticised here yesterday over the 32c an hour minimum pay.

Unscrupulous employers also came under attack from the MP for Umtata, Mr Mike Mazwana, who praised the minister for the Unemployment Insurance Fund Bill which he said would offer some protection for Transkeian workers.

"The most grievous point which this bill might venture to rectify is that of the Transkei Wage Board's decision that 32c an hour be the minimum pay. This rate works out to about R60 a month for the workers in manufacturing industry, building construction and the saw-milling industry.

"The board contends that with this, a man can buy food, pay rent, educate his children, clothe

them and himself and sometimes pay for transport.

"This is so low that some managing directors have considered this rate advocated by the labour section of the Department of the Interior, as unChristian and are actually paying their workers more than the determination rates.

"The bill works on a minimum of R780 a year which amounts to R65 a month for the lowest which permits the operation of the Unemployment Insurance Fund.

Mr Mazwana said dependants of deceased contributors would welcome the benefits and he thanked the minister for his foresight on the matter.

"There must be a check on this unbridled rush by foreigners from the east whose chief aim is not to provide digni-

fied labour, but to exploit a nation who are late-comers to the machinations of an industrial revolution which invaded Europe centuries ago.

"It will discipline the opportunist employer out to make huge profits by keeping the bulk of workers at starting rates."

Mr Mazwana said the bill would bring about compulsory registration of workers "which undertaking the present officials of the labour section of the department have not only ignored, but rejected vehemently any attempt by an outsider even to remind them."

"It is therefore no wonder we find that the two acts passed by this assembly in 1977 — the Labour and Labour Relations Acts — are not observed by a number of business concerns."

Watchmen to get pay rises

47 Kippax
Crime Reporter 283

5/9/83

THE wage determination due in the third quarter of this year is expected to legislate for a substantial increase in the pay packets of black watchmen and security guards in Natal.

And, according to Mr John Vlotman, Natal chairman of the S A National Security Employers' Association, 'because security companies operate on small profit margins they are bound to pass on this additional expense to their customers.'

Guard wages have lagged behind the rest of the labour market and Natal employers who are members of the association have unanimously agreed to increase guard

wages on or before October 1. The last statutory wage increase was in July 1982.

'Many security companies are already paying in excess of the minimum R160 a month.

'The advent of urban terrorism coupled with the increase in crime as a result of the high unemployment rate has put additional pressures on the security industry. The need for higher standards and increased efficiency to meet these challenges is clearly recognised.

'But unless the men are properly compensated we cannot expect this increase in efficiency while at the same time they risk their lives in the course of their duties,' he said.



part in a race. These
sports day in Port
STOPHER CUNNING-

Death of former editor

BLOEMFONTEIN — A former editor of The Friend newspaper and a sub-editor on the Evening Post, Mr Paul Muller, died in Bloemfontein's Universitas Hospital yesterday aged 69.

Mr Muller, who edited The Friend from February, 1971, until August, 1974, was admitted to hospital three weeks ago after suffering a heart attack.

After retiring as editor of The Friend, he worked as a sub-editor on the Evening Post from November, 1974, to April, 1982.

Born and educated in Cape Town, he joined The Star in Johannesburg in 1950.

He was deputy news editor and gallery correspondent before his transfer to Bloemfontein in 1967 as assistant editor.

A year after becoming editor, his first wife, Mrs Maria Alette (Lettie) Muller died.

He leaves his second wife, Mrs Amy Muller, three sons, a stepson and six grandchildren. — Sapa

Two employees' pay at food outlet below minimum wage level

By CLAIRE
PICKARD-CAMBRIDGE

TWO full-time workers at a fast food outlet in Main Street, Port Elizabeth, are being paid R26,50 and R28,50 a week, figures well below minimum wage regulations for employees working in restaurants and tearooms.

Regulations covering tearooms and restaurants stipulate the minimum wages for employees classified as kitchen hands and general workers are R40,50 and R33 per week respectively for their first six months of employment.

The workers concerned said they had been employed at the outlet for more than two years. According to the regulations they should be paid R48,50 and R46,50 respectively a week.

They also said they worked more than 50 hours a week, were not given lunch or tea breaks, or days off.

Their hours of work were from 7am to 5.30pm from

Monday to Friday and from 7am to 2pm on a Saturday.

Mr Oscar Malgas, the organising secretary of the Commercial, Catering and Allied Workers Union of South Africa (CCAWUSA), said basic conditions of employment for their trade laid down that hours of work should not exceed 48 hours a week.

"They should not work more than 8½ hours a day and this includes a half-hour lunch break," he said.

"Limitations for overtime are three extra hours a day and eight hours a week."

But the workers claimed they were not paid properly for overtime and that their pay was deducted when they were ill.

The Evening Post approached the owner of the restaurant, a Mr Homola, who promised to investigate the matter.

He later told the Evening Post he was going to bring the wages of his employees into line with minimum regulations.

However, he denied his employees were deprived of their lunch hour break and said they were allowed to take one when the peak time was over.

He said he had only taken over the cafe recently and was unaware that his employees fell under wage regulations governing the catering trade.

He confirmed that they were paid R26,50 and R28,50 a week respectively. He said, however, this was more than they had been paid by their former employer from whom he had taken over earlier this year.

The Institute of Planning Research at the University of Port Elizabeth recently released statistics indicating that the household subsistence level for Port Elizabeth blacks was R263,52, or about R66 a week for a family of six.

This is a guide to the minimum amount a family can subsist on in the short term.

h-speakers should their resources'

BOUWER

Africans should share their resources so that English can be taught in the language, says Dr Ken Bouwer, Research Council.

"English in Action" symposium was held last night that the older had a better command of taught by mother-tongue

teaching English to blacks, a spiral in the standards of In 1981 the average mark only 33%.

ment to accept the basic language Report and the continuing of Education and Training to commit themselves to

their morale and self-

He added that the quality of black teachers would also have to be improved and English teachers' associations should get closer to their black colleagues and offer support and assistance on a non-racial basis.

The universities also held a key role and should be open to all races, said Dr Hartshorne.

The universities would have to help black teachers, both those in training and in service, to improve English in the classroom.

More than 700 people attended the symposium. Other speakers included Professor Francois Swart, head of the Department of Speech and Drama at Rhodes University; Mr Don MacLennan, a lecturer in English at Rhodes University; Professor Alan Lennox-Short, recently retired from the University of Cape Town and also a well-known broadcaster; Dr Jean Branford, associate editor of the Dictionary of South African English; and Mr Kim Shippey, head of TV1 (actuality) of the SABC.

A drama presentation, *From Van Riebeeck to Van der Merwe*, with Mary Dreyer and Greg Latter, was one of the highlights of the symposium and incorporated many historical and modern facets of South African society.

Hanging attempt fails

Post Correspondent
JOHANNESBURG — A young Johannesburg woman tried to hang herself with a rope at the weekend in the same manner that her former fiancée killed himself.

The 21-year-old woman was rushed to the J G Strijdom Hospital after she had been cut down in the bedroom of her home in Melville.

Her condition was described as satisfactory today.

Her 26-year-old fiancée committed suicide on August 15 after she had broken off the engagement. He was found hanging in the passage of his Lenasia home.

WHEN WE K
PLEASE HELP US — S



DOOR TO DOOR CAMP
12th to 23rd SEI

WAGE DETERMINATIONS

Arguing basics

Fm 4/11/83

347

Unions and employers frequently disagree on what constitutes a "living wage." But hearings being conducted by the Wage Board indicate that equally sharp differences of opinion exist among employers.

Last week the board heard representations from interested parties in an investigation of the minimum wage clause for the stone crushing industry. These included the Building Construction and Allied Workers Union (BCAWU), Murray & Roberts (M & R), Darling & Hodgson (D & H), Tarmac, Bay Stone Sales, and Hippo Quarries.

~~217~~ ~~413~~ ~~113~~ Fm 4/11/83

The statutory minimum wage being paid in the industry at present is 81c/hour (which amounts to R37,26/week). Most employers favour this being raised to R1/hour in January next year, with further rises of 7% being implemented in July and the end of the year. But Grinaker subsidiary Bay Stone Sales, and Hippo Quarries, a member of the Anglo-Alpha Group which employs about 40% of workers in the industry, are both opposed to the R1/hour proposal.

They believe that a far more substantial increase is necessary. Hippo maintains that wages paid by most employers in the industry have risen by about 9,3% since 1980, while average aggregate prices have risen by 73% in the same period.

It proposed two alternative means of raising the basic hourly minimum to R1,73 by January 1985. Basic hourly minimum rates could be increased to R1,51 in January it told the board; to R1,62 in July; and then to R1,73 in January 1985. Or alternatively, the minimum could be raised to R1,22 in January next year, to R1,48 in July and to R1,73 in January 1985.

For once labour and some managements concurred. BCAWU's representative told the board that an increase to R1/hour was retrogressive. He said: "In real terms the proposed increase represents a decrease, not an increase, since the last determination. BCAWU proposes at least R1,50-R2/hour, which not only takes the

increased cost of living into account but the ability of employers to pay."

However, the other employers stood their ground. Sir Rupert Bromley representing the Aggregate Producers Federation, M & R and the Transvaal Aggregate Manufacturers Association (Tama), pointed out that there was general consensus among employers that wages should go up by at least the cost of living.

"As we will be negotiating wages with unions in the future, the minimum should be kept as low as possible, leaving the employer free to negotiate bonuses," he said.

Tama's view is that the CPI projected to end-1983 has increased 37,1% from June 1981 — just before the last determination. The proposed increase was 35,14%, effective from January 1984; and during 1984 a 7% increase compounded would come into effect in June and December. So, according to Tama, the increased CPI is being accounted for.

Tama also holds that minimum wage rates must not be boosted to unrealistically high levels as this may affect companies' viability — especially small ones. Further, high minimum rates may also prevent management from having sufficient funds to reward those employees who deserve more on the basis of merit.

These representations vividly illustrate differing perceptions about appropriate

minimum wages. Hippo is committed to paying a living minimum wage which relates to an objectively determined minimum. In the past it has been guided by the Minimum Living Level (MLL) calculated by Unisa.

In February this year the MLL for a black family of five in the Johannesburg area was calculated at R1,35/hour — and Hippo currently pays an hourly minimum wage of R1,36, excluding numerous other benefits it provides.

Steenkamp's missed chance

BY PRISCILLA WHYTE
PROFESSOR Frans Steenkamp said yesterday his committee had missed an opportunity by not recommending that the Department of Manpower allow piecework and outwork in industrial council agreements.

The chairman of the committee which inquired into the clothing and textile industries told the National Clothing Convention at Sun City: "We have artificially raised labour costs by allowing piecework and outwork to be outlawed in our industrial council agreements and in our official wage determinations."

Outwork and piecework were important factors in the competitiveness of the Far East and Italy.

"By introducing discriminatory provisions into labour legislation

Call for move on export incentives

BY PRISCILLA WHYTE

THE Government's failure to move decisively on export incentives was a danger, Mr Mike Getz, executive director of Seardel Investments, told the convention.

South Africa had some of the world's costliest producers of raw materials for the textile and clothing industries because of the impact on them of the railways, Iscor, Escom and Sasol.

Too much attention had been paid to capital intensive investment.

While this situation endured, the structure of SA's international trade would continue unabated.

that curb occupational and geographic mobility, labour costs in the higher semi-skilled and skilled occupations have been raised significantly."

Although most of these legal curbs had been abolished, the adverse effects lingered on.

Black trade unions threatened to cause an increase in work stoppages and disturbances. The solution to this problem was communication and consultation by the appointment of the right men in the key positions of personnel manager and works foreman.

Compared with Western Europe and North America, SA was a low-wage country. SA wages were comparable with those of Hong Kong, South Korea and Taiwan. But SA labour costs were higher because of low productivity of the labour force.

He said the National Producti-

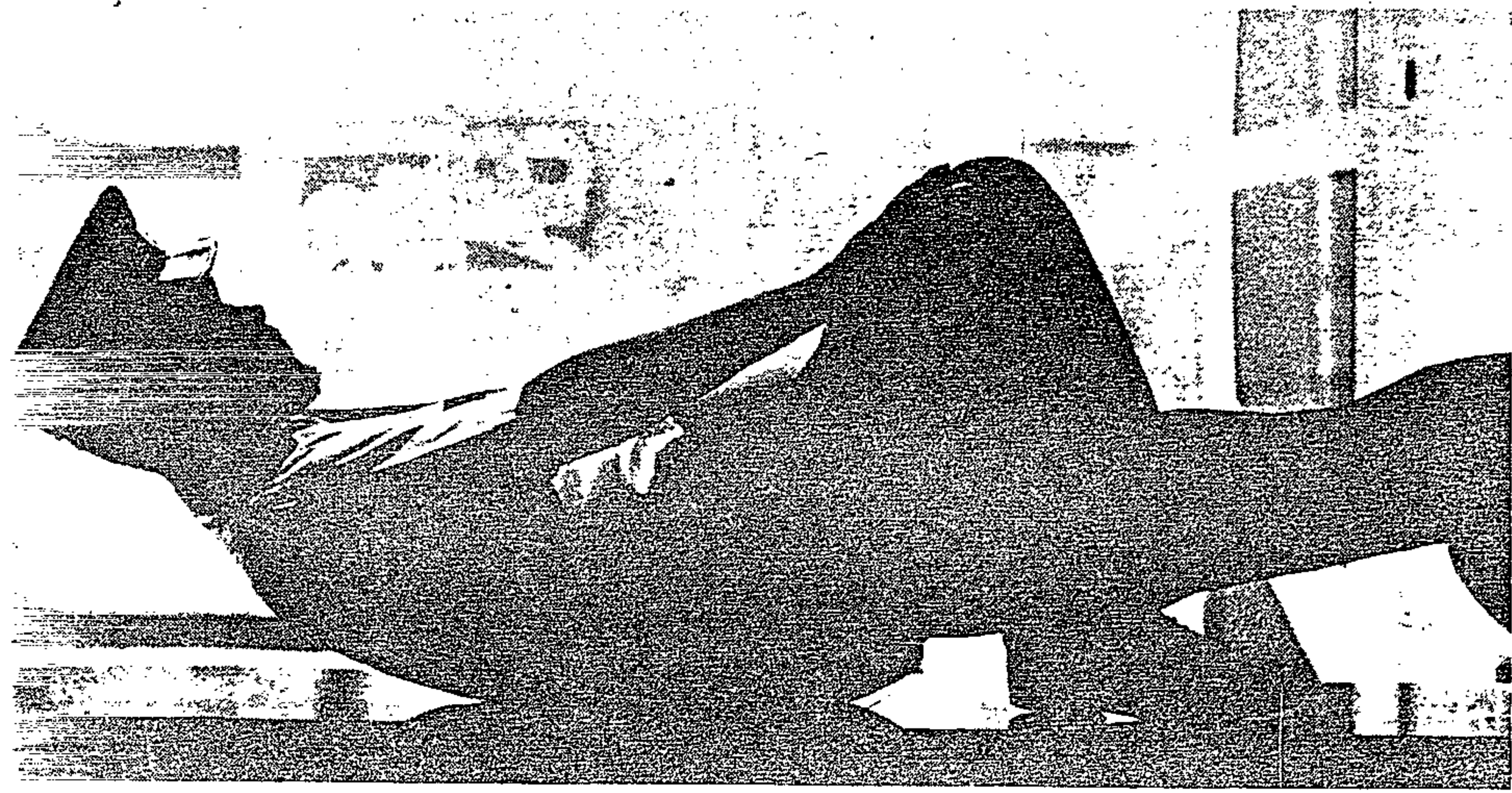
He believed this labour-intensive industry could claim particular consideration for protection. However, protection would be counterproductive if it interfered with the free-market system. "Protection in the form of tariffs does not interfere whereas in the form of quantitative import control it does."

Quantitative import control "is objectionable and the clothing industry should be one of the last of our manufacturing industries to desire protection at an excessive level or of an objectionable nature".

Protection involved the transfer of income from the consumer to the manufacturer and the size of that transfer should be determined by national not individual or group interests.



PROF STEENKAMP



On the beat ... some security guards are forced by unscrupulous employers to do as much as 60 hours' continuous duty.

Sec 117 Y firms rappecc for 'exploiting labour'

Rogue security firms, in a bid for bigger profits, are flagrantly and illegally exploiting part of the 80 000 contract labour force of watchmen and security guards in South Africa.

That is the allegation by the Transvaal chief of the South African National Security Employers' Association (Sansea), who accused some employers of "highly illegal" practices.

"It is not unusual for some firms to work a man for 60 hours without a break," said Mr John McBrearty, chairman of the Transvaal division of Sansea and national secretary of the association.

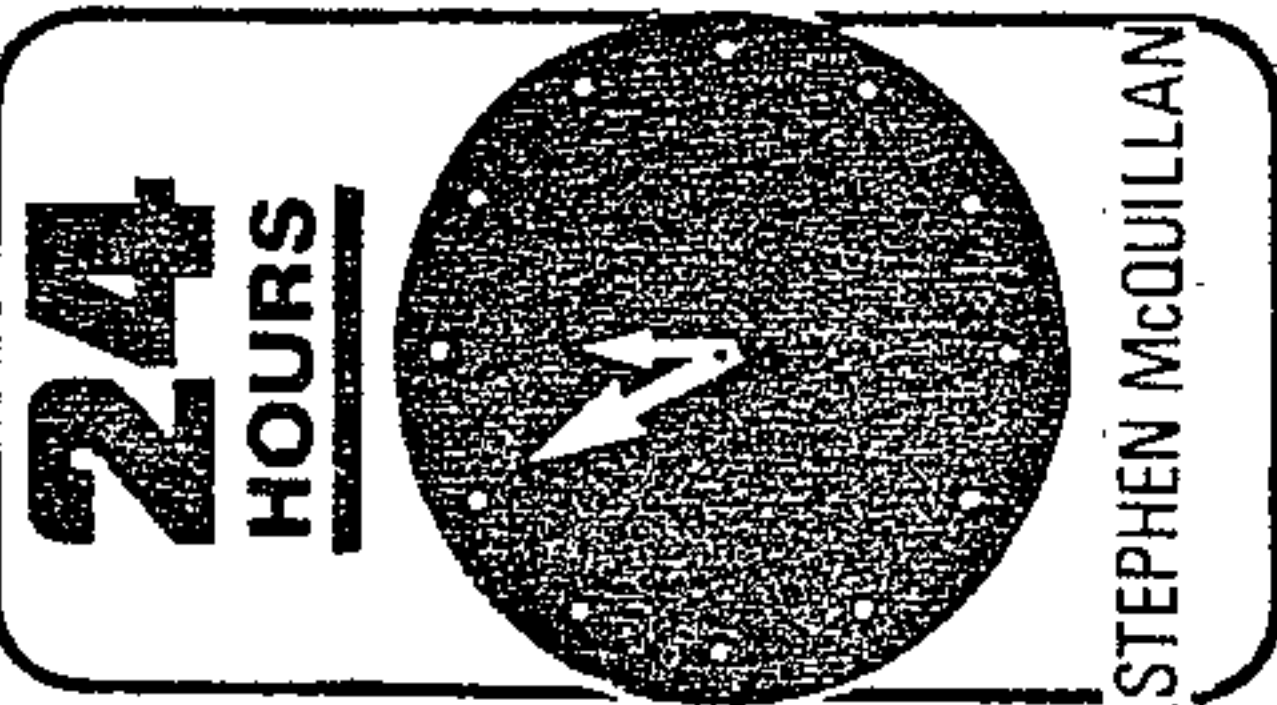
"Not only is this highly illegal, it is also a disgrace. It is of course more profitable for an employer to force a guard to work long hours — they are only wearing out one uniform and there's a reduction in transport costs."

A security guard normally worked a 12-hour shift and legislation prevented him from being forced to work much longer, he said.

The law was being flouted and security was slipping. "Obviously a man working for 60 hours has to sleep."

The plight of security guards was particularly bad for those involved in guarding homes. "People going on holiday contact a security firm to arrange for a guard on the house. But the guards are often forced to work long hours and this renders security ineffective."

Mr McBrearty said his association was able to take action only against its members.



"Although most of the larger firms are members of our association, we have only about 60 members against a national total of about 350 security firms."

Efforts to encourage other employers to join had met with angry responses from rogue security firms, he said.

Mr McBrearty called on organisations employing security guard firms to dismiss the firms if they felt guards were being exploited.

New security guard wages were introduced last October and represented a 43 percent increase on previous salaries.

"I appreciate the wages are still low, but they are as high as the Wage Board could afford to make them without destroying the security guard industry," he said, adding that rates would be increased next October.

Under the current rates, watchmen have to be paid a minimum of R8 an hour for 24 12-hour shifts a month; security

guards grade two receive at least R9.25 and security guards grade one a minimum of R12.08. Overtime is paid at a higher rate.

"It is common now for guards to be paid more," said Mr McBrearty.

Security firms charged their clients between R20 and R30 a shift for a guard.

Mr EP Ehlers, director of conditions of employment and legislation at the Department of Manpower, said complaints from guards should be lodged with one of the nine divisional inspectors, who would then investigate the matter. A guard should be aware of his rights and protest if employment codes were being breached, he said.

The maximum penalty employers faced was a R2 000 fine and/or imprisonment.

"Illegal overtime is a criminal, not civil, offence," he said.

A Johannesburg lawyer said there were "grey areas of law" regarding contract workers.

"For example, a worker need not accept dismissal at the end of his contract. I don't think such dismissal is legal, but the courts have not said it is illegal. It strikes me as unfair labour practice."

On overtime, he said that, according to legislation, guards working six days a week could work up to 12 hours a day and those working five days could work up to 14½ hours a day for four days and 14 hours on the fifth. Casual employees could work up to 14 hours a day on any day.

Security: call for Govt investigation

25/1/84 By Stephen McQuillan

A security expert today asked the Government to investigate the hours worked by security guards and watchmen.

The South African National Security Employers' Association Transvaal chairman and national secretary, Mr John McBrearty, said it was not unusual for some firms to work a man for 60 hours without a break — which was "highly illegal".

"The Department of Manpower should launch an investigation into the number of hours worked by security guards and watchmen," he said.

His call came after an allegation yesterday that rogue South African security firms were illegally exploiting part of the 80 000 contract labour force in a bid for bigger profits.

Mr McBrearty said: "On purely humanitarian grounds, an investigation should be launched into the number of hours.

"Exploitation by some firms gives the whole industry a bad name."

He called on security firms to join Sansea to show they were not involved in illegal practices, as the association could take action against those breaking employment rules.

Watchmen are paid a minimum of R8 for a 12-hour shift; security guards grade two receive at least R9,25 and security guards grade one are paid a minimum of R12,08. (It was incorrectly reported by The Star yesterday that the rates were hourly).

The rates are calculated over 26 shifts a month and overtime is paid at a higher rate.

"It is common now for guards to be paid more than the minimum rates," Mr McBrearty said. Security firms charged from R20 to R30 a shift for a guard.

Conditions of work and salaries were constantly being monitored by the Wage Board, which was expected next year to reduce the maximum number of hours worked weekly.



1359

MONDAY, 28 MAY 1984

1360

Handwritten: R. L. B. 1359
 Unemployment Insurance Fund
28/5/84
 952. Dr. A. L. BORAINÉ 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 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.

(2) (a) Whites

Industrial Council

Agreements

182 907

Conciliation Board

Agreements

9

(b) Coloureds

(c) Asians

(d) Members of the Black population groups

239 886

85 631

663 300

165

Nil

5

1360

TUESDAY, 29 MAY 1984

1362

(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

tiated dispensation of the Permanent Force.

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 R960 p.a.

Commander R708 p.a.

Ensign and Petty Officer to R768 p.a.

Sub Lieutenant Warrant Officer 1 R660 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 differences

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-

D. Hafutah *347*
EL man charged with underpaying staff

EAST LONDON — A Quigney boarding house owner appeared in the Regional Court here yesterday on charges relating to employment practices.

Mr H. W. Stewart of the Belvedere Lodging House in Currie Street pleaded not guilty to all charges.

He was charged with underpaying his employees; not giving them the required notice before terminating their employment; not giving them leave pay; failing to register the boarding house; failing to provide the Department of Manpower with wage records; not complying with the Unemployment Insurance Act and not providing the department with registers of the employees' working hours.

Mr Stewart said in his defence that he found the summons vague. He said there was no proof of the charges. He suspected that he was charged on presupposition.

"I didn't think I

needed to comply with him and this was why he what I'm charged with," did not fill in the forms he said. required by the department.

Mr J. H. van der Berg, an inspector for the Department of Manpower, said he investigated after complaints by two employees and because Mr Stewart had repeatedly failed to furnish the department with information.

He told the court that investigations revealed that the previous owner had cancelled the registration of the house when Mr Stewart took over. Mr Stewart had failed to register it again.

According to the act the employees had to be paid a minimum of between R67 and R160 a month during the period of almost two years they were employed by Mr Stewart. They had received only R50 a month, he said.

He said Mr Stewart owed them a total of R3 293,98.

Mr Stewart said he was under the impression that the regulations were not applicable to

He said he had arranged alternate employment for the two employees when he dismissed them but they refused.

The hearing was postponed until Thursday. — DDR

The magistrate was Mrs H. C. Niemand. Mrs A. du Plessis was prosecuting. Mr Stewart was not represented.

347
**Boarding house
owner in court**

EAST LONDON — A Quigney boarding house owner appeared in the regional court here yesterday on charges relating to employment practices.

Mr H. W. W. Stuart, of Belvedere Lodging House, has pleaded not guilty to charges of underpaying his staff, not giving the required notice before terminating their employment, not giving them leave pay, not giving them the prescribed amount of leave a year, failing to register the boarding house, failing to provide the Department of Manpower with wage records, not complying with the Unemployment Insurance Act, not providing the department with an attendance register and not registering with the Workman's Compensation.

Mr Stuart told the court he was confused about what wage determination was applicable to his business.

Mr M. J. Swartz, senior industrial inspector for the Department of Manpower, said Mr Stuart's business fell under the determination for room letting and flats, and that he had been informed of this.

In reply Mr Stuart said he found all determinations to be inapplicable.

The department was very careful in classifying businesses and did so after thorough investigation, Mr Swartz said. "An employer is in no position to classify himself and oppose our decisions and years of experience."

He said that under the applicable determination Mr Stuart had underpaid his employees.

He told the court that Mr Stuart had been unco-operative and made little effort in dealing with the problem.

The hearing was postponed until today.

The magistrate was Mrs H. C. Niemand, Mrs A. du Plessis prosecuted. Mr Stuart was not represented.

~~267~~ ~~268~~ ~~269~~ (347) D. Disputch

Owner seeks legal aid

EAST LONDON. — A case in which a Quigney boarding house owner is charged with contravening employment regulations was postponed until tomorrow.

Mr H. W. W. Stuart of Belvedere Lodging House applied yesterday for an adjournment to enable him to seek legal assistance.

He has pleaded not guilty to charges of underpaying his staff, not giving the required notice before terminating their employment, not giving them leave pay, not giving them the

prescribed amount of leave a year, failing to register the boarding house, failing to provide the Department of Manpower with wage records, not complying with the Unemployment Insurance Act, not providing the department with an attendance register and not registering for Workman's Compensation.

Mr Stuart denied allegations that he had been unwilling to communicate with the Department of Manpower.

Under cross-examination yesterday,

Mrs Nozipho Priscilla Mtywaku and Mrs Muriel Nowandile Koko told the court that they had had no paid leave while employed by Mr Stuart. They said they were not given notice and leave pay on the termination of their employment.

Mr Stuart in reply that they had been off every Saturday for 21 months in lieu of leave, and he was of the opinion that they were upset at "having to leave a little gold mine."

They told the court that they earned R50 a

month and did not complain to Mr Stuart because they experienced difficulty in approaching him.

They said they worked Mondays to Fridays from 7 am to 4.30 pm and had been given no set lunch of tea break, no food or transport fare. They signed no attendance register or pay slips and were given no unemployment insurance cards on the termination of their employment. — DDR.

The magistrate was Mrs H. C. Niemand. Mrs A. du Plessis prosecuted. Mr Stuart was not represented.

THE MINIMUM WAGE

How to destroy jobs

Down in Durban some 200 Zulu stevedores are working — voluntarily, we assume — for a small company known as Keeley Forwarding. Many complexities appear to be involved in the company's current labour troubles — but if Keeley has created a couple of hundred jobs which didn't exist before, then it can be said to have made some contribution to society. In the pursuit of its own wellbeing, of course.

That's how free enterprise best works: as a voluntary arrangement between the owners of labour and the owners of capital without interference from the State or well-intentioned do-gooders.

Now we read that the General Workers' Union is attacking Keeley for not paying a minimum wage according to an order issued by the Department of Manpower. It has been reported that the minimum wage laid down is R18,65/day, while Keeley is said to be paying R10,50. The union talks of "worker anger" and there have been strikes.

It is clear that unions have a constructive role to play in presenting to management a united front for workers in negotiations. This is particularly the case in SA where the workforce is unsophisticated and the security of workers is undermined by legislation such as influx control.

But there is a very real danger that the union leadership, in pursuing what it sees as the workers' interests, will, in fact, damage those interests. Let's assume that, at R18,65/day, it is just not economic for Keeley to stay in the forwarding business. Bingo, 200 jobs go down the drain

and, instead of receiving whatever Keeley calculates it can afford, those workers and their families will suddenly have no income at all.

There are already signs that union pressures in SA are increasing the momentum towards capital intensity: and this in a country where the critical need is the creation of jobs for the semi-skilled. The very fact that the Department of Manpower has the power to lay down legal minimums is bad in principle and will lead inexorably to the destruction of jobs. In the US, it has been argued by the eminent black economist, Thomas Sowell, that minimum wage legislation played a direct part in the rise in black youth unemployment from low single digits — below that of white youths — to levels of 40% and 50%.

In *Ethnic America*, Sowell wrote: "Black teenage unemployment in 1978 was more than five times what it had been 30 years earlier. Among the factors responsible, a number of government programmes — notably the minimum wage laws — have made it more difficult for blacks to find jobs ..."

Ancillary to this was the growth of crime, drug addiction and other social evils among youths who would otherwise have spent their energies in useful tasks, albeit at modest wages.

As the late Joan Robinson of Cambridge University wrote of the Third World, there is only one thing worse than being exploited by capitalism, and that's not being exploited by capitalism.

NAMIBIA

A militarist threat

Confusion seems to be growing within Swapo about its role in Namibia in the light of the Lusaka accords between Pretoria and Luanda. The whole peace initiative in southern Africa is at stake.

Immediately after Swapo leader Sam Nujoma sat down to talk peace with Namibian Administrator General Willie van Niekerk, Swapo forces in the field mortared the town of Oshakati — hitting a hospital among other things.

This may, of course, mean only that Swapo has little control over its men once they have been infiltrated into Namibia. What is more likely is that the Oshakati attack is a reflection of the increasingly obvious split within Swapo between the hardline militarists and the moderates.

Nujoma is identified as a militarist. He only attended the Cape Verde talks with Van Niekerk after coming under intense pressure from the Angolan government, which is desperate for peace in its southern border region. However, Nujoma's hard line at Cape Verde ensured the failure of the talks.

It is seen as significant that several senior Swapo men failed to accompany Nujoma to Cape Verde — particularly the movement's information and publicity secretary, Hidipo Hamutenya, who is widely regarded as the number two man in Swapo.

Hamutenya is believed to hold that Swapo has reached the limit of what can be achieved militarily and that

future progress must be achieved through negotiation and political action. Nujoma is said to disagree violently.

Thus the reason for the absence of Hamutenya and other moderates from Cape Verde could be that they were aware that Nujoma was not prepared to settle and that they were not prepared to associate themselves with a hardline stance.

If this is an accurate reflection of their motives, it could be the first sign that Nujoma is losing control of important segments of Swapo and that the movement is beginning to react, however sluggishly, to political and military realities.

From a militarist viewpoint, actions such as the attack on Oshakati could be intended to provoke SA into reacting militarily — possibly through renewed incursions into southern Angola.

This would effectively ruin the Lusaka accords, spike the guns of the moderates, relieve pressure on Swapo from Angola and the frontline states for a peaceful settlement and return the situation to the *status quo ante* Lusaka. The only people who would gain any advantage from that are those who believe in a policy of unremitting confrontation — never mind the consequences for the sub-continent and its people.

Thus the mortar bombs that hit Oshakati, although they killed no one, carried a definite threat to the whole region.

FM 3/8/84

WAGE DETERMINATIONS Payment problems

Trade unions claim it is becoming increasingly difficult to get some smaller employers to observe statutory wage determinations. The General Workers Union (GWU) dispute with a Durban stevedoring company, Keeley Forwarding (KF), (*Currents* May 11) is a case in point.

After pointing out that KF was in contravention of a 1979 wage agreement in respect of overtime rates, working hours and shift, cargo and travelling allowances, GWU managed to extract an undertaking from the company to pay a settlement figure of R400 per worker. With 200 workers and back pay of some R80 000 involved, an instalment payment was agreed upon.

At the time of the meeting the GWU pointed out that a new wage agreement was due to come into effect on May 21 and said it expected the company to increase wages accordingly.

Mike Morris, GWU branch secretary, says the company has not done so. He says the KF is still paying R10,20/day as opposed to the agreed R18,65/day and is "in violation of almost every other aspect of the agreement."

When union shop stewards pointed out the discrepancy, KF gave notice that it intended to apply for an exemption on the basis that it could not afford to pay the new rates. The company claims that it is locked into contracts, quoted for on the basis of the old rates, until June next year and that they cannot be renegotiated. It says it is prepared to grant workers a 20% increase in June 1985 followed by a further 25% increase in June 1986.

Morris is unimpressed. He says the company has demonstrated that it is contemptuous of the law and the Department of Manpower. He says KF is legally obliged to

347 FM 3/8/84
pay the new rates pending the outcome of its exemption application.

"If they wanted an exemption they should have applied for it in advance. They knew the new wage determination was coming and they wilfully ignored it. Now they are rushing back to the law they ignored by applying for an exemption."

Morris refuses to accept that the company cannot pay the new rates. He has written to the Department of Manpower asking for an investigation and suggesting that the KF be prosecuted for violating the Wage Act. The increases the company has offered, he claims are "meaningless" because they come off such a low base. In addition, a new industry-wide increase is due to come into effect on January 1 next year, by which time they will be trailing even further behind.

A company spokesman said that the wage determination had doubled the minimum wage for some workers. If KF failed to obtain an exemption from the determination, he said, it would have to look at ways of "trimming" the work force.

FM 24/8/8f

The minimum wage issue

347 8220
Sir — Your leader on "How to Destroy Jobs" (FM August 3) is an unpalatable mixture of popular myth and partisan ideology. You argue that were Keeley Forwarding to pay the statutory minimum wage, they would be forced out of business and "Bingo, 200 jobs go down the drain." Bingo is a simple game and down the drain is an effective metaphor drawn from popular speech. Neither, however, can describe the relation between the level of employment and the wage rate.

The fact of the matter is that Keeley Forwarding is attempting to gain a share of the stevedoring market by competing, not on the basis of a better service or product, but simply by squeezing its workforce that much harder. If Keeley Forwarding cannot compete on the basis of an agreed statutory minimum wage — and this in an industry not renowned for its generosity to its workers — then the workers' better interest is served by concentrating employment in those companies which are prepared to meet the statutory minimum.

Your further argument, namely that minimum wage legislation has been responsible for the rise in black youth unemployment in the US, is hardly apt. Even if one accepts Thomas Sowell's conclusions, which many would not, there is surely the world of difference between the employment of black teenagers throughout the US and the case of a single company within the SA stevedoring industry.

To attribute single and simple explanations to diverse phenomena is indicative of ideology overtaking reason. Regrettably, it is the ideology of the free market that is now making all of the running within the FM.

Dr David Kaplan, Department of Economic History, University of Cape Town.

would be done through existing inland revenue channels. I did, however, pose the question whether the control/inspection function could not perhaps be performed by Inland Revenue, even though collections would be effected at the local level if one accepted, as I did, the need to avoid duplication and proliferation of taxing authorities.

As the proposals were based on a self-assessment system using historical data, the proposed revenue sources should not create any undue additional burden for the business sector or the bureaucracy.

Gerhard Croeser, Deputy Director General, Finance, Pretoria.

Low pay no answer to jobless

Workers defend wage demands

347 S. Times 2/9/84

BELOW-minimum wage rates will not solve South Africa's growing unemployment problem, but are likely to fuel worker anger, says the General Workers Union (GWU).

The union's branch secretary in Durban, Mike Morris, was responding to charges that wage demands based on minimum rates would result in increased unemployment.

The merits of paying minimum wages came under the spotlight after the Minister of Manpower, Pietie du Plessis, refused to exempt a Durban stevedoring company from the statutory minimum wage order.

Nonsense

Mr Morris says the exemption makes nonsense of the State's minimum wage policy as recommended by the National Manpower Commission.

He denies that wage demands are a cause of South Africa's chronic unemployment.

A labour expert says unemployment rates are highest in border areas where the Government granted exemptions from statutory minimum rates. "This refutes the argument that current minimum wage levels will boost unemployment," he says.

He argues that wage determining bodies in most cases set minimums based on labour supply and demand.

By Amrit Manga

"In some cases these minimums are lower than the lowest rates determined by market forces."

The stevedoring company, Kelly Forwarding, was paying stevedores 91c an hour before the GWU complained that its members received "starvation wages". The wage was increased to R1,20 an hour — R10,20 a day.

But the rate is far short of the statutory minimum of R18,65 a day, says Mr Morris.

Prosecution

After the Kelly management refused to pay the statutory minimum, the GWU reported the matter to the Department of Manpower. According to South African labour relations legislation, companies that fail to pay a statutory minimum are open to prosecution. However, Kelly Forwarding was not prosecuted because it applied for exemption, according to the Department of Manpower.

Keely Forwarding warned that if exemption were not granted it would have to trim

its work force. But no retrenchments have occurred and Kelly Forwarding has agreed to abide by the minimum wage order.

Ability to pay

The Director-General of the Department of Manpower, Piet van der Merwe, says exemptions from statutory minimum wage orders are granted only in special circumstances.

"The wage board takes into account all the implications of a minimum wage before implementing it for a particular industry."

"The effect of a minimum wage on the viability of a company and on employment is considered. The ability of employers to pay minimum rates is one of the major concerns of the Department of Manpower," says Dr van der Merwe.

Commenting on the merits of a national minimum wage, Dr van der Merwe says "the National Manpower Commission decided against it and instead recommended different rates for various industries and regions".

These minimums are determined according to the circumstances facing the industry in a given area.

519184 (446) (347) D. Disputes

Minimum bakery wage levels extended to 3 Border towns

EAST LONDON — The minimum wage levels for the bread and confectionery industry are to be introduced to three more Border towns.

This move was announced by the Department of Manpower here and will be

effective from September 17.

Originally the minimum limit applied only to East London, King William's Town and Queenstown. The new towns included in the scheme are Aliwal North, Fort Beaufort and Stutterheim.

The minimum wages for the industry will go up from R36,50 a week to R41,50 for general workers in East London and from R32,50 to R33 for King William's Town and Queenstown. The limit for the three other towns will be R30 a week. — DDR.

The minimum wage issue

18/9/89
347
Sir — Your leader on the minimum wage (FM August 3) contained unfounded arguments, *non sequiturs* and inaccuracies.

You confuse two issues — the setting of minimum wages between employers and workers, and minimum wage regulations set autonomously by government.

The case in question — the stevedore dispute with Keeley Forwarding at the Durban docks — clearly fell into the former category. However, you criticised it with arguments normally reserved for the latter case — across-the-board government wage minimums. Whether these necessarily destroy jobs is also debatable, though.

The minimum wage determination you referred to was the result of national negotiations between the General Workers Union, representing the stevedores, and stevedore employers.

The gazetting of the agreement was a formality following collective bargaining, not a government decree. If Keeley Forwarding is unable to keep to the agreement to which it was bound, it should lose its work to better paying, more efficient companies.

You argue that if Keeley cannot pay, as it claims, "200 jobs go down the drain." This is patently false. Who will load the goods formerly handled by Keeley? Perhaps the same workers, working for a more efficient company.

It is undeniably true that some jobs may be lost in the process of increasing efficiency. In this way, strong unions might well further the centralisation and concentration of capital. High minimum standards threaten sweatshops.

But this does not mean that jobs are lost to the economy as a whole. The innovations spurred by tough bargaining may, and should, stimulate the economy and create jobs in different, even entirely new sectors.

May I note, incidentally, that the brand of free marketism purveyed by the FM too often appears to support freedom for employers, but not freedom for workers to negotiate binding contracts through their unions.

Finally, your quotation of the late Professor Joan Robinson in support of your anti-union sentiments was mischievous and very inappropriate. After all, it was the same Joan Robinson who wrote that "to appeal to any one union to exercise public spirit and refrain from wage demands is appealing to it to betray its trust."

Alan Hirsch, Tamboerskloof.

Supply meets demand

Sir — Dr David Kaplan's letter (FM August 24) contained a statement which puzzled me.

He wrote: "Keeley Forwarding is attempting to gain a share of the stevedoring market by competing, not on the basis of a better service or product, but simply by squeezing its workforce that much harder. If Keeley Forwarding cannot compete on the basis of an agreed statutory minimum wage — and this in an industry not renowned for its generosity to its workers — then the workers' better interest is served by concentrating employment in those companies which are prepared to meet the statutory minimum."

At the moment, unemployment in Durban is high, especially among the unskilled. Surely any company employing unskilled and semi-skilled labour should be lauded?

If Keeley were forced to close, some 200 people would be without work. To say that their interests would be better served in companies paying the statutory minimum is all very well if employment was available within these companies. Obviously this is not so, or these people would be working there. Furthermore, in times of need, any pay is better than no pay.

The statement that Keeley Forwarding is trying to gain a share of the market is probably true, but has the market not become attractive to other companies because of excessive profits made by those companies already in the market?

I am no economist, but statutory minimum wages, to my way of thinking, are an interference in the free-market system. Surely the laws of supply and demand should set the costs of the factors of production?

C Puckey, Benoni.

Minimum or agreed?

Sir — Your article "How to destroy jobs" (FM August 3) displayed an extraordinary perspective of the "minimum wage" concept.

While it is argued that a national minimum wage would have disastrous consequences for capitalism, it is hardly accurate to propose that industrial sectors, or single organisations, do not agree on a minimum wage. Most major industrial sectors in SA have agreed minimum wages, *inter alia*, to:

- ☐ Prevent undercutting on the basis of the wage rate; and
- ☐ Prevent the uncontrolled exploitation of labour.

Hence, different industrial sectors have agreed different minimum wage rates, either as a result of consensus among employers, or as a result of negotiation between employer and labour — or as a result of a wage determination.

Consequently, competition in the market

place and economic growth depend on quality of service, standard of product, productivity and marketing expertise — not "cheaper" labour.

Most economists will agree that cheap labour is damaging to an economy in the long run. Joan Robinson, for all her talk of exploitation and capitalism, would surely concur that for capitalism to be successful and enduring, effective sharing is fundamental.

Steuart Pennington, Rivonia.

Output disregarded

Sir — I refer to a letter from Dr David Kaplan (FM August 24). Recorded history from before 2 500 BC is filled with the sorry tale of interventionist activities and its inevitable creation of further problems.

I suggest that Dr Kaplan reads *Wage-Price Control (Myth or Reality)*, if he has not done so already. It is available from the Centre of Independent Studies, PO Box 32, Turramurra 2074, Australia.

I believe recent history indicates that not only does the minimum wage hit the ill-equipped, but it also tends to become the rate for the job regardless of output from the industrious better worker.

Ernest Feinworth, Bedford

Strong unions boost wages 72-hour weeks for watchmen

Political Staff

WAGE levels in South Africa had risen when trade unions were strong and democratically organized, a Southern Africa Labour and Development Research Unit (Saldru) study has concluded.

However, the salaries of most workers set by the Wage Board, apart from stevedores, were still far below the poverty line in spite of a 25,8 percent increase in real terms between 1973 and 1984, the study found.

It said "increased organization and militancy of the black working class has played no small part" in the increase of wages, but the increases were "by no stretch of the imagination sufficient, for they start from pitifully low bases".

The study, Wage Determinations in South Africa, which was compiled by Devan Pillay, Debbie Budlender and Gordon Young, was released this week by Saldru, based at the University of Cape Town.

Mr Pillay said yesterday although some people believed the Supplementary Living Level (SLL), which is calculated by the Bureau of Market Research at the University of South Africa, was too low, most wages set by the Wage Board were still well below this level.

"While the average minimum wage for labourers has increased by 426,7 percent (25,8 percent in real terms) since 1973, not one of the labourers' minima approaches the SLL.

"Indeed, in only 18 percent of determinations do labourers' minimum wages exceed half the value of the SLL," the study said.

Other findings in the detailed study of Wage Board determinations were:

- The minimum wages laid down by the Wage Board were "well below those set in industrial council agreements" — 79 cents an hour on average compared to 107 cents an hour.

- The wage determination system allowed wage determinations only every 19 months on average.

- Wages set for small towns were "often far below those set for metropolitan areas" — and in some cases the differential was as much as 65 percent.

- Between 1973 and 1984 the average minimum wage for artisans decreased by 25,7 percent in real terms.

- The minimum gap between labourers and top-paid workers had narrowed since 1973.

- Night watchmen received "the worst minimum wage deal".

Political Staff

WATCHMEN, the worst paid workers in South Africa, are required to work the longest hours, up to 72 hours a week.

Nearly three-quarters of the watchmen covered by Wage Board determinations in South Africa are legally required to work for 72 hours a week — 12 hours a week more than the maximum laid down in the Basic Conditions of Employment Act.

This shock finding has been disclosed in a survey of Wage Board determinations, published this week by the University of Cape Town's Southern Africa Labour and Development Research Unit (Saldru).

The Basic Conditions of Employment Act of 1983 lays down that maximum weekly hours for watchmen and security guards should be 60.

Watchmen "usually fare even worse than the labourers" when it comes to salaries.

Only one of the 333 watchmen categories in the Wage Board determinations earned more than the Supplementary Living Level (SLL), an estimate made of minimum income levels.

The minimum salaries in four determinations in September ranged from 49 cents to 67 cents an hour, while the Wage Board average was 79 cents and the Industrial Council's was 107 cents.

GWU assists stevedores

Political Staff

A CAPE TOWN-based trade union, the General Workers' Union (GWU), had negotiated wages for stevedores far above the national average — and above minimum poverty levels — a University of Cape Town study has found.

The study, Wage Determinations in South Africa, published this week by UCT's Southern Africa Labour and Development Research Unit (Saldru), said the wages paid to stevedores

would rank second in the industrial council wage rate index where they were only surpassed by wages in the Eastern Cape motor industry.

"The wages are negotiated between the trade union representing almost all stevedores, the General Workers' Union, and an employer which holds almost a monopoly.

"The wages are then published as a Labour Order at the request of the employer, to prevent undercutting by new entrants to the trade.

"Recently, a competitor in Durban was indeed forced to raise its rates of pay to level prescribed in the order," the study said.

At Cape Town rates, current wages varied from R140 a week for drivers and mobile hoist operators to R96 a week for stevedoring hands.

"The very much higher rate for stevedores certainly reinforces the argument that trade union participation in wage setting leads to higher wages," the study said.

20/1/85 E. Press

WATCHMEN AT BOTTOM OF WAGE LADDER

NIGHTWATCHMEN work the longest shifts — up to 72 hours a week — and are the lowest paid workers in South Africa.

These shock findings were revealed in a survey by Cape Town University's Southern Africa Labour and Development Research Unit.

The dramatic increase in wages for unskilled workers in the past 10 years is partly due to the militancy of black workers and their unions, say authors Devan Pillay, Debbie Budlender and Gordon Young.

However, despite these increases, minimum wages are still "pitifully low" and far below the poverty line.

The average minimum wages for labourers increased by more than 25 percent in the last 10 years while artisan wage levels dropped by almost the same amount.

"Increased organisation and militancy of black workers haven't played a small part in wage increases."

WAGE DIFFERENTIALS

A narrowing gap

The wage gap between skilled and unskilled workers in SA is continuing to narrow and real wages for bigger income earners are actually falling. But minimum rates for the unskilled remain at low levels.

These are some of the findings of a study of wage determination rates conducted by the University of Cape Town's Southern Africa Labour and Development Research Unit (Saldru).

These rates, determined by the Wage Board, regulate the wages and working conditions of some 1,2m employees in SA.

The following key points emerge from the study:

- Between 1973 and 1984 the real average minimum wage for artisans decreased by 25,7% while it increased for labourers by 25,8%. Artisans earned 4,75 times more than labourers in 1973, and this ratio has fallen to 3,2 some 11 years later.
- The board still sets minimum wages at very low levels. In only 18% of determinations do labourers' minimum wages exceed half the Supplementary Living Level and in no case is that level reached;
- Wage Board minima are way below those of industrial council agreements (79c an hour compared with R1,07 an hour for labourers);

Continued on page 51

Financial Mail February 1, 1985

□ The slow-moving wage determination system allows increases only every 19 months on average, say the authors, meaning a substantial erosion of real wages in the interim;

□ Rural wages are often far below those set for metropolitan areas. In some cases the differential was 65%, although the gap is narrowing. There is also an absence of wage protection in many small towns. A priority here, recommends the study, is for the board to extend the geographical scope of its determinations;

□ Night watchmen get the the worst deal with 72% of determinations covering them prescribing a 72-hour week, 26 hours more than the maximum prescribed by the Basic Conditions of Employment Act; and

□ The board appears to be acting out of step with economic conditions as the real value of minimum wages set by the board tends to lag behind the business cycle by a year.

The minimum rates are also generally far below wages negotiated directly between unions and employers. In this era of "reform apartheid," as Saldru describes the present, unions are not using the Wage Board as a focus of organisation. This situation is likely to change only in the event of the board beginning to play a more dynamic role in the labour market.

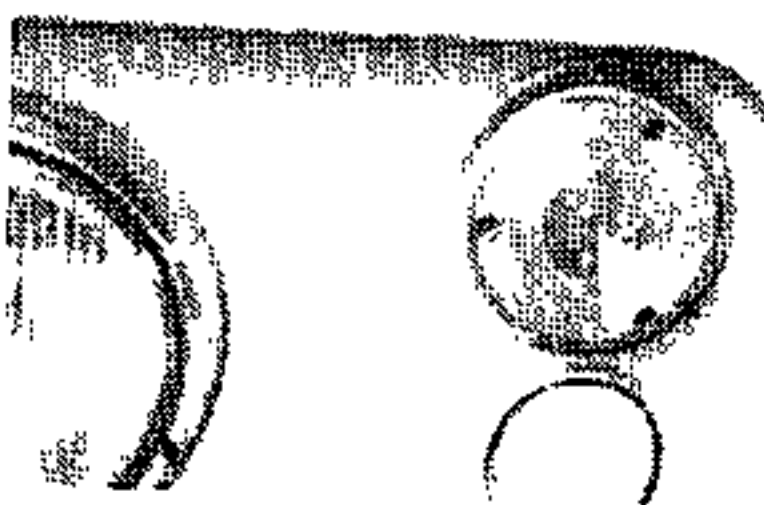
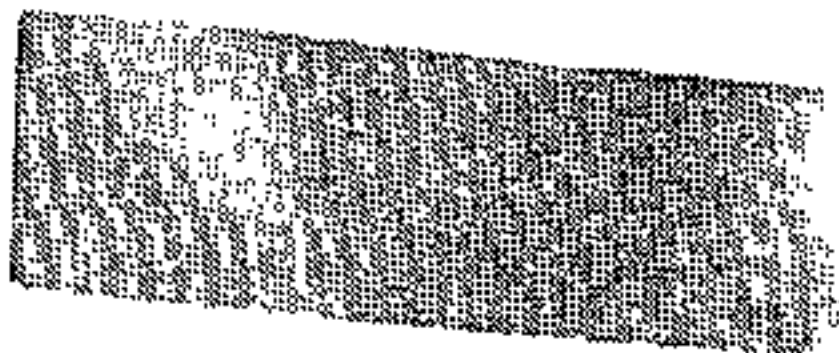
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BUS FARES

Government has rejected representations from Putco to secure either an exemption from the steep fuel price increase or a subsidy to avoid burdening passengers with fare increases.

"We therefore have no alternative but to pass the price increase onto our passengers," says Pat Rogers, Putco's public relations chief executive. "The implications of the fuel price rise for the black consumer gives cause for concern. Putco operates about 3 200 buses which cover 180m kilometres a year and we carry about a million passengers daily."

It is not clear, he adds, what the increase will be, but the increase in cost to Putco is R1m a year for every 1c rise per litre of fuel.

Rogers further says Putco will apply for an increase in fares effective from February 1. However, they are unable to say at this stage how individual routes and trips will be affected.



Putco's bus service ... another fare increase

2 RAND DAILY MAIL, Thursday, February 28, 1985

Scrap minimum wages, Zac de Beer urges Govt

By PATRICK LAURENCE
Political Editor

DR ZAC DE BEER, chairman of LTA and an executive director of Anglo American, yesterday called for the abolition of statutory minimum wages.

Speaking at a conference in Johannesburg on problems facing South African cities, Dr De Beer, a former Progressive Federal Party MP, presented his call as a necessary measure to avoid South Africa's deterioration into a "banana republic".

South Africa's inflation rate was three times that of its major trading partners and the creation of new employment op-

portunities was only possible if costs could be held down, he said.

"I believe that in today's circumstances we must discard entirely the concept of enforced minimum wages," he said.

Dr De Beer, who acknowledged that he had campaigned in the past for higher minimum wages, added: "Today I am pleading for people to be allowed to work for any wage, no matter how low, that they are prepared to accept".

He had changed his views because circumstances had changed radically since he first campaigned for higher minimum wages 15 years ago.

South Africa in those days was "tolerably prosperous and stable" and its inflation rate was either lower or only fractionally higher than that of its major trading partners.

"Black wages in absolute terms were pathetically low and the wage gap was disgracefully wide," Dr De Beer said.

"There were no trade unions for blacks and job reservation was in full flower. Black political expression was minimal.

"The economy was tightly controlled by Government on many levels. In that set of circumstances, the country could afford substantial increases in wages, but such increases were

only likely to come about if they came from above."

Today, however, the labour force was largely and increasingly unionised and more and more wages were set by collective bargaining, while "job reservation is almost extinct and industrial bars are on the way out".

Dr De Beer also called for the abolition of all apartheid measures impeding the free enterprise system — influx control, race classification and the Group Areas Act — and for the relaxation of health, building and safety regulations to cater for the "desperate need to allow everyone who can work to do so".

Seven mem- J A KLIPSPRUIT
REPORTER

IF THERE is one issue which will be a test of the Thatcher government following the state of nerves into which so many Conservatives apparatus-men have talked themselves after the shire elections, it is what it decides to do on wages councils.

So long as these councils exist, government talk about more flexible labour markets and the relation between pay and jobs will have a hollow ring. For while ministers can only have a very indirect influence on the pricing out of work which emerges from collective bargaining, or from the employers who take the line of least resistance, wages councils are an entirely statutory creation.

Government has provisionally decided to deratify the International Labour Organisation Convention No 26, which requires it to establish minimum wage machinery.

The Department of Employment's consultative paper leaves the options open between "reform" and abolition of these councils. The department has asked for comments.

The department is known to be split on the issue, but the thrust of its consultative paper is that wages councils raise labour costs and thereby reduce job opportunities.

Suffers

Two out of three wages council establishments employ less than 10 people; yet they have to comply with orders running to 30 pages in length which, according to the department, "are frequently difficult for both employers and employees to understand", and which, by imposing rigid differentials for categories and grades, make sensible wage structures more difficult to introduce.

There would be sufferers if the wages councils were abolished, and *nothing else happened.*

Abolish ³⁴⁷ not reform, ^{B. Day} these job-killing bodies ^{24/5/85}

ECONOMIC VIEWPOINT/Samuel Brittan in London

by the 26 wages councils, primarily in service industries such as retailing, catering and hairdressing, but also in clothing.

About four out of five of these workers are female and two out of three part-time, according to D of E estimates. Minimum fulltime pay rates for adults range from £63 to £72 a week. About one-million workers are now paid only council rates without any premia.

No-one should feel cheerful or self-congratulatory about imposing downward wage pressures on workers in these very low-pay ranges, even though the great majority are unlikely to be principal breadwinners.

The essential argument for abolition is certainly not that the poor should be made poorer. On the contrary, it is the one made by Professor James Meade in his IEA paper, 'Wage Fixing Revisited', that the way to improve the distribution of income in favour of the poor is not to force up wages above market-clearing levels at the expense of job losses, but to top up the pay of those on low wages through the tax and social security system.

The aspect of the social security review most relevant here is not the pensioners controversy, but proposals such as the income-related additional child benefit, or the successor to Family Income Supplement, which would supplement the incomes of poorer, work-

Economy and not just a Finance Ministry, it would do a deal with the DHSS, whereby it took a generous line on income-related family benefits in return for the support of the DHSS and its sympathisers in Cabinet for the abolition of wages councils.

Meanwhile, the question for a market economist with a conscience is whether to campaign to improve and extend income supplements or whether to use their inadequacies as an excuse to continue the institutionally-enforced destruction of job opportunities for the weakest and most vulnerable.

Difficulties

A weakening of union monopoly, and of the "wage round mentality" among employers, is the most important precondition for the creation of more jobs at the upper end of the skill and income scale. The difficulties of doing this are not an argument for holding up action at the other end of the labour market, especially as low-paid workers suffer more from unemployment and have greater difficulty in finding jobs once they are on the dole.

The biggest problem facing the abolitionist is that the interest groups, pressure groups and voluntary organisations, as well as agit-prop bodies, sending comments to the Employment Department, will be in favour of keeping wages

impact of small competitors with low labour costs. All these groups, plus fear of souring further relations with the TUC and unfavourable media headlines, will impel the establishment of the D of E against abolition.

Another piece of grit is the report of the Auld Committee, which was asked to inquire into Sunday opening, but took it upon itself to recommend the retention and strengthening of retail wages councils. It only shows that even distinguished economic journalists, such as Frances Cairncross, who was a member, can nod.

Employers sometimes argue that wages councils keep out unions. The general effect must surely be, however, to impose union-type constraints even where employers would otherwise be able to avoid them.

Retentionists occasionally focus on the "small" size of the job effect in standard calculations. If every 1% reduction in the growth of earnings raises employment by half a percentage point, then, if abolition made wages 10% lower than they would otherwise be, about 100 000 to 150 000 new jobs would be created.

These are not good arguments for retention. Short of a head-on attack on the whole wage-fixing system, any one individual job creation measure has a "small" effect.

gramme extensions — are between them expected to reduce unemployment over the next few years by 300 000, according to the London Business School.

If the abolition of wages councils added another 100 000, the cumulative effect of all these measures, on top of economic recovery, might just be sufficient to reverse the rising unemployment trend.

Compromise "reforms" are hard to find. If wages councils' controls were merely abolished for young people under 18, only 5% of the wages council workforce would be affected; and the proportion would fall if government induced more people into training.

Abolition for youngsters only would scarcely be worthwhile unless the age for the full adult minimum were raised to, say, 23, as it is in the Netherlands.

Simplified

Alternatively, council functions could be simplified so that they only prescribed the adult minimum and ceased to lay down, overtime payments, holidays, holiday pay, and so forth (rent de-control of new tenancies might well be the most important single addition to these moves).

Even then, however, government would still be in the embarrassing position of calling on people to price themselves into work while at the same time legally preventing them from doing so. If Tom King, the Employment Secretary, is to be hanged by the pres-

ment's consultative paper leaves the options open between "reform" and abolition of these councils. The department has asked for comments.

The department is known to be split on the issue, but the thrust of its consultative paper is that wages councils raise labour costs and thereby reduce job opportunities.

Sufferers

Two out of three wages council establishments employ less than 10 people; yet they have to comply with orders running to 30 pages in length which, according to the department, "are frequently difficult for both employers and employees to understand", and which, by imposing rigid differentials for categories and grades, make sensible wage structures more difficult to introduce.

There would be sufferers if the wages councils were abolished, and *nothing else happened*. They would *not* be the unemployed, but some of the 2.75-million workers *already* in jobs covered

No-one should feel cheerful or self-congratulatory about imposing downward wage pressures on workers in these very low-pay ranges, even though the great majority are unlikely to be principal breadwinners.

The essential argument for abolition is certainly not that the poor should be made poorer. On the contrary, it is the one made by Professor James Meade in his IEA paper, 'Wage Fixing Revisited', that the way to improve the distribution of income in favour of the poor is not to force up wages above market-clearing levels at the expense of job losses, but to top up the pay of those on low wages through the tax and social security system.

The aspect of the social security review most relevant here is not the pensioners controversy, but proposals such as the income-related additional child benefit, or the successor to Family Income Supplement, which would supplement the incomes of poorer, working families.

If the Treasury were concerned to be a real Ministry of Political

undertook in his budget speech.

An official British paper to the NEDC had a section on the relation between relative wages and the employment of young people, suggesting that the adverse effect was even greater than that of excessive real wages in the economy as a whole.

Henry Neuberger, the economic adviser to the leader of the Labour Party, used a version of the Treasury Model in a 1984 Low Pay Unit paper to support wages councils. The soft answer is that "even" Neuberger admits that abolition

plements or whether to use their inadequacies as an excuse to continue the institutionally-enforced destruction of job opportunities for the weakest and most vulnerable.

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The biggest problem facing the abolitionist is that the interest groups, pressure groups and voluntary organisations, as well as agit-prop bodies, sending comments to the Employment Department, will be in favour of keeping wages councils.

The retentionists also include large retailers uneasy about the

strengthening of real wages councils. It only shows that even distinguished economic journalists, such as Frances Cairncross, who was a member, can nod.

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Three separate budget measures — the National Insurance changes, the YTS and Community Pro-

fall if government induced more people into training.

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Alternatively, council functions could be simplified so that they only prescribed the adult minimum and ceased to lay down, overtime payments, holidays, holiday pay, and so forth (rent de-control of new tenancies might well be the most important single addition to these moves).

Even then, however, government would still be in the embarrassing position of calling on people to price themselves into work while at the same time legally preventing them from doing so. If Tom King, the Employment Secretary, is to be hanged by the presure groups for a lamb, he might as well undergo the same penalty for a worthwhile sheep.

Some findings on minimum pay and jobs

B. Day
24/5/85
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employment fell by 40% and female by 30%.

The effects of real minimum wage requirements were sufficient in themselves to have reduced employment by 10% to 20%. Other non-wage labour costs, such as employers' contributions, accounted for a further 20% or more. Employment elasticities ranged from 0.2 to 0.4.

During the period of faster contraction up to 1981, minimum wage requirements "had an even stronger negative influence on jobs", but estimation problems made it more difficult to assess the effect.

the face of recession in small competitive firms. This was explained partly in terms of encouraging employee motivation and employers' social objections to low wages.

But, in addition, half the firms subject to statutory minima felt that they were prevented from recruiting more workers by the ban on undercutting.

An econometric study has just been published by EMRU itself, "Wage Floors in the Clothing Industry, 1950-81". The workforce in this industry declined from 580 000 to 285 000. The detailed estimates are up to 1979, during which male

would create some jobs, although only 8 000.

The hard answer given by the D of E's employment market research unit (EMRU) Bulletin No 4, April 1985, is that Mr Neuberger's work suffers from "serious anomalies" such as not specifying his assumptions about government economic policy response.

A more interesting study, although based on a very small sample, is by Roger Kaufman in the March 1984 British Journal of Industrial Relations. This was one of the reasons for wage stickiness in

CAPL TIMES 25/4/85
**150 concrete workers
still on strike over pay**

Labour Reporter

THE African Spun Concrete plant in Blackheath remained idle yesterday as 150 workers stayed out on strike for the third day in support of pay demands.

Mr Peter Hoeks, the firm's managing director, said no renewed negotiations had taken place with the workers or the General Workers' Union but the firm had no plans to lay off workers at this stage and hoped they would return.

Earlier this week, a GWU spokesman said wages at the plant were "extremely low by any standards" and workers

had gone on strike to demand a "reasonable wage".

Disputing this yesterday, Mr Hoeks said wages were 40 percent higher than the minimum laid down in the wage determination for the concrete products industry.

Mr Hoeks said the dispute was no longer over rates of pay but rather over implementation of increases.

The union had accepted an offer of R1,50 an hour during recent conciliation board hearings but wanted this back-paid until August last year, which management was not prepared to do.

Boycott shops may cut wages

THE Chambers of Commerce in Queenstown and East London have threatened to cut employees' salaries by as much as 80 percent in a counter move to end trading boycotts.

The organisations have already been granted exemption from wage determinations to enable them to cut wages and hours to 20 percent and Chambers in other areas affected by the boycott have indicated they may also apply for exemption.

The wage determinations lay down that employers may not pay workers

less than two thirds of their full wage in a short-time situation.

A statement by the Queenstown Chamber said the move was designed to enable employers "to fulfil their obligation to existing employees" without having to resort to further drastic action such as retrenchment.

However the secretary of the East London Chamber, Mr Jock Allison,

WEEKLY MAIL REPORTER, East London

conceded that it was also a way of putting pressure on the black community to end the boycott.

In Queenstown a stage-by-stage reduction of hours and wages is envisaged, leaving the employee with 20 percent of the full wage. This

means that after five weeks some workers may work for as little as one day a week.

In another development in Queenstown, housewives are following suit and putting their domestics on "short time".

This follows a call made to them in a pamphlet which said domestics were "having their cake and eating it while

businesses are grinding to a halt". The pamphlet told housewives they could help by "for instance telling your domestic that you can only afford him/her once or twice a week and that their remuneration will be adjusted accordingly".

The pamphlet made other suggestions for ways in which housewives could "help" including not allowing domestics to take food and provisions home to the township. This was "only feeding the intimidators" it said.

A short-time option

Shopkeepers in the eastern Cape, squirming for nearly three months under the pressure of an almost total boycott by black consumers, are attempting to save their businesses by severely cutting their employees' working hours.

The Manpower Department has granted shopkeepers and restaurateurs in East London and Queenstown a blanket exemption from wage determination regulations which forbid short-time work. The exemption permits working hours, and hence wages, to be reduced by up to 80%. This move followed an application by the local Chamber of Commerce.

Port Elizabeth retailers are now emulating their East London counterparts. The local Commercial Employers' Association (CEA) has just asked the Manpower Department for a similar dispensation. The CEA, however, is not requesting a blanket exemption. Rather, it wants the department to approve of the idea in principle and to have officials at the local Manpower office assessing exemption applications on the basis of individual shopkeepers' needs.

Employer spokesmen, aware of the tense situation in the eastern Cape, have gone to great lengths to emphasise that their moves should not be interpreted as hostility towards the black community and shopworkers. Says PE Chamber of Commerce director Tony Gilson: "This is not a counter-boycott measure. It is a means of maintaining employment levels."

But Emma Mashinini, general secretary

Financial Mail October 11 1985

of the Commercial, Catering and Allied Workers' Union of SA (Ccawusa), is sceptical of the motives. "This is a move to put pressure on people to end the consumer boycott. They are trying to set black on black instead of negotiating and meeting the demands of the consumer boycott committees," she says.

Ccawusa, the largest black shopworkers' union, previously threatened to target stores which use the boycotts to retrench employees for "further action." Mashinini believes that the threat prompted the decision to opt for short-time work instead. And while unhappy about latest developments, Ccawusa clearly prefers them to the retrenchment alternative.

So does Dulcie Hartwell, general secretary of the white, coloured and Indian National Union of Distributive and Allied Workers (Nudaw). "Earning 20% of a normal wage is better than nothing," she says.

One feature of the East London exemption which may soften black hostility is the requirement that short time may be implemented only after full consultation with employees affected. The PE CEA has recommended that consultation be a precondition there, too.

A source at the Manpower Department interprets "full consultation" as meaning that agreement from employees must be obtained before short-time measures are implemented. Complaints from workers about lack of consultation will be investigated by the department, he says.

East London Chamber of Commerce secretary Jock Allison — who estimates that the majority of shops in the area are working short time — says the chamber has informed members of this provision. Most workers have accepted short time, realising that the alternative is retrenchment, he says.

Ccawusa's spokesman in the city, Vumile

Danile, says that the major chainstores, in which union membership is concentrated, have not at this stage implemented short-time work. But the threat of it does not appear to have dampened the enthusiasm of those workers for the consumer boycott.

According to Danile, employees entitled to staff discounts at their workplaces continue to refuse to patronise their stores. But Hartwell believes that the boycott organisers should recognise the "harm their activities are doing to their own people."

While the eastern Cape boycott continues unabated, the boycott in Natal was called off last week. Organisers say the decision was made to prevent divisions in communities and to avoid bloodshed. They allege that the Inyanda Chamber of Commerce has made threats of violence to end the boycott.

And in the Transvaal there is little sign of the boycott having gained widespread popular support.

FM 11/10/85

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FM 11/10/85

WAGE REGULATION WAGE BOARDS

1986 - 1988

strategies for the next five years represent an evolution, a sharpening of focus and an adjustment to changed contexts. SADCC welcomes the opportunity to enrich and strengthen this process through dialogue and consultation with its co-operating partners."

Achievements to date are fairly described as "modest, but far from negligible." By mid-1985, SADCC had approved some 400 projects at an estimated cost of US\$4,8 billion, of which only \$1,1 billion has been pledged, while another \$1,2 billion is under "active negotiation."

Weaknesses identified include the fact that operational and personnel competence "have not always been at a level commensurate with the tasks." Because of declining domestic resource mobilisation capacity, projects have a higher foreign input than was anticipated or can be sustained in the long run. And because of Pretoria's "armed aggression," transport dependence has not been markedly reduced — an understatement if ever there was one. "It has taken all the running SADCC could do to avoid falling back," says the report.

Clearly, SADCC sees SA as a handy psychological weapon to wield in search of increased aid. One section of the report estimates that South African destabilisation has cost the region more than \$10 billion since 1980, of which \$3 billion represents additional defence spending, \$2 billion is calculated as "lost economic growth," \$1,6 billion in direct war damage — mostly in Angola and Mozambique, but also in Zimbabwe — and almost \$1 billion in increased transport and energy costs.

With heavy — if unconscious — irony, the report notes the damage done to SADCC economies by the success of the economic boycott by leading international bans against SA. SADCC states are in the forefront of those demanding comprehensive economic sanctions, yet the report complains that the "precipitous fall" in the rand has resulted in the loss of export markets and lower returns to those countries exporting to SA. And the value of migrant labour remittances has also fallen sharply.

Furthermore, countries whose currencies are pegged to the rand have experienced severe problems in managing their economies. Despite drought and Pretoria's destabilisation, the report says the region's gdp rose in 1984 for the first time since 1980, with this upswing being sustained and "moderately extended" last year.

But the 1984 growth rate was below the rate of population increase and even the estimated 4% growth last year represents no more than a 1% improvement in real per capita incomes. Compared with the 15%-20% fall in per capita output in the 1980-1984 period, this per capita growth is "weak and tentative," the report says.

An expert economic survey of SADCC's first five years underscores the region's continuing dependence on — and consequential vulnerability to — developments in SA itself. It concludes, somewhat unconvincingly, that

while trade dependence on SA is no longer increasing, "there is inconclusive evidence of its decline."

Looking ahead, the economic report projects real growth in the region over the next five years ranging from 1% in some member states to as high as 5% in others. Even so, the report warns that the process of rehabilitation and renewed development remains "slow and problematic."

SADCC has been criticised for a failure to expand trading relationships among member states, but the report says the correct approach is "to let production push trade, rather than trade pull production." According to the SADCC policymakers, the priority is to produce goods and services first in the belief that trade will follow naturally thereafter. This naively optimistic statement begs a whole host of questions about protective policies, import controls and inefficient industries throughout the region.

At the 1985 Mbabane summit, SADCC welcomed the World Bank's new special facility for sub-Saharan Africa to which, so far, \$1,3 billion has been pledged. But the report notes that this is less than half the \$3 billion considered minimally necessary for recovery and sustained growth in the region.

Given the slowdown in world trade last year, and that projected for 1986, declining aid levels and the escalating military and economic confrontation in southern Africa — vividly illustrated in this month's Lesotho coup — it is difficult not to share SADCC's own assessment that the region's immediate prospects are "unpromising."

While this week's summit provides the opportunity for the SADCC leadership to develop positive strategies designed to transform this medium-term outlook, regional political tensions are the bedevilling factor. ■

WORKING CONDITIONS FM Legal cover queries

Curious anomalies in conditions of employment in SA are exposed in the latest report of the Southern Africa Labour and Development Research Unit (Saldru) at the University of Cape Town (UCT).

For one, the study by Gordon Young and Ighsaan Schroeder, concludes that the terms of industrial council agreements are frequently less favourable than those set down in the Basic Conditions of Employment Act (BCEA) which took effect in 1983. What is so strange about this finding is that the BCEA is intended to set minimum conditions of work for all (excluding wages), while industrial council agreements are made by self-governing authorities comprising trade unions and employers.

Government has made it clear that all recent and future wage determinations are expected to meet the standards set by the BCEA. Yet the study notes several instances of the reverse, even though no industrial council agreement may be published unless

the Minister of Manpower is satisfied that it is "on the whole not less favourable" than the BCEA. The trouble is, say Young and Schroeder, that the determination of what is or is not less favourable rests solely with the minister and the BCEA is so vague that no agreement has been challenged in court on these grounds.

So full of holes is the BCEA, the researchers maintain, that the common law is in some respects superior. For example, under common law a monthly paid worker would be entitled to one month's notice on dismissal, but this reduces to only two weeks under the BCEA.

Women workers have evidently also been left worse off in some respects by labour legislation changes in recent years. Amendments to the Wage Act and the Labour Relations Act in 1981, and the promulgation of the BCEA, have effectively been interpreted as prohibiting all differentiation on the basis of sex, race or colour in determining conditions of employment.

The consequences can be unfortunate, says Saldru. For example, where night work for women was previously prohibited, it is now acceptable, albeit with a 10% allowance. The report expresses doubts, however, as to whether this is adequate compensation for the inconvenience, family disruption, physical hazards, dangers to health and social isolation that night work entails.

The researchers contend that the removal of protection contravenes the International Labour Convention against night work for women, and they note a legal view that ambiguity in wording may also render valid old agreements prohibiting women working at night. This proposition, somewhat surprisingly, has yet to be tested in the courts.

What it all comes down to, says Saldru, is that the removal of discrimination against women has been accompanied by the removal of discrimination in favour of women, reducing conditions of employment for a large percentage of the workforce. This has apparently led to a reduction in the rate for males down to the old female wage level in some industrial council agreements.

The study also notes that farm and domestic workers have been stripped of legal protection apart from that afforded by common law. The exception is the Workmen's Compensation Act which covers farm workers. In other words, some 2,1m workers in the weakest bargaining position have not had legislative assistance since the 1974 repeal of the Masters and Servants Act, a move welcomed at the time as putting an end to an unsavoury feudal vestige.

The researchers say the National Manpower Commission (NMC) has recently completed a study into this gaping hole in legislation. It has not been published, but Young and Schroeder understand the NMC has recommended that both the Labour Relations Act and the BCEA (but not the Wage Act or the Unemployment Insurance Act) should be extended to domestics and farm workers. ■

Minimum level will no longer apply.

Owners of small shops given wage exemption

Business Day Reporter

SMALL businessmen in the commercial distributive trade will no longer have to comply with minimum wage agreements.

The Wage Board has decided to exempt businesses which employ fewer than five people from minimum wage agreements.

New employers, regardless of the number of employees or stores, will be exempt for their first year of trading and will pay 10% less than the minimum wage for the second year.

Dulcie Hartwell of the National Union of Distributive Workers said yesterday she was horrified by the decision. "They are asking workers to subsidise businessmen and it is not going to stop there. The whole system of minimum wages is under attack," she said.

Hartwell said rural areas would be

especially hard hit, and employers with slightly more than five employees would be tempted to cut down to four and avoid the minimum wage requirements.

"This will not create any extra employment, it will lead to greater unemployment," she said.

The minimum wage for a general assistant in the main business areas is R232 a month, for a general shop assistant R339 and for a sales assistant R545. About 200 000 people are employed in the commercial distributive trade.

The latest report on minimum wages by Cape Town University's SA Labour and Development Research Unit shows minimum wages in the industry have declined seriously

since 1968 and no increases were granted for two years from November 1983.

Hartwell said she also feared the Temporary Removal of Restriction on Economic Activities Bill would allow the State President to interfere in any business and would "give him the power to reduce wages and change working conditions if he wants to".

A Small Business Development Corporation spokesman said yesterday flexibility in minimum wages would contribute to job creation.

"A relatively small percentage of workers employed will be affected, while better prospects for employment will be available to the jobless. The benefit of higher living standards for all people can be achieved by the accelerated creation of new small businesses," he said.

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Mr K M ANDREW: Mr Speaker, further arising from the hon the Minister's reply, may I ask him whether his discussions with all parties concerned will include discussions with all parties in this House?

The MINISTER: Mr Speaker, during the discussion of my Vote I specifically stated that full details would be made available to the interested study groups in Parliament after the plan had been finalised. In the negotiation process, however, the directly interested parties are the organised teachers' professions and other such organisations. However, hon members are perfectly welcome to submit to me any views they have on this matter.

Mr R M BURROWS: Mr Speaker, further arising from the hon the Minister's reply, may I ask him whether he will undertake to discuss these general policy matters with the Standing Committee on National Education?

The MINISTER: Mr Speaker, I will no doubt draw the particular committee into the situation at the appropriate time.

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Wage Determination
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Mr R M BURROWS asked the Minister of Manpower:

(1) Whether Wage determination No 406 was amended in November 1985 by the addition of a proviso excluding certain employers from that wage determination; if so, (a) which employers were excluded, (b) what was the date of the wage determination, (c) on whose instigation was the proviso inserted and (d) why was it inserted;

(2) whether he or any member of his Department has approached any unions regarding the continued existence of wage determination; if so, (a) what unions and (b) why;

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

†The MINISTER OF MANPOWER:

HoA

(a) National Union of Distributive & Allied Workers.

(1) Wage Determination no. 406 was amended with effect from 1 December 1985 to *inter alia* exclude certain employers from the wage clause only, but not from the Wage Determination as a whole.

(a) The exclusion pertains to—

- (i) an employer who carries on not more than one business in the Commercial Distributive Trade, which business is located in any area in which the determination applies, and who employs fewer than five employees at all times in or in connection with such business; and
- (ii) any other employer during the first 12 months, in the aggregate, after commencing business in the Trade in an area in which the determination applies.

(b) The amendment of the Determination was published in Government Notice R.2512 of 8 November 1985 and came into operation on 1 December 1985.

(c) The exclusion of certain employers from the wage clause of the Determination was not done at the instigation of any specific person.

(d) In support of the Government's policy in general of promoting the establishment and development of small business undertakings and the creation of employment by new ones so as to combat growing unemployment, the Wage Board, as a follow-up to its investigation of the wage clause of the Determination, recommended to me that the exclusion be made.

(2) Yes.

(b) This trade union requested a full investigation of Wage Determination 406.

(3) No.

Mr R M BURROWS: Mr Speaker, arising out of the hon the Minister's reply, does he anticipate extending these exclusions to any other wage determinations?

The MINISTER: Whenever it is deemed necessary for the promotion of small businesses, I shall consider such a request.

Shipwrecks

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

(1) Whether the National Monuments Council issued any permits for the exploration and salvage of shipwrecks in the 1984-85 and 1985-86 financial years; if so, (a) how many permits were issued in each of these financial years and (b) for what specified shipwrecks was each of these permits issued;

(2) whether any reports are outstanding in respect of any of the permits issued in the 1984-85 financial year; if so, (a) in respect of which shipwrecks and (b) why in each case?

The MINISTER OF NATIONAL EDUCATION (Reply laid upon the Table with leave of House):

(1) Yes.

(a) 1984-85 financial year: 10 permits
1985-86 financial year: 14 permits.

(b) 1984-85 financial year:

1. Brederode
2. Nostra Signora
3. Le Centaur
4. Star of Africa
5. Sabina
6. Dorothea
7. Abercrombie Robinson

HoA

8. Middenrak
9. Addison
10. Haerlem

1985-86 financial year:

1. Schuylenberg
2. Le Fortuné
3. Melbourne
4. Amsterdam
5. Santa Maria
6. L'Arguile
7. Nepal
8. Jupiter T
9. Nederlandsche Vlag
10. Nina
11. Betsey & Sara
12. De Visch
13. Hector
14. Milford

(2) Yes, two reports are outstanding.

(a) Abercrombie Robinson and Middenrak.

(b) The salvor of both shipwrecks is temporarily abroad and the reports with regard to the two wrecks are being awaited. The permits issued are still valid.

Own Affairs:

War Museum of the Boer Republics

*1. Mr H D K VAN DER MERWE asked the Minister of Education and Culture:†

Whether any portraits have been removed from the Vrouemonument Museum in Bloemfontein since 24 February 1982; if so, (a) when, (b) why and (c) what is the (i) nature and (ii) significance of the portraits concerned?

†The MINISTER OF EDUCATION AND CULTURE:

No, (a) to (c) Fall away.

For the information of hon members I would like to point out that the correct name of the museum is the War Museum of the Boer Republics.

Unions shocked at minimum wage exemption

Labour Reporter

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

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

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

Third year

Only in the third year must prescribed wages be paid.

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

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

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

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

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

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

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

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

Shock over minimum wage move

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

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

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

Only in the third year must prescribed wages be paid.

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

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

"They are asking workers to subsidise businessmen and it is not going to stop there," she said. — Sapa.

PROPERTY

denied 8/3/86

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

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

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

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

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

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

In 1985, 91 percent of labourers' minimum wages covered by industrial council determinations fell in real terms as against 57 percent in 1984, 23 percent of labourer

job categories had no wage rise at all (16 percent in 1984) and only 9 percent showed a real wage rise (43 percent in 1984).

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

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

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

Under determinations of the Wage Board, which sets pay for workers not covered by industrial council or other agreements, 95 percent of la-

LABOUR
AFFAIRS
DICK
USHER

bourers' wages had a lower real value in December 1985 compared with the previous year.

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

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

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

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

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

27/3/86

0 April 3, 1988

WEEKLY MAIL

347

If the law's a nuisance, get a cancellation

A little-noticed Bill gives the State President the power to exempt any industry from regulations which set minimum wage and safety standards. The argument is that cheaper labour will make for more profitable factories and, ultimately, for more jobs. MARTIN NICOL disagrees.



Drawing: CARL BECKER

IMAGINE the State President were given the power to allow unlicensed drivers in unroadworthy vehicles free use of the roads — by individual exemption.

Sounds stupid, but this is much less than the power PW Botha will have once a law is passed by parliament to "deregulate" industry.

At the moment, there are laws in South Africa that set minimum wages for workers, say how many toilets there must be in factories, make rules to protect workers' health and, in general, provide for minimum standards in industry and business.

Now the government has decided to give the State President the power to set aside any of these rules and to deprive workers of what level of protection they provide.

A Bill has been presented to parliament to allow this. It is called the Temporary Removal of Restrictions on Economic Activities Bill.

Why does government want the president to be able to cancel laws and rules that have been established over many years? The answer is that some people have the idea that regulations on minimum conditions discourage businessmen. They say that if employers can pay wages as low as they want (below the minimum set by law at present), if they can ignore rules about safety, health and working hours, then this will create more jobs.

Factories will be cheaper to run, wages will be less and profits will be more.

This move of the government is backed by a group of businessmen called the "Free Market Foundation". They are totally opposed to regulation.

They say that regulation holds back productivity, discourages innovation, ties the businessman up in "red tape" and prevents economic progress. Regulation, they say, inhibits competition and elevates the government bureaucrat above the entrepreneur.

All these charges are, in some degree, true. But there is a reason that our society made these rules to govern business in the past and will need rules in the future.

Business is concerned first with profits, not people. You may think this is good or bad: it is merely a fact. Businessmen are not all self-limiting.

The regulation of business did not begin because of some desire for bureaucracy and paperwork. It began because, to give one example, African migrant workers from Malawi and north Mozambique were dying from pneumonia on the gold mines. The government had to ban the Chamber of Mines from recruiting "tropical natives" by passing a law in 1913. The death rate from pneumonia fell.

Historians have pointed out that regulations in the past have often

made it possible for business to prosper. A striking example of this is found in South Africa's minimum wage legislation, a major target of the deregulators.

Businessmen were utterly opposed to the Wage Act in 1925. They resented the idea of a "third party", with no real knowledge of their industry, dictating uneconomic wages and conditions for factory workers. In the Cape Town clothing industry, strenuous efforts were made to prevent a wage determination from being published.

Employers condemned the proposals as "totally impossible" and said their adoption "would spell immediate ruin".

But the Smuts/Hertzog coalition government accepted the Wage Board recommendations and minimum wages rose by 50 percent between 1926 and 1928.

After the determination had been in operation a year, the attitude of the employers to wage regulation changed radically. One employer stated that the determination "had increased the efficiency of his employees, and he was now getting an increased output at a lower cost per unit under the conditions laid down by the Wage Board." Other employers concurred.

The clothing manufacturers discovered in 1929 what RH Tawney once described as "the economy of high wages". They were led to this

discovery by minimum wage regulation.

This principle was resolutely pursued by the first chairman of the Wage Board, FAW Lucas KC.

"Sweated wages mean inefficiency, ill-nourishment, discontent and consequently low output," he told the inaugural meeting of the board in 1926.

"The evidence (shows) that even in the worst sweated industries there is a proportion of employers who are paying fair wages and giving good conditions to their workers. It seems to us that where one employer can pay good wages there is no reason why those who are paying sweated wages should not be compelled eventually to rise to the same standard as the good employer."

The board acted to raise wages towards the levels paid by "enlightened employers".

In the Cape clothing industry, higher wages attracted a "better class" of employee and output and profits rose along with wages and the numbers of workers employed.

As Lucas stated: "The board's aim is to create a system of justice under which industry will be stimulated and its products justly distributed."

The Wage Board has, of course, long abandoned any such goal. There is no doubt that, today, both the Wage Board and the minimum wage system governed by industrial councils are seriously flawed and in dire need of improvement. But improvement is not served at all by the new Bill.

The inevitable effect of the Bill will be further to weaken and undermine minimum wage regulation. It will give an opening to sweaters and super-exploiters of labour at the expense of their employees' health and the well-being of responsible employers and their workers. The new law can be used to undercut the wage standards established by industrial councils and enlightened employers. The vast majority of minimum wages are already below recognised poverty datum lines. The new law threatens to undermine the whole system of wage regulation and to reduce wage standards to the lowest, sweated levels.

You either have minimum wages for everyone, or not at all. To fulfil the dual aims of stimulating the economy and promoting social justice, the minimum wage system has to be consistently constructed and carefully monitored. Already it has been weakened by exemptions and the exclusion of border areas and "homelands" from minimum conditions.

The new law will make it even harder for minimum wages to be used as a creative instrument of state, employer and trade union policy.

The Bill is as arbitrary, as harmful, as senseless, as allowing unroadworthy cars on the road — where they are a danger to passengers, pedestrians and other motorists. An insistence on roadworthy cars — and on licensed drivers — makes the roads safer. It is the same with roadworthy factories and businesses.

Deregulation should mean less queuing for vehicle tests and the speedy and reliable repair of faults. It should not be allowed to mean the removal of all standards.

Anyway, does PW really need more powers? Hasn't he had enough?

• Martin Nicol is a research officer at the University of Cape Town's South African Labour Development Research unit.

AK 645. 30/6/86 (3470)

Wage rise, cut in work hours for security men

Labour Reporter

WAGE increases and improvement of other conditions for security guards have been announced in the Government Gazette.

Amendments to the wage determination for the security-guard industry, gazetted on Friday, increase guards' wages between five and 15 percent, reduce working hours from 72 to 60 a week and increase annual leave from three to four weeks.

The chairman of the South African National Security Employers' Association, Mr Nick Bartman, said today that companies would have to increase charges up to 40 percent to stay in business.

But a spokesman for the Transport and General Workers' Union said the improvements fell far short of what was needed.

"As far as I know the security industry is the only one which requires employees to

work such long hours without getting overtime. The wages are inadequate to compensate workers for dangerous conditions and unhealthy long hours," she said.

The new determination, the first since November 1984, comes into effect on July 14.

Mr Bartman said the effect of the package would be to increase operating costs by at least 40 percent in an industry which traditionally worked on small profit margins.

The shorter working week was expected to lead to increased overtime payments and double time would be paid on certain days.

605: 4/07/86

Small business exempt from new wage-fixing

Labour Reporter

THE Government is pressing ahead with its relaxation of regulations for small businesses.

The latest wage determination for the security industry exempts small businesses from its provisions.

A small business is defined as one employing fewer than 15 people.

UNION ATTACK

The new determination, the first since 1984, is effective from July 14.

The agreement has been attacked by the Transport and General Workers' Union and the Transport Workers' Union of South Africa (Twusa).

In a statement Twusa said it

was appalled at the low actual and percentage increases granted.

"Even with the increase the minimum wages set are still below the subsistence level," the union said.

But it was gratified that some improvements had been made, the vindication of a long struggle for more human conditions in the industry.

The determination awarded 12 percent increases, some concessions on overtime pay and a reduction in working hours.

The new Industrial Council for the electrical contracting and servicing industry in the Western Cape has also been gazetted.

This is effective from July 1 to June 30 1987.

CHY

Heunis no to Duncan Village plan

EAST LONDON'S attempt to become the second South African municipality (after Oudtshoorn) to retrieve the administration of a neighbouring township failed this week when Chris Heunis, the Minister of Constitutional Development and Planning, turned down the city council's request.

A council delegation of four travelled to Pretoria on Tuesday to ask that administration of Duncan Village be handed over to the city and the Duncan Village Residents' Association (DVRA) be recognised.

At stake was R10-million which has been set aside for the upgrading of the severely depressed township. The council wanted permission to administer the money and had declared its intention to do so in consultation with the DVRA.

Although delegates were tight-lipped about the outcome of their meeting with Heunis, it was clear they had not been successful.

The leader of the group, City Councillor Donald Card, said he had been instructed to say "certain moves" with regard to the upgrading of the township were in the process of being worked out, and steps would be taken as well with regard to the political situation.

Although he would not go further, it was clear the government remains committed to the community council

By FRANZ KRUGER
East London

and wishes to hand them any credibility from the upgrading project. But the Duncan Village Community Council has practically ceased to exist. Its members live "in exile" in a city hotel.

The delegation had hoped to be able to point to the precedent of Oudtshoorn, where the city council has administered Bongoletu Township since November last year. It is believed to be the only case in which a municipality runs a township, as was the case everywhere before the establishment of the administration boards.

According to Oudtshoorn's deputy town clerk, Johan Meiring, approaches to the government had been made after community leaders had asked the town council to take administration of the township back from the development board.

On November 1, the council was declared a development board, a legal device to enable the council to take

over the administration of the township, whose population is officially estimated at 6 500.

"We had a plan for the total upgrading of the township, and applied for money," Meiring says — and R5,2-million was granted. Building on 220 new houses, which would be sold to residents, was about to begin.

In addition, infrastructural services "up to maximum standards, including tar roads and sidewalks" were provided for, and a new primary school was already "50 percent up".

Meiring said the town was well pleased with the situation. "Bongoletu is as calm as a white area. The main thing is that we sit together around the table and make decisions together."

"We respect their recommendations, and try to find solutions together. That is the main thing; we talk to them."

"You know, this is the solution to the problems in our country. You can't govern over a long distance. You can't sit in Pretoria and decide what should happen in Oudtshoorn."

Wilkinson charges dropped

WEEKLY MAIL REPORTER

CHARGES have been withdrawn against Philip Wilkinson, a Port Elizabeth butcher who was arrested by Military Police in May, minutes before he was due to address a Johannesburg End Conscription Campaign meeting, and charged with failing to report for a military camp.

Wilkinson, who has been detained under the Emergency regulations since June 15, was due to appear in court this Tuesday. But on July 13 he was escorted to the Port Elizabeth Magistrate's Court, where the charges were formally withdrawn against him.

The state reserved the right to re-issue the charge.

Wilkinson, an army corporal, is one of three Port Elizabeth ECC members

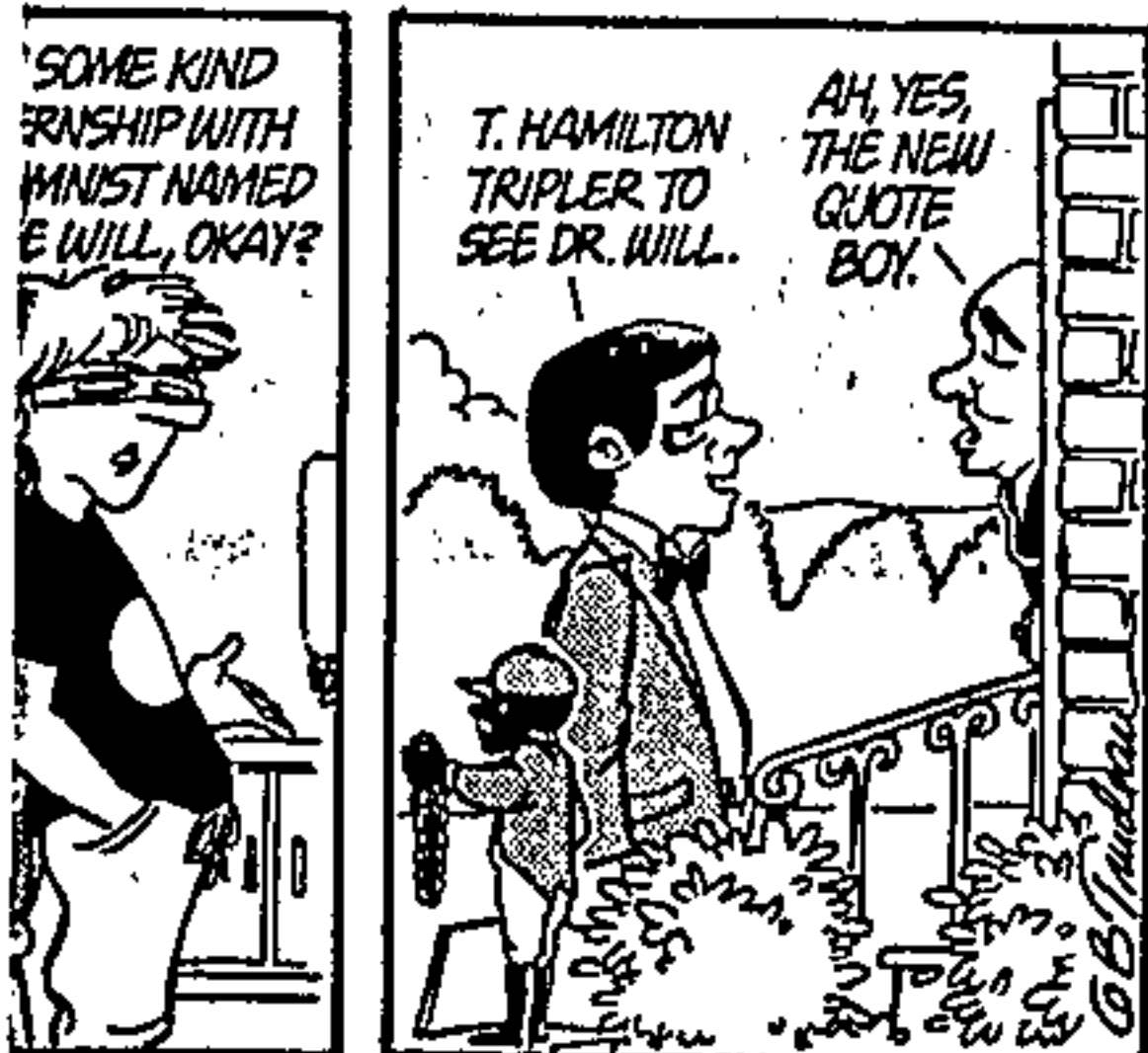
who have been in detention for seven weeks.

Earlier this year, the Board for Religious Objection rejected his application for recognition as a religious objector. He said while he was willing to serve his country in a constructive way, for religious, moral and political reasons he was not prepared to do further service in the SADF.

Evans is ex-chair

MIKE EVANS was described as chairman of the End Conscription Campaign in last week's Weekly Mail. He is in fact an ex-chairman.

BY GARRY TRUDEAU



**DEPARTEMENT VAN HANDEL
EN NYWERHEID**

No. 1687 15 Augustus 1986

Bylae 2 van Goewermentskennisgewing 1584 van 1 Augustus 1986 word soos volg verbeter:

Standaardno. en jaar/ Standard No. and year	Titel, bestek en strekking/ Title, scope and purport
1411	<i>Materiaal in geïsoleerde elektriese kables en buigsame koorde. Deel I-1986: Geleiers. Hierdie deel van die spesifikasie dek vereistes vir vyf klasse geleiers in geïsoleerde elektriese kables en buigsame koorde./Materials of insulated electric cables and flexible cords. Part I-1986: Conductors. This part of the specification covers requirements for five classes of conductor in insulated electric cables and flexible cords.</i>

**DEPARTMENT OF TRADE
AND INDUSTRY**

No. 1687 15 August 1986

Schedule 1 of Government Notice 1584 of 1 August 1986 is corrected as follows:

DEPARTEMENT VAN MANNEKRAG

No. 1714 15 Augustus 1986

LOONWET, 1957

LOONRAADONDERSOEK.—HERSIENING VAN
LOONVASSTELLING 439, LEKKERGOEDNYWER-
HEID, SEKERE GEBIEDE

Na aanleiding van 'n versoek deur die Minister van Mannekrag gee die Loonraad hierby kragtens artikel 15 (3) (a) van die Loonwet, 1957, kennis dat die bovermelde ondersoek begin het en dat die raad te geleger 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 15 September 1986 bereik.

DEPARTMENT OF MANPOWER

No. 1714 15 August 1986

GOVT. GAZ 347 WAGE ACT, 1957
WAGE BOARD INVESTIGATION.—REVISION OF
WAGE DETERMINATION 439, SWEET MANUFACTURING INDUSTRY, CERTAIN AREAS

In pursuance of a request by the Minister of Manpower the Wage Board hereby give 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 representation to the Board. Such representations should reach the Secretary, Wage Board, Private Bag X108, Pretoria, 0001, not later than 15 September 1986.

KENNISGEWING 558 VAN 1986
SUID-AFRIKAANSE RESERWEBANK
 Staat van Bates en Laste op die 31ste dag van Julie 1986

<i>Laste</i>		<i>Bates</i>	
	R		R
Kapitaal	2 000 000,00	Goud	2 985 636 513,62
Reserwefonds	42 919 519,89	Buitelandse:	
Note in omloop	4 368 778 529,00	Wissels	2 587 333,36
Deposito's:		Beleggings	133 634 859,94
Regering	1 199 246 222,84	Ander bates	757 387 952,06
Provinsiale administrasies	32 964 094,87		
Bankiers	685 520 907,28	Totaal aan goud en buitelandse bates	3 879 246 658,98
Andere	1 514 544 705,34	Binnelandse:	
Ander laste	3 601 502 686,74	Gediskonteerde wissels	901 150 000,00
		Lenings en voorskotte:	
		Regering	—
		Andere	1 084 756 031,26
		Sekuriteite:	
		Regering	491 463 704,30
		Andere	136 015 042,00
		Ander bates	4 954 845 229,42
	<u>R11 447 476 665,96</u>		<u>R11 447 476 665,96</u>

Verhouding van goudreserwe tot verpligtings teenoor die publiek min buitelandse bates 56,0 persent.

Pretoria, 5 Augustus 1986.

C. J. SWANEPOEL, Hoofbestuurder.

NOTICE 558 OF 1986
SOUTH AFRICAN RESERVE BANK

Statement of Assets and Liabilities on the 31st day of July 1986

<i>Liabilities</i>		<i>Assets</i>	
	R		R
Capital	2 000 000,00	Gold	2 985 636 513,62
Reserve Fund	42 919 519,89	Foreign:	
Notes in circulation	4 368 778 529,00	Bills	2 587 333,36
Deposits:		Investments	133 634 859,94
Government	1 199 246 222,84	Other assets	757 387 952,06
Provincial administrations	32 964 094,87		
Bankers	685 520 907,28	Total gold and foreign assets	3 879 246 658,98
Other	1 514 544 705,34	Domestic:	
Other liabilities	3 601 502 686,74	Bills discounted	901 150 000,00
		Loans and Advances:	
		Government	—
		Other	1 084 756 031,26
		Securities:	
		Government	491 463 704,30
		Other	136 015 042,00
		Other assets	4 954 845 229,42
	<u>R11 447 476 665,96</u>		<u>R11 447 476 665,96</u>

Ratio of gold reserve to liabilities to the public less foreign assets 56,0 per cent.

Pretoria, 5 August 1986.

(15 Augustus 1986)/(15 August 1986)

C. J. SWANEPOEL, General Manager.

KENNISGEWING 559 VAN 1986
DEPARTEMENT VAN MANNEKRAG
LOONWET, 1957

LOONRAADONDERSOEK.—HERSIENING VAN LOONVASSTELLING 436, BROOD- EN BANKET-NYWERHEID, SEKERE GEBIEDE

Die Loonraad het, kragtens artikel 15 (3) (b) van die Loonwet, 1957, besluit om persone wat belang het by bogenelde ondersoek waarvan besonderhede in *Staatskoerant* 10251 (by Goewermentskennisgewing 1041) van 30 Mei 1986 gepubliseer is, toe te laat om mondelinge vertoe tot die Raad te rig. Vir dié doel sal die Raad vergaderings hou op die plekke, datums en tye hieronder aangedui:

- (a) *George* (vir die landdrosdistrik Knysna en vir die munisipale gebiede van George, Mosselbaai en Oudtshoorn).—In die Raadkamer, Departement van Mannekrag, Landdrosgebou, Yorkstraat, om 15h30 op 5 September 1986;

NOTICE 559 OF 1986
DEPARTMENT OF MANPOWER
WAGE ACT, 1957

WAGE BOARD INVESTIGATION.—REVISION OF WAGE DETERMINATION 436, BREAD AND CONFECTIONERY 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* 10251 (under Government Notice 1041) of 30 May 1986 to submit oral representations to the Board. For the purpose of hearing representations, the Board will hold meetings at the places, dates and times indicated below:

- (a) *George* (for the Magisterial District of Knysna and for the municipal areas of George, Mossel Bay and Oudtshoorn).—In the Boardroom, Department of Manpower, Magistrate's Offices, York Street, at 15h30 on 5 September 1986;

- (p) *Rustenburg* (for the municipal areas of Brits and Rustenburg).—In the office of the Industrial Inspector, Department of Manpower, Old Magistrate's Building, Plein Street, at 10h00 on 6 November 1986;
- (q) *Ladysmith* (for the municipal areas of Estcourt, Glencoe, Ladysmith, Newcastle and Vryheid).—In the office of the Industrial Inspector, Department of Manpower, 35 Keate Street, at 11h00 on 13 November 1986; and
- (r) *Johannesburg* (for the Magisterial Districts of Alberton, Balfour, Benoni, Boksburg, Brakpan, Germiston, Heidelberg, Johannesburg, Kempton Park, Krugersdorp, Nigel, Oberholzer, Randburg, Randfontein, Roodepoort, Sasolburg, Springs, Vanderbijlpark, Vereeniging and Westonaria).—In the Boardroom, Room 1401, Conlyn Building, 156 President Street, at 14h00 on 19 November 1986.

J. P. OOSTHUIZEN,
Secretary: Wage Board.
(15 August 1986)

NOTICE 560 OF 1986

DEPARTMENT OF MANPOWER

WAGE ACT, 1957

WAGE BOARD INVESTIGATION.—REVISION OF WAGE DETERMINATION 410, CEMENT 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* 10349 (under Government Notice 1498) of 18 July 1986 to submit oral representations to the Board. For the purpose of hearing representations, the Board will hold meetings at the places, dates and times indicated below:

- (a) *Cape Town*.—In the Boardroom, Room 330, Thomas Boydell Building, Parade Street, at 09h00 on 28 August 1986;
- (b) *George*.—In the Boardroom, Department of Manpower, Magistrate's Offices, York Street, at 11h00 on 3 September 1986;
- (c) *Oudtshoorn*.—In the Divisional Board Building, 94 St John Street, at 09h00 on 4 September 1986;
- (d) *Bloemfontein*.—In the Boardroom, Room 205, Civilia Building, 14 Elizabeth Street, at 11h00 on 8 September 1986;
- (e) *Kimberley*.—In the Boardroom, Department of Manpower, Markstead Building, corner of Market Square and Stead Street, at 10h30 on 9 September 1986;
- (f) *Pietermaritzburg*.—In the Boardroom, Department of Manpower, Sanlam Building, Church Street, at 14h30 on 16 September 1986;
- (g) *Durban*.—In the Boardroom, Room 314, Masonic Grove Government Offices, at 14h00 on 17 September 1986;
- (h) *Middelburg*.—At the Technical College, corner of Coetzee and Wanderers Street, at 15h30 on 24 September 1986;
- (i) *Klerksdorp*.—In the Boardroom, Department of Manpower, P. C. Pelsaer Building, Voortrekker Street, at 15h15 on 2 October 1986;
- (j) *East London*.—In the Boardroom, Department of Manpower, 3 Hill Street, at 14h00 on 7 October 1986;

- (k) *Port Elizabeth*.—In die Raadkamer, Kamer 184, Eben Döngesgebou, Hancockstraat, om 15h30 op 8 Oktober 1986;
- (l) *Bethlehem*.—In die kantoor van die Nywerheidsinspekteur, Departement van Mannekrag, Louwstraat 32a, om 15h30 op 21 Oktober 1986;
- (m) *Ladysmith*.—In die kantoor van die Nywerheidsinspekteur, Departement van Mannekrag, Keatestraat 35, om 09h00 op 22 Oktober 1986;
- (n) *Kroonstad*.—In die kantoor van die Nywerheidsinspekteur, Departement van Mannekrag, Fairweather Heights, Brandstraat, om 14h00 op 27 Oktober 1986;
- (o) *Welkom*.—In die Raadkamer, Departement van Mannekrag, Homes Trustgebou, Mooistraat, om 14h00 op 28 Oktober 1986;
- (p) *Rustenburg*.—In die kantoor van die Nywerheidsinspekteur, Departement van Mannekrag, Ou Landdrosgebou, Pleinstraat, om 14h00 op 30 Oktober 1986;
- (q) *Pietersburg*.—In die kantoor van die Nywerheidsinspekteur, Departement van Mannekrag, Reviewgebou, Groblerstraat 16, om 14h00 op 4 November 1986; en
- (r) *Johannesburg*.—In die Raadkamer, Kamer 1401, Conlyngebou, Presidentstraat 156, om 14h00 op 12 November 1986.

J. P. OOSTHUIZEN.
Sekretaris: Loonraad.
15 Augustus 1986

KENNISGEWING 561 VAN 1986

DEPARTEMENT VAN MANNEKRAG

LOONWET, 1957

LOONRAADONDERSOEK. — HERSIENING VAN LOONVASTSTELLING 417, KLIPVERGRUISINGS-NYWERHEID, REPUBLIEK VAN SUID-AFRIKA

Die Loonraad het, kragtens artikel 15 (3) (b) van die Loonwet, 1957, besluit om persone wat belang het by bogenelde ondersoek waarvan besonderhede in *Staatskoerant* 10349 (by Goewermentskennisgewing 1499) van 18 Julie 1986 gepubliseer is, toe te laat om mondelinge vertoë tot die Raad te rig. Vir dié doel sal die Raad vergaderings hou op die plekke, datums en tye hieronder aangedui:

- (a) *Kaapstad*.—In die Raadkamer, Kamer 330, Thomas Boydellgebou, Paradestraat, om 14h30 op 27 Augustus 1986;
- (b) *Oos-Londen*.—In die Raadkamer, Departement van Mannekrag, Hillstraat 3, om 14h00 op 29 September 1986;
- (c) *Port Shepstone*.—In die Nuwe Gedenksaal, Burger-sentrum, Connorstraat, om 10h00 op 15 Oktober 1986;
- (d) *Durban*.—In die Raadkamer, Kamer 317, Masoniclaningstaatskantore, om 14h00 op 17 Oktober 1986;
- (e) *Port Elizabeth*.—In die Raadkamer, Kamer 184, Eben Döngesgebou, Hancockstraat, om 09h00 op 21 Oktober 1986;
- (f) *Lichtenburg*.—In die Burgersentrum, Mellvillestraat, om 14h30 op 5 November 1986; en
- (g) *Johannesburg*.—In die Raadkamer, Kamer 1401, Conlyngebou, Presidentstraat 156, om 14h00 op 18 November 1986.

J. P. OOSTHUIZEN,
Sekretaris: Loonraad.
(15 Augustus 1986)

- (k) *Port Elizabeth*.—In the Boardroom, Room 184, Eben Dönges Building, Hancock Street, at 15h30 on 8 October 1986;
- (l) *Bethlehem*.—In the Office of the Industrial Inspector, Department of Manpower, 32a Louw Street, at 15h30 on 21 October 1986;
- (m) *Ladysmith*.—In the office of the Industrial Inspector, Department of Manpower, 35 Keate Street, at 09h00 on 22 October 1986;
- (n) *Kroonstad*.—In the office of the Industrial Inspector, Department of Manpower, Fairweather Heights, Brand Street, at 14h00 on 27 October 1986;
- (o) *Welkom*.—In the Boardroom, Department of Manpower, Homes Trust Building, Mooi Street, at 14h00 on 28 October 1986;
- (p) *Rustenburg*.—In the office of the Industrial Inspector, Department of Manpower, Old Magistrate's Offices, Plein Street, at 14h00 on 30 October 1986;
- (q) *Pietersburg*.—In the office of the Industrial Inspector, Department of Manpower, Review Building, 16 Grobler Street, at 14h30 on 4 November 1986; and
- (r) *Johannesburg*.—In the Boardroom, Room 1401, Conlyn Building, 156 President Street, at 14h00 on 12 November 1986.

J. P. OOSTHUIZEN.
Secretary: Wage Board.
15 August 1986

NOTICE 561 OF 1986

DEPARTMENT OF MANPOWER

WAGE ACT, 1957

WAGE BOARD INVESTIGATION.—REVISION OF WAGE DETERMINATION 417, STONECRUSHING INDUSTRY, REPUBLIC OF SOUTH AFRICA

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* 10349 (under Government Notice 1499) of 18 July 1986 to submit oral representations to the Board. For the purpose of hearing representations, the Board will hold meetings at the places, dates and times indicated below:

- (a) *Cape Town*.—In the Boardroom, Room 330, Thomas Boydell Building, Parade Street, at 14h30 on 27 August 1986;
- (b) *East London*.—In the Boardroom, Department of Manpower, 3 Hill Street, at 14h00 on 29 September 1986;
- (c) *Port Shepstone*.—In the New Memorial Hall, Civic Centre, Connor Street, at 10h00 on 15 October 1986;
- (d) *Durban*.—In the Boardroom, Room 317, Masonic Grove Government Offices, at 14h00 on 17 October 1986;
- (e) *Port Elizabeth*.—In the Boardroom, Room 184, Eben Dönges Building, Hancock Street, at 09h00 on 21 October 1986;
- (f) *Lichtenburg*.—In the Civic Centre, Mellville Street, at 14h30 on 5 November 1986; and
- (g) *Johannesburg*.—In the Boardroom, Room 1401, Conlyn Building, 156 President Street, at 14h00 on 18 November 1986.

J. P. OOSTHUIZEN,
Secretary: Wage Board.
(15 August 1986)

KENNISGEWING 562 VAN 1986**DEPARTEMENT VAN MANNEKRAG****LOONWET, 1957**

LOONRAADONDERSOEK. — HERSIENING VAN LOONVASSTELLING 418, GLAS- EN GLASWARENWERHEID, REPUBLIEK VAN SUID-AFRIKA

Die Loonraad het, kragtens artikel 15 (3) (b) van die Loonwet, 1957, besluit om persone wat belang het by bogenelde ondersoek waarvan besonderhede in *Staatskoerant* 10349 (by Goewermentskennisgewing 1500) van 18 Julie 1986 gepubliseer is, toe te laat om mondelinge vertoë tot die Raad te rig. Vir dié doel sal die Raad vergaderings hou op die plekke, datums en tye hieronder aangedui:

- (a) *Kaapstad*.—In die Raadkamer, Kamer 213, Thomas Boydellgebou, Paradesstraat, om 11h00 op 29 Augustus 1986;
- (b) *Durban*.—In die Raadkamer, Kamer 314, Masoniclaningstaatskantore, om 14h00 op 18 September 1986; en
- (c) *Johannesburg*.—In die Raadkamer, Kamer 1401, Conlyngebou, Presidentstraat 156, om 14h00 op 13 November 1986.

J. P. OOSTHUIZEN,
Sekretaris: Loonraad.

(15 Augustus 1986)

KENNISGEWING 563 VAN 1986

KENNISGEWING VAN AANSOEK OM VERANDERING AAN 'N ABATTOIR KRAGTENS ARTIKEL 13 (1) VAN DIE WET OP DIE ABATTOIRBEDRYF, 1976 (WET 54 VAN 1976)

Kennis geskied hiermee ingevolge regulasie 12 (2) van die regulasies uitgevaardig kragtens die Wet op die Abattoirbedryf, 1976 (Wet 54 van 1976), dat mnre. Sterklewies (Edms.) Bpk., Posbus 16, Wolwehoek, 9550, kragtens artikel 13 van genoemde Wet by die Minister van Landbou- ekonomie en van Waterwese aansoek gedoen het om goedkeuring vir veranderings aan die abattoir te Frankfort.

Indien die aansoek toegestaan word, sal die slagkapasiteit van die abattoir vanaf 20 na 99 slageenhede per dag verhoog word.

Iemand wat vertoë of besware in verband met bogenoemde aansoek wil rig, moet sodanige vertoë of besware aan die Voorsitter, Abattoirkommissie, Privaatsak X250, Pretoria, 0001, rig binne 'n tydperk van 30 dae vanaf datum van publikasie van hierdie kennisgewing en op die wyse uiteengesit in die regulasies kragtens genoemde Wet uitgevaardig.

Aandag word gevestig dat die Minister verlang dat iemand wat vertoë of besware teen 'n aansoek aan hom voorlê, terselfdertyd 'n afskrif van die stuk waarin sy besware uiteengesit is op die betrokke applikant moet bestel. Hierdie besware moet onder eed bevestig word.

A. D. MARITZ,
namens Voorsitter: Abattoirkommissie.

(15 Augustus 1986)

NOTICE 562 OF 1986**DEPARTMENT OF MANPOWER****WAGE ACT, 1957**

WAGE BOARD INVESTIGATION.—REVISION OF WAGE DETERMINATION 418, GLASS AND GLASSWARE MANUFACTURING INDUSTRY, REPUBLIC OF SOUTH AFRICA

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* 10349 (under Government Notice 1500) of 18 July 1986 to submit oral representations to the Board. For the purpose of hearing representations, the Board will hold meetings at the places, dates and times indicated below:

- (a) *Cape Town*.—In the Boardroom, Room 213, Thomas Boydell Building, Parade Street, at 11h00 on 29 August 1986;
- (b) *Durban*.—In the Boardroom, Room 314, Masonic Grove Government Office, at 14h00 on 18 September 1986; and
- (c) *Johannesburg*.—In the Boardroom, Room 1401, Conlyn Building, 156 President Street, at 14h00 on 13 November 1986.

J. P. OOSTHUIZEN,
Secretary: Wage Board.

(15 August 1986)

NOTICE 563 OF 1986

NOTICE OF APPLICATION FOR APPROVAL FOR THE ALTERATION OF AN ABATTOIR IN TERMS OF SECTION 13 (1) OF THE ABATTOIR INDUSTRY ACT, 1976 (ACT 54 OF 1976)

It is hereby made known in terms of regulation 12 (2) of the regulations promulgated in terms of the Abattoir Industry Act, 1976 (Act 54 of 1976), that Messrs Sterklewies (Pty) Ltd, P.O. Box 16, Wolwehoek, 9550, has in terms of section 13 of the said Act applied to the Minister of Agricultural Economics and of Water Affairs for approval for the alteration of the abattoir at Frankfort.

If the application is granted, the slaughter capacity of the abattoir will increase from 20 to 99 slaughter units per day.

Any person intending to submit representations or objections in regard to the above-mentioned application shall forward such representations or objections to the Chairman, Abattoir Commission, Private Bag X250, Pretoria, 0001, within a period of 30 days from the date of publication of this notice and in the manner set out in the regulations published under the said Act.

Attention is invited to the fact that the Minister requires that any person who submits objections to an application to him, to serve on the applicant concerned a copy of the document in which his objections are set out. Such objections must be affirmed under oath.

A. D. MARITZ,
for Chairman: Abattoir Commission.

(15 August 1986)

SCHEDULE

I Rebate Item	II			III Extent of Rebate
	Tariff Heading	Rebate Code	Description	
316.01	48.01	01.00	45	Full duty
	70.20	01.00	41	

Note.—Provision is made for a rebate of the full duty on kraft paper with a basis mass exceeding 100 g/m² and non-woven glass fibre sheets, for the manufacture of industrial air filters.

BYLAE

I Korting- item	II			III Mate van Korting
	Tarief- pos	Korting- kode	Beskrywing	
316.01	48.01	01.00	45	Volle reg
	70.20	01.00	41	

Opmerking.—Voorsiening word gemaak vir 'n korting van die volle reg op kraftpapier met 'n basismassa van meer as 110 g/m² en veselvliesstowwe van glasvesel, vir die vervaardiging van industriële lugfilters.

DEPARTMENT OF MANPOWER

No. R. 2140

WAGE ACT, 1957

17 October 1986

AMENDMENT OF WAGE DETERMINATION 400, GOODS TRANSPORTATION AND STORAGE TRADE, CERTAIN AREAS

I, Pieter Theunis Christiaan du Plessis, Minister of Manpower, hereby, in terms of section 15 (6) of the Wage Act, 1957, amend Wage Determination 400, Goods Transportation and Storage Trade, Certain Areas, published under Government Notice R. 1563 of 1 August 1980, as amended by Government Notices R. 2293 of 7 November 1980, R. 1395 of 9 July 1982 and R. 1291 of 24 June 1983, 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.

P. T. C. DU PLESSIS,
Minister of Manpower.

SCHEDULE

"1. AREA AND SCOPE OF THE DETERMINATION

(1) This determination shall apply to every employer, other than a small employer as defined in subclause (3), after he has been engaged for longer than 12 months in the aggregate in the Goods Transportation and Storage Trade as defined in subclause (2), and to all his employees, other than managers as defined in subclause (4), in the following areas:

(a) Cape Province

- The Magisterial Districts of Bellville, East London, Goodwood, Kimberley, Kuils River, Paarl, Port Elizabeth, Simon's Town, Somerset West, Stellenbosch, Strand, The Cape, Uitenhage, Wellington and Wynberg.
- The Magisterial Districts of Albany, George, Gordonias, King William's Town, Knysna, Malmesbury, Moorreesburg, Mossel Bay, Oudtshoorn, Vredenburg, Vryburg and Worcester.
- The Magisterial Districts of Barkly West, Beaufort West, Caledon, Ceres, Cradock, Graaff-Reinet, Hermanus, Kuruman, Montagu, Postmasburg, Riversdale, Robertson, Swellendam and Tulbagh.

(b) Natal

- The Magisterial Districts of Chatsworth, Durban, Inanda, Pietermaritzburg and Pinetown.

DEPARTEMENT VAN MANNEKRAG

No. R. 2140

17 Oktober 1986

LOONWET, 1957

WYSIGING VAN LOONVASSTELLING 400.—GOEDEREVERVOER- EN OPBERGINGSBEDRYF, SEKERE GEBIEDE

Ek, Pieter Theunis Christiaan du Plessis, Minister van Mannekrag, wysig hierby kragtens artikel 15 (6) van die Loonwet, 1957, Loonvasstelling 400, Goederevervoer- en Opbergingsbedryf, Sekere Gebiede, gepubliseer by Goewermentskennisgewing R. 1563 van 1 Augustus 1980, soos gewysig by Goewermentskennisgewings R. 2293 van 7 November 1980, R. 1395 van 9 Julie 1982 en R. 1291 van 24 Junie 1983, 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.

P. T. C. DU PLESSIS,
Minister van Mannekrag.

BYLAE

"1. GEBIED EN OMVANG VAN DIE VASSTELLING

(1) Hierdie vasstelling is van toepassing op elke werkgewer, uitgesonderd 'n klein werkgewer soos in subklousule (3) omskryf, nadat hy altesaam 12 maande lank by die Goederevervoer- en Opbergingsbedryf, soos in subklousule (2) omskryf, betrokke was, en op al sy werknemers, uitgesonderd bestuurders soos in subklousule (4) omskryf, in die volgende gebiede:

(a) Kaapprovinsie

- Die landdrostrikte Bellville, Die Kaap, Goodwood, Kimberley, Kuilsrivier, Oos-Londen, Paarl, Port Elizabeth, Simonstad, Somerset-Wes, Stellenbosch, Strand, Uitenhage, Wellington en Wynberg.
- Die landdrostrikte Albanie, George, Gordonias, King William's Town, Knysna, Malmesbury, Moorreesburg, Mosselbaai, Oudtshoorn, Vredenburg, Vryburg en Worcester.
- Die landdrostrikte Barkly-Wes, Beaufort-Wes, Caledon, Ceres, Cradock, Graaff-Reinet, Hermanus, Kuruman, Montagu, Postmasburg, Riversdale, Robertson, Swellendam en Tulbagh.

(b) Natal

- Die landdrostrikte Chatsworth, Durban, Inanda, Pietermaritzburg en Pinetown.

- (ii) The Magisterial Districts of Camperdown, Dannhauser, Dundee, Eshowe, Estcourt, Glencoe, Klip River, Lions River, Lower Tugela, Lower Umfolozi, Newcastle, Port Shepstone, Umzinto and Vryheid.

- (iii) The Magisterial Districts of Mooi River and Paulpietersburg.

(c) *Orange Free State*

- (i) The Magisterial Districts of Bloemfontein, Sasolburg, Virginia (excluding that portion which, prior to the publication of Government Notice 396 of 13 March 1959, fell within the Magisterial District of Ventersburg) and that portion of the Magisterial District of Welkom which, prior to the publication of Government Notice 2 of 5 January 1973, fell within the Magisterial District of Virginia.
- (ii) The Magisterial Districts of Bethlehem, Harrismith and Kroonstad.
- (iii) The Magisterial Districts of Bothaville, Brandfort, Frankfort, Heilbron, Hennenman (excluding that portion which, prior to the publication of Government Notice 790 of 30 May 1963, fell within the Magisterial District of Ventersburg), Lindley, Parys, Reitz, Senekal, Theunissen, Viljoenskroon, Vrede, Vrededorf, Wesselsbron (excluding that portion which, prior to the publication of Government Notice 509 of 19 March 1954, fell within the Magisterial District of Odendaalsrus) and Winburg.

(d) *Transvaal*

- (i) That portion of the Magisterial District of Boksburg which, prior to the publication of Government Notice 1779 of 6 November 1964, fell within the Magisterial District of Heidelberg, that portion of the Magisterial District of Brakpan which, prior to the publication of Government Notice 1779 of 6 November 1964, fell within the Magisterial District of Heidelberg as well as that portion which, prior to 1 July 1972 (Government Notices 498 and 871 of 1 April 1966 and 26 May 1972, respectively) fell within the Magisterial District of Nigel, the Magisterial District of Heidelberg, that portion of the Magisterial District of Kempton Park which, prior to 1 November 1970 (Government Notices 556 and 1618 of 29 March 1956 and 2 October 1970, respectively) fell within the Magisterial District of Pretoria, the Magisterial District of Klerksdorp and Nigel, that portion of the Magisterial District of Oberholzer which, prior to the publication of Government Notice 1745 of 1 September 1978, fell within the Magisterial District of Potchefstroom, the Magisterial Districts of Potchefstroom and Pretoria, that portion of the Magisterial District of Randburg which, prior to the publication of Government Notice 2152 of 22 November 1974, fell within the Magisterial District of Pretoria, and the Magisterial Districts of Witbank and Wonderboom.
- (ii) The Magisterial Districts of Brits (excluding that portion which, prior to 1 July 1972—Government Notice 872 of 26 May 1972—fell within the Magisterial District of Krugersdorp), Ermelo, Highveld Ridge, Letaba, Lichtenburg, Middelburg and Nelspruit, that portion of the Magisterial District of Phalaborwa which, prior to 1 January 1983 (Government Notice 2644 of 10 December 1982) fell within the Magisterial District of Letaba, and the Magisterial Districts of Pietersburg, Potgietersrus, Rustenburg and White River.
- (iii) The Magisterial Districts of Amersfoort, Balfour, Barberton, Belfast, Bethal, Bronkhorstspuit, Carolina, Cullinan, Groblersdal, Koster (excluding that portion which, prior to the publication of Government Notice 1105 of 26 July 1963, fell within the Magisterial Districts of Krugersdorp and Randfontein, but not the farms Moadowns 1, Holfontein 17, Leeuwpan 18, Ireton 19, Pahtiki 20, Bospan 21 and Rietfontein 48 in the Magisterial Districts of Randfontein), Lydenburg, Piet Retief, Soutpansberg, Standerton, Ventersdorp, Volksrust, Warmbaths, Waterberg and Waterval-Boven.

(2) (a) 'Goods Transportation and Storage' or 'Trade' means the trade in which employers and employees are associated for the purpose of carrying out one or more of the following activities for hire or reward:

- (i) The transportation of goods by means of motor transport, whether or not such goods are intended for sale;
- (ii) the storage of goods, including the receiving, opening, packing, unpacking, despatching and clearing or accounting for of goods; and
- (iii) the delivery or transport of new motor vehicles where not undertaken by the manufacturer himself or a motor dealer;

and includes all operations incidental to, or consequent on, any of the aforesaid activities;

(b) 'Goods' means any article, commodity or substance and includes sand, soil, gravel, stone, coal, water or other liquid matter, gaseous or solid matter, containers or containerised goods and any other movable property.

- (ii) Die landdrostrikte Camperdown, Dannhauser, Dundee, Eshowe, Estcourt, Glencoe, Kliprivier, Lionsrivier, Lower Tugela, Lower Umfolozi, Newcastle, Port Shepstone, Umzinto en Vryheid.

- (iii) Die landdrostrikte Mooirivier en Paulpietersburg.

(c) *Oranje-Vrystaat*

- (i) Die landdrostrikte Bloemfontein, Sasolburg, Virginia (uitgesonderd daardie gedeelte wat voor die publikasie van Goewermentskennisgewing 396 van 13 Maart 1959 binne die landdrostrik Ventersburg geval het) en daardie gedeelte van die landdrostrik Welkom wat voor die publikasie van Goewermentskennisgewing 2 van 5 Januarie 1973 binne die landdrostrik Virginia geval het.
- (ii) Die landdrostrikte Bethlehem, Harrismith en Kroonstad.
- (iii) Die landdrostrikte Bothaville, Brandfort, Frankfort, Heilbron, Hennenman (uitgesonderd daardie gedeelte wat, voor die publikasie van Goewermentskennisgewing 790 van 30 Mei 1963 binne die landdrostrik Ventersburg geval het), Lindley, Parys, Reitz, Senekal, Theunissen, Viljoenskroon, Vrede, Vrededorf, Wesselsbron (uitgesonderd daardie gedeelte wat, voor die publikasie van Goewermentskennisgewing 509 van 19 Maart 1984 binne die landdrostrik Odendaalsrus geval het) en Winburg.

(d) *Transvaal*

- (i) Daardie gedeelte van die landdrostrik Boksburg wat voor die publikasie van Goewermentskennisgewing 1779 van 6 November 1964 binne die landdrostrik Heidelberg geval het, daardie gedeelte van die landdrostrik Brakpan wat voor die publikasie van Goewermentskennisgewing 1779 van 6 November 1964 binne die landdrostrik Heidelberg geval het asook daardie gedeelte wat voor 1 Julie 1972 (Goewermentskennisgewing 498 en 871 van onderskeidelik 1 April 1966 en 26 Mei 1972) binne die landdrostrik Nigel geval het, die landdrostrik Heidelberg, daardie gedeelte van die landdrostrik Kempton Park wat voor 1 November 1970 (Goewermentskennisgewings 556 en 1618 van onderskeidelik 29 Maart 1956 en 2 Oktober 1970) binne die landdrostrik Pretoria geval het, die landdrostrikte Klerksdorp en Nigel, daardie gedeelte van die landdrostrik Oberholzer wat voor die publikasie van Goewermentskennisgewing 1745 van 1 September 1978 binne die landdrostrik Potchefstroom geval het, die landdrostrikte Potchefstroom en Pretoria, daardie gedeelte van die landdrostrik Randburg wat voor die publikasie van Goewermentskennisgewing 2152 van 22 November 1974 binne die landdrostrik Pretoria geval het, en die landdrostrikte Witbank en Wonderboom.
- (ii) Die landdrostrikte Brits (uitgesonderd daardie gedeelte wat voor 1 Julie 1972—Goewermentskennisgewing 872 van 26 Mei 1972—binne die landdrostrik Krugersdorp geval het), Ermelo, Hoëveldrif, Letaba, Lichtenburg, Middelburg en Nelspruit, daardie gedeelte van die landdrostrik Phalaborwa wat voor 1 Januarie 1983 (Goewermentskennisgewing 2644 van 10 Desember 1982) binne die landdrostrik Letaba geval het en die landdrostrikte Pietersburg, Potgietersrus, Rustenburg en Witrivier.
- (iii) Die landdrostrikte Amersfoort, Balfour, Barberton, Belfast, Bethal, Bronkhorstspuit, Carolina, Cullinan, Groblersdal, Koster (uitgesonderd daardie gedeelte wat, voor die publikasie van Goewermentskennisgewing 1105 van 26 Julie 1963 in die landdrostrikte Krugersdorp en Randfontein geval het maar nie die plase Moadowns 1, Holfontein 17, Leeuwpan 18, Ireton 19, Pahtiki 20, Bospan 21 en Rietfontein 48 in die landdrostrik Randfontein nie), Lydenburg, Piet Retief, Soutpansberg, Standerton, Ventersdorp, Volksrust, Warmbad, Waterberg en Waterval-Boven.

(2) (a) 'Goederevervoer- en Opbergingsbedryf' of 'Bedryf' beteken die bedryf waarin werkgewers en werknemers met mekaar geassosieer is met die doel om een of meer van die volgende werksaamhede teen vergoeding of huur te verrig:

- (i) Die vervoer van goedere deur motorvervoer hetsy sodanige goedere vir verkoop bedoel is, al dan nie;
- (ii) die opberging van goedere en sluit in die ontvangs, oopmaak, uitpak, inpak, versending, inklaring, uitklaring van of verantwoording doen vir goedere; en
- (iii) die aflewering of vervoer van nuwe voertuie, waar dit nie deur die vervaardiger self of 'n motorhandelaar onderneem word nie;

en dit omvat alle werksaamhede wat met enige van voornoemde bedrywighede in verband staan of daaruit voortspruit.

(b) 'Goedere' beteken enige artikel, kommoditeit of stof en omvat ook sand, grond, gruis, klip, steenkool, water of ander vloeistof, gasagtige of soliede stof, houters en houergoedere en enige ander roerende eiendom.

(3) 'Small employer' means—

- (a) an employer who on the date of publication of this notice was conducting not more than one business in the Trade, which was located in any of the areas in which this determination is binding, and who was employing less than three drivers, and less than six employees altogether, in or in connection with such business, for so long as he continues thus to employ less than three drivers, and less than six employees altogether, at all times; or
- (b) an employer who enters the Trade after the date of publication of this notice, who conducts not more than one business in the Trade, which is located in any of the areas in which this determination is binding, and who at all times employs less than three drivers, and less than six employees altogether, in or in connection with such business.

(4) 'Manager' means an employee who is charged by his employer with the overall supervision over, responsibility for and direction of the activities of an establishment or part of an establishment and the employees engaged therein, but does not include an employee in the same establishment who relieves or acts for a manager during the latter's absence.

2. DEFINITIONS

Unless the context otherwise indicates, any expression which is used in this Determination and which is defined in the Wage Act, 1957, has the same meaning as in that act, and for the purposes of this determination an employee shall be deemed to be in that class in which he is wholly or mainly engaged; further, unless inconsistent with the context—

- (1) 'artisan' means an employee who has completed or is deemed to have completed a contract of apprenticeship in a trade designated or deemed to have been designated in terms of the Manpower Training Act, 1981, or who holds a certificate issued or deemed to have been issued to him by the Registrar of Manpower Training and conferring artisan status on him in terms of that act, and any other employee engaged in work normally performed by an artisan except where specifically otherwise provided in this determination; (2)
- (2) 'assistant foreman' means an employee who assists a foreman and who in so doing may perform any of the duties of a foreman and who may act for him during his absence; (3)
- (3) 'casual employee' means an employee who is employed by the same employer on not more than three days in any week; (27)
- (4) 'chargehand' means an employee who under general supervision is in charge of a group of general workers and who may keep records of the work they do; (40)
- (5) 'chauffeur' means an employee, other than a driver, who is engaged in driving a motor vehicle which is intended for the conveyance of his employer, clients or visitors and which may be used for the conveyance of documents or parcels; (10)
- (6) 'checker' means an employee who, under the supervision of a clerk, supervises the assembling, mass-measuring, stacking, loading, unloading, marking or addressing of goods and who checks, enters or records particulars of such goods according to a written statement and who may supervise the packing and unpacking of such goods and the work of a general worker; (37)
- (7) 'clerical assistant' means an employee who, under the supervision of a clerk with at least two years' experience, is engaged in one or more of the following duties:
 - (a) Making out consignment or delivery notes or packing slips, but not invoices;
 - (b) copying particulars of documents by hand;
 - (c) recording particulars of annual and sick leave;
 - (d) checking attendance registers or recording particulars in connection with employees who are at work or absent from work, or the time spent by employees on various tasks;
 - (e) recording the engagement, discharge or resignation of employees, including the making of any necessary entries in the employees' personal files or documents, or preparing certificates of service;
 - (f) counting or recording the hours of work of employees;
 - (g) stamping or making out tickets or labels;
 - (h) filing, sorting or otherwise attending to wage or time cards, invoices, requisitions, delivery notes, consignment notes or other documents;
 - (i) preparing wage or time cards;
 - (j) compiling lists of goods, figures or numbers;
 - (k) interpreting or translating languages spoken by Blacks or Asiatics;
 - (l) adding and subtracting figures, also with the aid of a machine;
 - (m) counting or mass-measuring goods;
 - (n) recording reference numbers, batch numbers or contents of goods; (22)

(3) 'Klein werkgewer' beteken—

- (a) 'n werkgewer wat op die datum van publikasie van hierdie kennisgewing hoogstens een besigheid in die Bedryf het, wat geleë was in enige van die gebiede waarin hierdie vasstelling van toepassing is en wat minder as drie drywers en minder as ses werknemers altesaam in of in verband met sodanige besigheid in diens gehad het, vir solank as wat hy voortgaan om te alle tye minder as drie drywers en minder as ses werknemers altesaam aldus in diens te hê;
- (b) 'n werkgewer wat na die datum van publikasie van hierdie kennisgewing tot die Bedryf toetree, wat hoogstens een besigheid in die Bedryf bedryf, wat geleë is in enige van die gebiede waarin hierdie vasstelling van toepassing is en wat te alle tye minder as drie drywers en minder as ses werknemers altesaam in of in verband met sodanige besigheid in diens het.

(4) 'Bestuurder' 'n werknemer wat deur sy werkgewer belas is met die algehele toesig oor, verantwoordelikheid vir en bestuur van die werksaamhede van 'n bedryfsinrigting of gedeelte daarvan en die werknemers wat daarin werk, maar sluit nie 'n werknemer in wat in dieselfde bedryfsinrigting 'n bestuurder aflos of tydens sy afwesigheid namens hom optree nie.

2. WOORDOMSKRYWING

Tensy die sinsverband anders aandui, het elke uitdrukking wat in hierdie vasstelling gebesig en in die Loonwet, 1957, omskryf word, dieselfde betekenis as in daardie Wet en, by die toepassing van hierdie vasstelling, word 'n werknemer geag in dié klas te wees waarin hy uitsluitlik of hoofsaaklik werksaam is; voorts tensy onbestaanbaar met die sinsverband, beteken—

- (1) 'algemene werker' 'n werknemer wat een of meer van die volgende werksaamhede verrig:
 - (a) Bale, vate, pakkiste, kaste, blikke, kartonne, konkas, sakke, bale of houters oopmaak, toemaak, toespyker, toewerk, merk, vasbind, volmaak of leegmaak;
 - (b) behulpsaam wees met die laai of aflaai van houters;
 - (c) boksele of plastiekbedekking oorgooi of afhaal;
 - (d) boodskappe, pakkette, briewe of goedere toemaak of oopmaak of dit te voet, per trapfiets, driewieler of handvoertuig aflewer of vervoer;
 - (e) dra, ophang, trek, stoot, sleep, inpak, verpak, opstapel, rol, oprol, verskuif, laai, aflaai, uitpak van enige goedere, houters, pakkette of voertuie, kruiwaens, trolleys, waentjies of ander handvoertuie behalwe deur die gebruik van kraguitrusting;
 - (f) etikette op goedere plak of dit merk, brandmerk, stempel of sjabloneer of etikette perforeer;
 - (g) goedere in pakkies oopmaak, toedraai of vasbind;
 - (h) goedere met 'n skrofborsel of draadborsel skoonmaak;
 - (i) handdoeke, seep of toiletpapier vervang;
 - (j) klaargemaakte karton- of veselborddose of soortgelyke houters met die hand opstel of uitmekaar haal;
 - (k) klip, gruis, grond, klei, sand of ander grondstowwe met 'n skopgraaf skep of strooi;
 - (l) met die hand boor, afskraap of skuur;
 - (m) motorvoertuie, goedere of die vrag op motorvoertuie, oppas;
 - (n) 'n handkraan, -hyser, -pomp, -afrolmasjien, domkrag of windas bedien;
 - (o) 'n ambagsman behulpsaam wees op 'n ander wyse as deur die gereedskap van sy vak selfstandig te gebruik;
 - (p) oorpakke, uniforms, beskermende klere, verpakkingsmateriaal of komberse was;
 - (q) op 'n motorvoertuig, sleepwa of leunwa werk of dit op sy ritte vergesel;
 - (r) pakkiste, kaste, kratte of pallette met die hand herstel;
 - (s) persele, goedere, pallette, voertuie of masjinerie skoonmaak;
 - (t) rantsoene gaarmaak of tee of soortgelyke drankte vir werknemers maak of aan hulle bedien of tee of ander verversings vir die werkgewer of sy gaste maak of aan hulle bedien;
 - (u) rubber- of ander stempels gebruik waar seleksie of diskresie nie nodig is nie;
 - (v) spoorwegwaens of houters oop- of toemaak;
 - (w) verf of roesweermiddels op goedere, sleepwaens of leunwaens met die hand aanbring;
 - (x) wiele, of buite- of binnebande van motorvoertuie, laaigrawe, mobiele hystoestelle, sleepwaens, leunwaens, fietse, kruiwaens, trolleys of ander handvoertuie afhaal, terugsit, omruil of oppomp, of binnebande herstel; (19)
- (2) 'ambagsman' 'n werknemer wat 'n kontrak van vakleerlingskap voltooi het of geag word te voltooi het in 'n ambag wat aangewys is of geag word aangewys te wees ingevolge die Wet op Mannekragopleiding, 1981 of wat die houer is van 'n sertifikaat aan hom uitgereik of geag word uitgereik te wees deur die Registrateur van Mannekragopleiding wat ambagsmanstatus aan hom verleen ingevolge daardie wet en alle ander werknemers wat werk doen wat gewoonlik deur 'n ambagsman verrig word, behalwe waar spesifiek anders in hierdie vasstelling bepaal word; (1)

- (8) 'clerk' means an employee who is engaged in writing, typing, filing or in any other form of clerical work and includes a cashier and a telephone switchboard operator or any office machine operator, but does not include any other class of employee elsewhere defined in this clause notwithstanding the fact that clerical work may form a portion of such employee's duties; (21)
- (9) 'despatch clerk' means an employee who is responsible for the receipt, packing or despatch of goods from a store, warehouse or storage place, and who may supervise the work of a checker or a general worker; (54)
- (10) 'dolly' means a trailer on which a semi-trailer rests and which converts the latter into a trailer; (11)
- (11) 'driver' means an employee, other than a chauffeur, who is engaged in driving a motor vehicle, and for the purposes of this definition the expression "driving a motor vehicle" includes all periods of driving, any time spent by the driver on work connected with the vehicle or the load and all periods during which he is obliged to remain at his post in readiness to drive; (12)
- (12) 'emergency work' means—
- any work which, owing to unforeseen circumstances such as fire, storm, accident, epidemic, act of violence, sabotage, industrial unrest, theft or a breakdown of plant or machinery, or threatened breakdown of buildings, must be done without delay;
 - any work in connection with the overhauling or repairing of a motor vehicle, plant or machinery which cannot be performed during ordinary working hours;
 - any work in connection with the loading or unloading of—
 - ships;
 - trucks or vehicles of the South African Transport Services;
 - vehicles used by a cartage contractor in the fulfilment of his contract as such with the South African Transport Services;
 - perishable products from vehicles for the purpose of storing them to prevent spoilage; (38)
- (13) 'experience' means, in relation to a clerk, clerical assistant or repair shop assistant, the total period or periods of employment during which an employee has been employed as a clerk, clerical assistant or a repair-shop assistant, respectively, in any trade or industry or in the service of a local authority or the State; (41)
- (14) 'extra heavy motor vehicle (articulated)' means a motor vehicle (articulated) the gross combination mass of which exceeds 16 000 kg but not 25 000 kg; (13)
- (15) 'extra heavy motor vehicle (rigid)' means a motor vehicle (rigid) the gross vehicle mass of which exceeds 16 000 kg but not 25 000 kg; (14)
- (16) 'foreman' means an employee who is in charge of the employees in an establishment or part of an establishment, who exercises control over such employees and who is responsible to the manager for the efficient performance by them of their duties; (55)
- (17) 'front-end loader operator' means an employee who operates a power driven front-end loader used in the loading, shifting or unloading of soil, sand, stones, gravel or any other raw materials or goods; (4)
- (18) 'gantry crane operator' means an employee engaged in driving a gantry crane or operating or controlling it from the floor of an establishment; (7)
- (19) 'general worker' means an employee who is engaged in one or more of the following duties:
- Opening, closing, nailing up, sewing up, marking, tying, filling or emptying bales, vats, packing cases, boxes, tins, cartons, drums, bags or containers;
 - aiding in the loading or unloading of containers;
 - throwing over or removing tarpaulins or plastic coverings;
 - sealing or opening messages, packages, letters or goods and delivering or transporting them on foot, on a pedal cycle or tricycle or by a hand-operated vehicle;
 - carrying, lifting, pulling, pushing, dragging, packing, repacking, stacking, rolling, rolling up, shifting, loading, unloading, unpacking any goods, containers, packages or vehicles, wheelbarrows, trolleys or other hand-operated vehicles, other than by using power-driven equipment;
 - pasting labels on goods or marking, branding, stamping or stencilling them, or perforating labels;
- (3) "assistent-voorman" 'n werknemer wat 'n voorman behulpsaam is en wat sodoende enige van die pligte van 'n voorman kan verrig en wat gedurende sy afwesigheid namens hom kan waarneem; (2)
- (4) "bediener van 'n laaigraaf" 'n werknemer wat 'n kragaangedrewe laaigraaf bedien wat by die laai, verskuiwing of aflaai van grond, sand, klippe, gruis of enige ander grondstowwe of goedere gebruik word; (17)
- (5) "bediener van 'n mobiele hystoestel, graad I" 'n werknemer wat 'n kragaangedrewe mobiele hystoestel of vurkhysswa met 'n hysvermoë van meer as 6 000 kg bedien wat by die laai, aflaai, versit of opstapel van goedere of houters gebruik word en omvat dit nie 'n interne motorvoertuig nie; (33)
- (6) "bediener van 'n mobiele hystoestel, graad II" 'n werknemer wat 'n kragaangedrewe mobiele hystoestel of vurkhysswa met 'n hysvermoë van hoogstens 6 000 kg bedien wat by die laai, aflaai, versit of opstapel van goedere of houters gebruik word en omvat dit nie 'n interne motorvoertuig nie; (34)
- (7) "bediener van 'n oorhoofse hyskraan" 'n werknemer wat 'n oorhoofse hyskraan dryf of vanaf die vloer van 'n bedryfsinrigting bedien of beheer; (18)
- (8) "bruto kombinasie-massa" met betrekking tot 'n motorvoertuig (gelede) wat gebruik word om enige ander motorvoertuig te trek, die maksimum massa van enige kombinasie van voertuie, met inbegrip van die trekvoertuig en vrag soos deur die vervaardiger daarvan gespesifiseer of in die afwesigheid van sodanige spesifikasie, soos deur die registrasie-owerheid bepaal; (20)
- (9) "bruto voertuig-massa" met betrekking tot 'n motorvoertuig (nie-gelede), die maksimum massa van sodanige voertuig en sy vrag soos deur die vervaardiger gespesifiseer of in die afwesigheid van sodanige spesifikasie, soos deur die registrasie-owerheid bepaal; (21)
- (10) "chauffeur" 'n werknemer, uitgesonderd 'n drywer, wat 'n motorvoertuig dryf wat vir die vervoer van sy werkgewer, klante of besoekers bedoel is en waarmee ook dokumente of pakkette vervoer kan word; (5)
- (11) "drastel" 'n sleepwa waarop 'n leunwa rus en wat dit in 'n sleepwa kan omskep; (10)
- (12) "drywer" 'n werknemer, uitgesonderd 'n chauffeur, wat 'n motorvoertuig dryf, en by die toepassing van hierdie omskrywing omvat die uitdrukking " 'n motorvoertuig dryf" alle tydperke wat hy dryf, alle tyd wat hy bestee aan werk in verband met die voertuig of die vrag en alle tydperke wat hy verplig is om op sy pos te bly gereed om te dryf; (11)
- (13) "ekstra swaar motorvoertuig (gelede)" 'n motorvoertuig (gelede) waarvan die bruto kombinasie-massa meer as 16 000 kg maar hoogstens 25 000 kg is; (14)
- (14) "ekstra swaar motorvoertuig (nie-gelede)" 'n motorvoertuig (nie-gelede) waarvan die bruto voertuig-massa meer as 16 000 kg maar hoogstens 25 000 kg is; (15)
- (15) "faktotum" 'n werknemer wat kleinere herstelwerk of verstellings doen aan houters, goedere wat tydens die vervoer daarvan beskadig is, masjinerie of uitrusting, en wat ook kleiner herstelwerk of opknappings aan geboue kan doen, maar wat geen werk verrig wat gewoonlik deur 'n ambagsman gedoen word nie; (22)
- (16) "gekwaliseerd" met betrekking tot 'n werknemer, dat die ondervinding van 'n werknemer in sy klas hom geregtig maak op die hoogste loontarief wat vir daardie klas voorgeskryf is; omgekeerd beteken "ongekwalifiseerd" dat sy ondervinding in sy klas hom nie op sodanige hoogste loontarief geregtig maak nie; (45)
- (17) "geskoolde werk" werk wat die opleiding en geskooldheid van 'n ambagsman vereis; (50)
- (18) "gewone werkure" die werkure soos voorgeskryf in klousule 5 (1) of indien volgens ooreenkoms tussen 'n werkgewer en sy werknemer laasgenoemde korter ure werk, daardie korter ure; (40)
- (19) "herstelwinkel-assistent" 'n werknemer wat onder toesig van 'n ambagsman een of meer van die volgende werksaamhede in verband met motorvoertuie verrig: Met dien verstande dat die verrigting van enigeen van die werksaamhede in hierdie omskrywing vermeld, nie so uitgelê mag word dat dit die verrigting van vakmanswerk wat met sodanige werksaamhede in verband staan, toelaat nie:
- Beskermklae aanbring op enjins, samestellende dele, bybehore, vloermatte, sitplekoppervlakke, bagasiebakke of kantskopplaat;
 - wiele balanseer met enige masjien wat bedoel is om wiele los van die voertuig af te balanseer;
 - die volgende nagaan en, indien moontlik regstel:
Smoorklep, enjinkap, aansitter, handversneller, verwarmer, ventileerkabels, of verkoelingstelselkabels; horlosies, rigting-aanwysers; deur- en vensterhandvatsels; deure, deurrubbers, slotte en sleutels; elektriese verbindings vir stewigheid; generator- en alternatorbande vir korrekte spanning; slangverbindinge vir stewigheid; ruitveërs en -wassers;

- (g) parcelling, wrapping or tying goods;
- (h) cleaning goods with a scrubbing brush or wire-bristle brush;
- (i) replacing towels, soap or toilet paper;
- (j) setting up or taking apart ready-made cardboard or fibreboard boxes or similar containers by hand;
- (k) shovelling or scattering stone, gravel, soil, clay, sand or other raw materials with a shovel;
- (l) boring, scraping down or sandpapering by hand;
- (m) guarding motor vehicles, goods or the load on motor vehicles;
- (n) operating a hand-operated crane, hoist, pump duplicating machine, jack or winch;
- (o) assisting an artisan in other ways than by using the tools of his trade independently;
- (p) washing overalls, uniforms, protective clothing, packing material or blankets;
- (q) working on a motor vehicle, trailer or semi-trailer or accompanying it on trips;
- (r) repairing packing cases, cases, crates or pallets by hand;
- (s) cleaning premises, goods, pallets, vehicles or machinery;
- (t) preparing rations, or making or serving tea or similar beverages for employees, or making or serving tea or other refreshments for the employer or his guests;
- (u) using rubber or other stamps where selection or discretion is not needed;
- (v) opening or shutting railway trucks or containers;
- (w) applying paint or anti-rust agents to goods, trailers or semi-trailers by hand;
- (x) removing, replacing, changing or pumping wheels, tyres or tubes of motor vehicles, front-end loaders, mobile hoists, trailers, semi-trailers, cycles, wheelbarrows, trolleys or other hand-driven vehicles, or repairing tubes; (1)
- (20) 'gross combination mass' in relation to a motor vehicle (articulated) means the maximum mass of the combination of vehicles, including that of the drawing motor vehicle and the load, as specified by the manufacturer or, in the absence of such specification, as determined by the registering authority concerned; (8).
- (21) 'gross vehicle mass' in relation to a motor vehicle (rigid) means the maximum mass of such vehicle and its load as specified by the manufacturer or, in the absence of such specification, as determined by the registering authority concerned; (9)
- (22) 'handyman' means an employee who is engaged in making minor repairs or adjustments to containers, goods damaged in transit, machinery or equipment, and who may effect minor repairs or renovations to buildings, but who does not do work normally done by an artisan; (15)
- (23) 'heavy motor vehicle (articulated)' means a motor vehicle (articulated) the gross combination mass of which exceeds 9 000 kg but not 16 000 kg; (49)
- (24) 'heavy motor vehicle (rigid)' means a motor vehicle (rigid) the gross vehicle mass of which exceeds 9 000 kg but not 16 000 kg; (50)
- (25) 'hours of work' means and includes all periods during which a driver of a motor vehicle is engaged in driving, and all the time that the driver of a motor vehicle or any other class of employee accompanying him spends on other work connected with the vehicle or the load and all periods during which he is obliged to remain at his post in readiness to work, but does not include any meal interval prescribed in clause 5 (2) or any period in respect of which any subsistence allowance is payable to an employee in terms of clause 3 (5) if during such interval or period the employee does no work other than remaining in charge of the vehicle and its load, if any, or guarding the vehicle and its load, if any; (59)
- (26) 'internal motor vehicle' means a motor vehicle used on the premises of or inside an establishment; (20)
- (27) 'law' includes the common law; (60)
- (28) 'light motor vehicle' means a motor vehicle the gross vehicle mass or gross combination mass of which does not exceed 3 500 kg; (25)
- (29) 'local authority' means any borough council, city council, municipal council, village management board, divisional council or any similar institution or body contemplated in section 84 (1) (f) of the Provincial Government Act, 1961, or in any other legislation; (45)
- (30) 'medium motor vehicle (articulated)' means a motor vehicle (articulated) the gross combination mass of which exceeds 3 500 kg but not 9 000 kg; (30)
- (31) 'medium motor vehicle (rigid)' means a motor vehicle (rigid) the gross vehicle mass of which exceeds 3 500 kg but not 9 000 kg; (31)
- (d) nagaan en oor defekte by 'n ambagsman verslag doen van— horlosies; rigtingaanwysers; deur- en vensterhandvatsels; deure, slotte en sleutels; elektriese verbruikspunte; verstellers van voorste sitplekke; ruitveërs en -wassers;
- (e) gate volgens patrone boor;
- (f) waaierbande aanbring en stel waar geen meettoestelle of -instrumente nodig is nie;
- (g) los sitplekkoortreksels aanbring waar geen verandering daaraan nodig is nie;
- (h) veiligheids gordels aanbring waar daar ankerpunte is;
- (i) enige deel of eenheid verwyder;
- (j) lekke in bakke met vulsel herstel en lekke in enjin, ewenaar en ratkas deur vas te draai;
- (k) die volgende vervang of installeer sonder om die finale elektriese verbindings aan te bring:
Alternators; bakke; bakliewerk; enjinkappe; remtrommels, uitgesonderd waar die trommel en naaf 'n volledige eenheid is; gloeilampies; stampers; kables, uitgesonderd elektriese verbindings; kabelhefbome; kabelskakelings; vergassers; kajuite; koppelaar- en drukplate; kronkelvere; verkoelingstelsels, uitgesonderd lugversorging; silinderkoppe, sonder om hulle te wring; deure; deurhandvatsels; drylfasse, uitgesonderd voorwiel aandrywing; enjinsamestelle; enjinmonterings; enjinmodderpanne, uitlaatstelsels; buikplanke; vloerbedekkings; vlieg-wieldeksels; verwyderbare brandstoftype; brandstoftpompe, uitgesonderd inspuitspompe; brandstoftenks; ratkassamestelle; ratkasmonterings; generators; glas; gruispanne; roosters; hand-relingklampe; verwarmers; lampe; spuitstukke; modderskerms; oliefilters of -siwwe en die skoonmaak daarvan; panele (buite of binne) of los toebehore, uitgesonderd waar gesweis; drylfasse; verkoelers; verkoelerproppe; radio's en bandopnemers, maar nie die finale elektriese verbinding daarvan nie; treeplanke; agterbakligte; sitplekke; voorste en agterste blad-vere; aanslagplate; oliebakmoere en -boute; skerm; klepdeksels; waterslange; vensterrame; handruitslingers;
- (l) agterasomhulselsamestelle (sonder die gebruik van handgereedskap) weer in posisie plaas en met die hand vasdraai;
- (m) horlosies volgens korrekte tyd stel; (46)
- (20) "interne motorvoertuig" 'n motorvoertuig wat op die perseel van of binne 'n bedryfsinrigting gebruik word; (26)
- (21) "klerk" 'n werknemer wat skryf-, tik-, liasseer- of enige ander soort klerklike werk verrig en omvat dit ook 'n kassier en 'n telefoonskalkelbordoperateur, of enige kantoormasjienoperateur, maar geen ander klas werknemer wat elders in hierdie klousule omskryf word nie, al maak klerklike werk ook deel uit van so 'n werknemer se werk; (8)
- (22) "klerklike assistent" 'n werknemer wat onder toesig van 'n klerk met minstens twee jaar ondervinding een of meer van die volgende werksaamhede verrig:
- (a) Vrag- of afleweringbriewe of verpakkingsnotas uitmaak, maar nie fakture nie;
- (b) besonderhede van dokumente met die hand kopieer;
- (c) besonderhede van jaarlikse of siekteverlof aanteken;
- (d) bywoningsregisters kontroleer of besonderhede in verband met werknemers wat aanwesig of afwesig is, of die tyd deur werknemers aan ander take bestee, aanteken;
- (e) die indiensneming, ontslag of bedanking van werknemers aanteken, insluitende enige nodige inskrywings in die werknemers se persoonlike lêer of dokumente maak of dienssertifikate voorberei;
- (f) die werktid van werknemers tel, of aanteken;
- (g) kaartjies of etikette stempel of uitskryf;
- (h) loon- of tydkaarte, fakture, rekwisisies, afleweringbriewe, vragbriewe of ander dokumente liasseer, sorteer of andersins aandag daaraan skenk;
- (i) loon- of tydkaarte voorberei;
- (j) lyste opstel van goedere, syfers of nommers;
- (k) Swarttale of Asiërtale tolk of vertaal;
- (l) syfers optel en aftrek insluitende met 'n masjien;
- (m) tel van goedere of die bepaling van die massa daarvan;
- (n) verwysingsnommers, bondelnommers of inhoud van goedere of houer aanteken; (7)
- (23) "korttyd" 'n tydelike vermindering van die getal gewone werkure weens wisselvalligheid van die weer, 'n slapte in die bedryf, 'n tekort aan goedere wat vervoer moet word, 'n onklaarraking van masjinerie of installasie, of weens die feit dat die geboue onbruikbaar is of dreig om dit te word; (49)
- (24) "leunwa" 'n sleepwa wat geen vooras het nie en so ontwerp of ingerig is om op 'n voorspanmotor te rus en deur hom getrek word; (48)

- (32) 'military service' means any service or training in terms of the Defence Act, 1957 (Act 44 of 1957); (32)
- (33) 'mobile hoist operator, Grade I,' means an employee who is engaged in operating a power-driven mobile hoist or fork-lift truck with a lifting capacity exceeding 6 000 kg used in the loading, unloading, moving or stacking of goods or containers, but does not include an internal motor vehicle; (5)
- (34) 'mobile hoist operator, Grade II,' means an employee who is engaged in operating a power-driven mobile hoist or fork-lift truck with a lifting capacity not exceeding 6 000 kg used in the loading, unloading, moving or stacking of goods or containers, but does not include an internal motor vehicle; (6)
- (35) 'motor dealer' means any person who is engaged in the business of buying, selling, exchanging or repairing motor vehicles which are required to be registered and licensed in terms of a road traffic ordinance, or of building permanent structures onto such motor vehicles; (33)
- (36) 'motor vehicle' means a self-propelled vehicle with an engine capacity exceeding 100 cm³, used for conveying goods or containers and includes a trucktractor, tractor, a motor cycle or a motor tricycle but does not include a mobile hoist; (34)
- (37) 'motor vehicle (articulated)' means a combination of vehicles consisting of a motor vehicle and a semi-trailer or trailer; (35)
- (38) 'motor vehicle (rigid)' means a motor vehicle other than a motor vehicle (articulated); (36)
- (39) 'new motor vehicle' means a newly manufactured motor vehicle owned by a motor manufacturer, importer or dealer and driven on a public road for the purpose of the sale and delivery of such vehicle; (39)
- (40) 'ordinary hours of work' means the hours of work prescribed in clause 5 (1) or if by agreement between an employer and his employee the latter works a lesser number of ordinary hours, such shorter hours; (18)
- (41) 'overtime' means that portion of any period worked by an employee during any week or on any day which is longer than his weekly or daily ordinary hours of work, as the case may be, but does not include any period during which an employee works for his employer on a Sunday or a public holiday as defined; (42)
- (42) 'packer or loader' means an employee responsible for packing or loading furniture or other goods into any container or into a vehicle and unloading or unpacking furniture or other goods, and who may supervise the activities of a general worker; (44)
- (43) 'piece-work' means any system under which an employee's remuneration is based on the quantity of work done; (48)
- (44) 'public holiday' means New Year's Day (or the succeeding Monday whenever New Year's Day falls on a Sunday), Good Friday, Ascension Day, Republic Day, Day of the Vow or Christmas Day; (43)
- (45) 'qualified' in relation to an employee, means that the experience of an employee of his class entitles him to the highest wage rate, prescribed for that class, and, conversely, 'unqualified' means that his experience in his class does not entitle him to such highest rate; (16)
- (46) 'repair-shop assistant' means an employee who, under the supervision of an artisan, is engaged in any one or more of the following operations in connection with motor vehicles: Provided that the performance of any of the operations referred to in this definition may not be so interpreted as to allow for the performance of skilled work in connection with such operations:
- (a) Applying protective coatings to engines, components, accessories, floor mats, seat covers, boots or side kickplates;
 - (b) balancing wheels with any machine intended to balance wheels separately from the vehicle;
 - (c) checking and, if possible, repairing the following: Choke, bonnet, starter, throttle, heater, ventilation cables, or cooling system cables; clocks, flickers; door handles and window handles; doors, doorseals, locks and keys; electrical connections for tightness; generators and alternator belts for correct tension; hose connections for tightness; windscreen wipers and washers;
 - (d) checking and reporting to an artisan on defects in clocks; flickers; door and window handles; doors, locks and keys; electrical consumer points; front seat adjusters; windscreen wipers and washers;
 - (e) drilling holes according to patterns;
 - (f) fittings and setting fan-belts where no measuring equipment or instruments are needed;
 - (g) fitting loose seat covers where no alterations to them are necessary;
 - (h) fitting safety belts where there are points of attachment;
 - (i) removing any part or unit;
 - (j) repairing leaks in bodies with filler and leaks in engines, differentials or gear-boxes by tightening;
- (25) "ligte motorvoertuig" 'n motorvoertuig waarvan die bruto voertuig-massa of bruto kombinasie-massa hoogstens 3 500 kg is; (28)
- (26) "loon" die bedrag wat ingevolge klousule 3 (1) aan 'n werknemer betaalbaar is ten opsigte van sy gewone werkure: Met dien verstande dat as 'n werkgewer 'n werknemer ten opsigte van sodanige gewone werkure gereeld 'n hoër bedrag betaal as dié by klousule 3 (1) voorgeskryf, dit sodanige hoër bedrag beteken, maar mag dit nie so uitgelê word dat dit besoldiging bedoel of omvat wat 'n werknemer wat in diens is op enige grondslag waarvoor daar in klousule 9 voorsiening gemaak word, ontvang bo en behalwe die bedrag wat hy sou ontvang het as hy nie op sodanige grondslag in diens was nie; en "gewone loon" of "weekloon" het ooreenstemmende betekenis; (58)
- (27) "los werknemer" 'n werknemer wat hoogstens drie dae in 'n week by dieselfde werkgewer in diens is; (3)
- (28) "magasynman, pakhuis" 'n werknemer wat beheer het oor voorrade, inkomende goedere en wat daarvoor verantwoordelik is om goedere in 'n magasyn, pakhuis of opslaggebied te ontvang, aan te teken, op te berg, te verpak of uit te pak of om goedere uit 'n magasyn, pakhuis of opslaggebied vir versending te lewer; (51)
- (29) "magasynman, werkswinkel" 'n werknemer belas met die ontvangs, rekordhouding, opberging, verpakking en uitreiking van onderdele en materiaal wat by die herstel en instandhouding van motorvoertuie, sleepwaens, leunwaens, installasies of masjinerie gebruik word; (52)
- (30) "medium motorvoertuig (gelede)" 'n motorvoertuig (gelede) waarvan die bruto kombinasie-massa meer as 3 500 kg maar hoogstens 9 000 kg is; (30)
- (31) "medium motorvoertuig (nie-gelede)" 'n motorvoertuig (nie-gelede) waarvan die bruto voertuig-massa meer as 3 500 kg maar hoogstens 9 000 kg is; (31)
- (32) "militêre diens" 'n tydperk van diens of opleiding kragtens die Verdedigingswet, 1957 (Wet 44 van 1957); (32)
- (33) "motorhandelaar" enige persoon wat betrokke is by die koop, verkoop, ruil of herstel van motorvoertuie wat ingevolge 'n padvervoer-ordonnansie geregistreer en gelisensieer moet word, of wat permanente strukture op sodanige motorvoertuie aanbring; (35)
- (34) "motorvoertuig" 'n selfaangedrewe voertuig met 'n enjinkapasiteit van meer as 100 cm³ wat gebruik word vir die vervoer van goedere of houers en omvat dit ook 'n voorspanmotor, trekker, 'n motorfiets of 'n motordriewiel, maar nie ook 'n mobiele hystoestel nie; (36)
- (35) "motorvoertuig (gelede)" 'n kombinasie van voertuie bestaande uit 'n motorvoertuig en 'n leunwa of 'n sleepwa; (37)
- (36) "motorvoertuig (nie-gelede)" 'n motorvoertuig uitgesonderd 'n motorvoertuig (gelede); (38)
- (37) "nasiener" 'n werknemer wat onder die toesig van 'n klerk toesig hou oor die byeenbring, massameet, stapel, laai, aflaai, merk of adresseer van goedere en wat besonderhede van sodanige goedere nagaan, opskryf of aanteken volgens 'n geskrewe opgawe en wat toesig mag hou oor die verpakking en uitpak van sodanige goedere en die werksaamhede van 'n algemene werker; (6)
- (38) "noodwerk"—
- (a) enige werk wat weens onvoorsiene omstandighede soos 'n brand, storm, ongeluk, epidemie, gewelddaad, sabotasie, nywerheidsnors, diefstal, of 'n onklaarraking van installasie of masjinerie sonder versuim gedoen moet word;
 - (b) enige werk in verband met die opknapping of herstel van 'n motorvoertuig, installasie of masjinerie wat nie gedurende gewone werkure verrig kan word nie;
 - (c) enige werk in verband met die laai of aflaai van—
 - (i) skepe;
 - (ii) spoorwaens of voertuie van die Suid-Afrikaanse Vervoerdienste;
 - (iii) voertuie wat deur 'n vervoerkontraakteur gebruik word in die nakoming van sy kontrak as sodanig met die Suid-Afrikaanse Vervoerdienste;
 - (iv) bederfbare produkte van voertuie met die doel om dit op te berg om bederf te voorkom; (12)
- (39) "nuwe motorvoertuig" 'n nuut vervaardigde motorvoertuig in die besit van 'n motorvervaardiger, invoerder of handelaar en wat vir doeleindes van die verkoop en aflewering daarvan op 'n openbare pad gedryf word; (39)
- (40) "onderbaas" 'n werknemer wat onder algemene toesig aan die hoof staan van 'n groep algemene werkers en wat aantekeninge kan hou van die werk wat hulle verrig; (4)
- (41) "ondervinding" met betrekking tot 'n klerk, klerklike assistent, of herstelwinkelassistent die totale tydperk of tydperke wat 'n werknemer onderskeidelik as klerk, klerklike assistent, herstelwinkelassistent in enige bedryf of nywerheid of in die diens van 'n plaaslike owerheid of die Staat werksaam was; (13)

- (k) replacing or installing the following without doing the final electrical connections:
 Alternators; bodies, body moulding; bonnets; brake drums, except where the drum and the hub are a complete unit; light bulbs; bumpers; cables, except electrical connections; cable levers; cable hook-ups; carburettors; cabs; clutch and pressure plates; coil springs; cooling systems, except air-conditioning; cylinder heads, without twisting them; doors, door handles; driving shafts, except frontwheel drive; engine assemblies; engine mountings; engine mud pans; exhaust systems; bottom-planks; floor coverings; fly-wheel covers; removable fuel pipes; fuel pumps, excluding injection pumps; fuel tanks; gear-box assemblies; gear-box mountings; generators; glass; gravel pans; grids; handrail clamps; heaters; lamps; manifolds; mudguards; oil filters or sieves and the cleaning thereof; panels (inside and outside) or loose accessories, except when welded; driving shafts; radiators; radiator plugs; radios and recorders, but not the final wiring thereof; running boards; rear body lights; seats; front and rear leaf springs; striker plates; oil-pan nuts and bolts; shields; tappet covers; water-hoses; window frames; hand window winders;
- (l) placing rear-axle housing assemblies in position (without use of hand tools) and tightening them by hand;
- (m) setting clocks to the right time; (19)
- (47) 'security guard' means an employee who is engaged in any one or more of the following duties:
 (a) Searching goods, vehicles or persons;
 (b) supervising or controlling watchmen;
 (c) controlling or reporting on the movement of persons or vehicles through check-points or gates;
 and who may also be required to perform any one or all of the duties prescribed for a watchman; (46)
- (48) 'semi-trailer' means a trailer without a front axle and designed or adapted to rest on and be drawn by a truck-tractor; (24)
- (49) 'short-time' means a temporary reduction in the number of ordinary hours of work owing to the vagaries of the weather, a slackness of trade, shortage of goods to be transported, a breakdown of plant or machinery or a breakdown or threatened breakdown of buildings; (23)
- (50) 'skilled work' means work requiring the training and skill of an artisan; (17)
- (51) 'storeman, warehouse' means an employee who is in charge of stocks of incoming goods and who is responsible for receiving, recording, storing, packing or unpacking goods in a store or warehouse or storage place or the delivery of goods from a store, warehouse or storage place for despatch; (28)
- (52) 'storeman, workshop' means an employee who is charged with the receiving, recording, storing, unpacking and issuing of spare parts and materials used in the repair and maintenance of motor vehicles, trailers, semi-trailers, plant or machinery; (29)
- (53) 'tare', in relation to a motor vehicle, means the mass of such vehicle ready to travel on a road and includes the mass of—
 (a) any spare wheel and of all other accessories and equipment supplied by the manufacturer as standard for the particular model of motor vehicle concerned;
 (b) anything which is a permanent part of the structure of such vehicle; and
 (c) anything affixed to such vehicle so as to form a structural alteration of a permanent nature,
 but does not include the mass of—
 (i) fuel; or
 (ii) anything affixed to such vehicle which is not of the nature referred to in (b) or (c). (51)
- (54) 'tractor' means a motor vehicle designed or adapted to draw other vehicles and not to carry any load; (52)
- (55) 'trailer' means a vehicle which is not self-propelled but designed or adapted to be drawn by a motor vehicle and includes a dolly; (47)
- (56) 'truck-tractor' means a motor vehicle designed or adapted to draw other vehicles and not to carry any load other than that imposed by a semi-trailer or ballast; (56)
- (57) 'ultra heavy motor vehicle' means a motor vehicle the gross vehicle mass or gross combination mass of which exceeds 25 000 kg; (53)
- (58) 'wage' means the amount of money payable to an employee in terms of clause 3 (1) in respect of his ordinary hours of work: Provided that if an employer regularly pays an employee in respect of such ordinary hours of work an amount higher than that prescribed in clause 3 (1), it means such higher amount, but this proviso shall not be so construed as to refer to or include any remuneration which an employee who is employed on any basis provided for in clause 9 receives over and above the amount which he would have received had he not been employed on such a basis; and 'ordinary wage' or 'weekly wage' has a corresponding meaning; (26)
- (42) "oortyd" die gedeelte van enige tydperk wat 'n werknemer 'n week of op 'n dag, werk, wat langer is as sy weeklikse of daaglikse gewone werkure na gelang van die geval, maar dit omvat nie 'n tydperk waarin 'n werknemer op 'n Sondag of 'n openbare vakansiedag soos omskryf, werk nie; (41)
- (43) "openbare vakansiedag" Nuwerjaarsdag (of die Maandag na Nuwejaarsdag waar laasgenoemde op 'n Sondag val), Goeie Vrydag, Hemelvaartdag, Republiekdag, Gelofte-dag en Kersdag; (44)
- (44) "pakker of laaier" 'n werknemer wat verantwoordelik is vir inpak of laai van meubels of ander goedere in enige houer of op 'n voertuig en die aflaai of uitpak van meubels of ander goedere, en wat toesig mag hou oor die werksaamhede van 'n algemene werker; (42)
- (45) "plaaslike owerheid" 'n munisipale raad, stadsraad, afdelingsraad, dorpsbestuur of 'n soortelyke instelling of liggaam beoog in artikel 84 (1) (f) van die Wet op Provinsiale Bestuur, 1961, of in enige ander wetgewing; (29)
- (46) "sekuriteitswag" 'n werknemer wat een of meer van die volgende werksaamhede verrig:
 (a) Goedere, voertuie of persone deursoek;
 (b) toesig hou oor wagte of beheer oor hulle uitoefen;
 (c) die beweging van persone of voertuie deur kontrolepunte of hekke kontroleer of verslag daaroor doen,
 en van wie ook vereis kan word om enige of al die pligte van 'n wag uit te voer;
- (47) "sleepwa" 'n voertuig wat nie selfgedrewe is nie en wat ontwerp of ingerig is om deur 'n motorvoertuig getrek te word en omvat dit 'n drastel; (55)
- (48) "stukwerk" 'n stelsel waarvolgens 'n werknemer se besoldiging gegrond word op die hoeveelheid werk wat verrig is; (43)
- (49) "swaar motorvoertuig (gelede)" 'n motorvoertuig (gelede) waarvan die bruto kombinasie-massa meer as 9 000 kg maar hoogstens 16 000 kg is; (23)
- (50) "swaar motorvoertuig (nie-gelede)" 'n motorvoertuig (nie-gelede) waarvan die bruto voertuig-massa meer as 9 000 maar hoogstens 16 000 kg is; (23)
- (51) "tarra", met betrekking tot 'n motorvoertuig, die massa van sodanige voertuig wanneer dit gereed is om op 'n pad te gaan en ook die massa van—
 (a) enige noodwiel en van alle ander toebehore en uitrusting wat deur die vervaardiger as standaardtoebehore vir die besondere model van die betrokke motorvoertuig verskaf word;
 (b) enigiets wat 'n permanente deel van die bou van sodanige voertuig is; en
 (c) enigiets wat aan sodanige voertuig aangeheg is sodat dit 'n bouverandering van 'n permanente aard uitmaak,
 maar ook nie die massa van—
 (i) brandstof; en of
 (ii) enigiets wat aan sodanige voertuig aangeheg is en nie van die aard is wat in paragraaf (b) of (c) genoem word nie; (53)
- (52) "trekker" 'n motorvoertuig wat ontwerp of ingerig is hoofsaaklik om ander voertuie te trek en nie om enige vrag op hom te dra nie; (54)
- (53) "ultraswaar motorvoertuig" 'n motorvoertuig waarvan die bruto voertuig-massa of die bruto kombinasie-massa 25 000 kg oorskry; (57)
- (54) "versendingsklerk" 'n werknemer wat verantwoordelik is vir die ontvangs, verpakking of versending van goedere of houters vanaf 'n magazyn, pakhuis of opslagplek en wat toesig mag hou oor en die werksaamhede mag nagaan van 'n nasiener of 'n algemene werker; (9)
- (55) "voorman" 'n werknemer wat aan die hoof staan van die werknemers in 'n bedryfsinrigting of 'n afdeling van 'n bedryfsinrigting, wat beheer oor sodanige werknemers uitoefen en wat daarvoor verantwoordelik is dat hulle hul pligte doeltreffend verrig; (16)
- (56) "voorspanmotor" 'n motorvoertuig ontwerp of ingerig om ander voertuie mee te trek en om nie 'n ander vrag as dié wat in die vorm van 'n leunwa of ballas daarop rus, te dra nie; (56)
- (57) "wag" 'n werknemer wat een of meer van die volgende pligte uitvoer:
 (a) Persele, geboue, strukture of ander vaste of roerende eiendom bewaak, beskerm of patroleer;
 (b) honde hanteer of beheer in die uitvoering van een of meer van die pligte in (a) bedoel; (59)
- (58) "week" met betrekking tot 'n werknemer, die tydperk van sewe dae waarbinne die werkweek van sodanige werknemer gewoonlik val; (60)

(59) 'watchman' means an employee other than a security guard, who is engaged in any one or more of the following duties:

- (a) Guarding, protecting or patrolling premises, buildings, structures or fixed or movable property;
- (b) handling or controlling dogs in the performance of any or all of the duties referred to in (a); (57)

(60) 'week', in relation to an employee, means the period of seven days within which the working week of that employee ordinarily falls. (58)

3. REMUNERATION

(1) The minimum wage which an employer shall pay to each member of the undermentioned classes of his employees shall be as set out hereunder: Provided that if the employer has been engaged in this trade in an area covered by this determination for a period of more than 12 months but less than 24 months in the aggregate, such wage may be reduced by not more than 10 per cent until he has been thus engaged for a period of 24 months in the aggregate, whereupon the minimum wage specified hereunder shall become payable and be paid:

(a) *Employees, other than casual employees:*

(59) "werkure" sluit in, alle tydperke wat 'n drywer van 'n motorvoertuig, motorvoertuig dryf en alle tyd wat die drywer van 'n motorvoertuig of 'n werknemer van 'n ander klas wat hom vergesel, bestee aan ander werk in verband met die voertuig of die vrag en alle tydperke wat hy verplig is om op sy pos gereed te bly om te werk, maar dit sluit nie in enige etenspouse in klousule 5 (2) voorgeskryf of enige tydperk ten opsigte waarvan enige onderhoudstoelae ingevolge klousule 3 (5) aan 'n werknemer betaalbaar is nie, indien die werknemer gedurende sodanige pouse of tydperk geen ander werk doen nie, behalwe om in beheer te wees van die voertuig en sy vrag, indien daar is, of om die voertuig en sy vrag, indien daar is, op te pas; (25)

(60) "wet" ook die gemene reg. (27)

3. BESOLDIGING

(1) Die minimumloon wat 'n werkgewer aan elke lid van ondergenoemde klasse werknemers in sy diens moet betaal, is dié hieronder uiteengesit: Met dien verstande dat die werkgewer in die Bedryf in 'n gebied waarin hierdie vasstelling van toepassing is, vir 'n tydperk van langer as 12 maande maar minder as 24 maande altesaam betrokke is, sodanige loon met hoogstens 10 persent verminder mag word totdat hy aldus vir 'n tydperk van 24 maande altesaam betrokke is, waarna die minimum loon wat hieronder bepaal word, betaalbaar word en betaal moet word:

(a) *Werknemers, uitgesonderd los werknemers:*

	In the Magisterial Districts of Bellville, Boksburg*, Brakpan*, Chatsworth, Durban, Goodwood, Inanda, Kempton Park*, Kuils River, Nigel, Oberholzer*, Paarl, Pinetown, Port Elizabeth, Pretoria, Randburg*, Sasolburg, Simon's Town, Somerset West, Stellenbosch, Strand, The Cape, Uitenhage, Wellington, Wonderboom and Wynberg		In the Magisterial Districts of Bloemfontein, Brits*, Bronkhorstspuit, Camperdown, Cullinan, East London, Heidelberg (Tvl), Hennenman*, Kimberley, Klerksdorp, Middelburg (Tvl), Pietermaritzburg, Potchefstroom, Virginia*, Welkom*, Wesselsbron* and Witbank		In the Magisterial Districts of Albany, Balfour, Bethal, Bethlehem, Ermelo, George, Gordonia, Harrismith, Highveld Ridge, Klip River, Knysna, Kroonstad, Lichtenburg, Lower Umfolozi, Malmesbury, Moorsburg, Mossel Bay, Nelspruit, Newcastle, Oudtshoorn, Parys, Pietersburg, Port Shepstone, Potgietersrus, Rustenburg, Umzinto, Vryburg, White River and Worcester	
	During the first year after this amendment becomes binding	Thereafter	During the first year after this amendment becomes binding	Thereafter	During the first year after this amendment becomes binding	Thereafter
	Per week R	Per week R	Per week R	Per week R	Per week R	Per week R
Artisan.....	145,62	151,85	125,31	130,62	113,77	118,62
Assistant foreman.....	127,62	113,85	110,31	115,62	100,85	105,69
Chargehand.....	64,15	70,38	54,92	60,23	49,85	54,69
Chauffeur.....	69,23	75,46	59,31	64,62	53,77	58,62
Checker.....	66,69	72,92	56,77	62,08	51,69	56,54
Clerical assistant—						
during the first year of experience.....	65,08	71,31	55,85	61,15	50,77	55,62
during the second year of experience.....	69,69	75,92	59,77	65,08	54,23	59,08
thereafter.....	74,08	80,31	63,92	69,23	57,69	62,54
Clerk—						
during the first year of experience.....	73,15	79,38	62,31	67,62	56,77	61,62
during the second year of experience.....	88,62	94,85	75,46	80,77	68,77	73,62
during the third year of experience.....	103,62	109,85	88,38	93,69	80,77	85,62
thereafter.....	119,08	125,31	102,46	107,77	92,77	97,62
Despatch clerk.....	119,08	125,31	102,46	107,77	92,77	97,62
Driver of—						
a light motor vehicle.....	69,23	75,62	59,31	64,62	53,77	58,62
a medium motor vehicle (articulated).....	93,00	99,23	83,31	88,62	72,23	77,08
a medium motor vehicle (rigid).....	88,62	94,85	79,38	84,69	68,77	73,62
a heavy motor vehicle (articulated).....	104,54	110,77	90,69	96,00	82,85	87,70
a heavy motor vehicle (rigid).....	99,69	105,92	86,31	91,62	78,92	83,77
an extra heavy motor vehicle (articulated).....	118,15	124,38	102,23	107,54	93,23	98,08
an extra heavy motor vehicle (rigid).....	112,62	118,85	97,38	102,69	88,85	93,70
an ultra heavy motor vehicle.....	124,15	130,38	107,31	112,62	97,85	102,70
Driver of an internal motor vehicle.....	88,62	94,85	76,38	81,69	68,77	73,62
Driver of a new motor vehicle the tare of which—						
(a) does not exceed 3 500 kg.....	69,23	75,46	59,31	64,62	53,77	58,62
(b) exceeds 3 500 kg.....	88,62	94,85	79,38	84,69	68,77	73,62
Foreman.....	153,69	159,92	132,46	137,77	120,69	125,54
Front-end loader operator.....	99,69	105,92	86,31	91,62	78,69	83,54
Gantry crane operator.....	88,62	94,85	75,92	81,23	68,77	73,62
General worker—						
during the first six months of his employment with the same employer.....	51,92	57,46	44,54	49,15	40,38	44,77
thereafter.....	57,69	63,92	49,38	54,69	44,77	49,62
Handyman.....	79,62	85,85	68,31	73,62	61,85	66,69

	In the Magisterial Districts of Bellville, Boksburg*, Brakpan*, Chatsworth, Durban, Goodwood, Inanda, Kempton Park*, Kwaik River, Nigel, Oberholzer*, Paarl, Pinetown, Port Elizabeth, Pretoria, Randburg*, Sasolburg, Simon's Town, Somerset West, Stellenbosch, Strand, The Cape, Uitenhage, Wellington, Wonderboom and Wynberg		In the Magisterial Districts of Bloemfontein, Brits*, Bronkhorstspuit, Camperdown, Cullinan, East London, Heidelberg (T.V.), Heinerman*, Klerksdorp, Middelburg (T.V.), Pietermaritzburg, Potchefstroom, Virginia*, Welkom*, Wesselsbron* and Witbank		In the Magisterial Districts of Albany, Balfour, Bethal, Bethlehem, Ermelo, George, Gordonia, Harare, Harare, Highveld Ridge, Klip River, Kwaik, Kroonstad, Lichtenburg, Lower Unifolzi, Malmesbury, Moersburg, Mossel Bay, Nelspruit, Newcastle, Oudtshoorn, Parys, Pieterburg, Port Shepstone, Potgietersrus, Rustenburg, Uitenhage, Vryburg, White River and Worcester	
	During the first year after this amendment becomes binding	Thereafter	During the first year after this amendment becomes binding	Thereafter	During the first year after this amendment becomes binding	Thereafter
Mobile lift operator— Grade I.....	82.15	88.38	70.38	75.69	63.69	68.54
Grade II.....	67.15	73.38	57.92	63.23	52.38	57.23
Packer or loader.....	66.69	72.92	56.77	62.08	51.69	56.54
Repair shop assistant— during the first year of experience.....	70.62	76.85	60.92	66.23	54.69	59.54
thereafter.....	79.62	85.85	68.31	73.62	61.85	66.69
Security guard.....	88.62	94.85	75.92	81.23	68.77	73.62
Storeman, warehouse.....	119.08	125.31	102.46	107.77	92.77	97.62
Watchman.....	88.62	94.85	75.46	80.77	68.77	73.62
Employee not specifically mentioned elsewhere in this subclause.....	64.15	70.38	54.92	60.23	49.85	54.69

* In so far as this Determination applies to the Magisterial District on the strength of clause 1

	In the Magisterial Districts of Bellville, Boksburg*, Brakpan*, Chatsworth, Durban, Goodwood, Inanda, Kempton Park*, Kwaik River, Nigel, Oberholzer*, Paarl, Pinetown, Port Elizabeth, Pretoria, Randburg*, Sasolburg, Simon's Town, Somerset West, Stellenbosch, Strand, The Cape, Uitenhage, Wellington, Wonderboom and Wynberg		In the Magisterial Districts of Bloemfontein, Brits*, Bronkhorstspuit, Camperdown, Cullinan, East London, Heidelberg (T.V.), Heinerman*, Klerksdorp, Middelburg (T.V.), Pietermaritzburg, Potchefstroom, Virginia*, Welkom*, Wesselsbron* and Witbank		In the Magisterial Districts of Albany, Balfour, Bethal, Bethlehem, Ermelo, George, Gordonia, Harare, Harare, Highveld Ridge, Klip River, Kwaik, Kroonstad, Lichtenburg, Lower Unifolzi, Malmesbury, Moersburg, Mossel Bay, Nelspruit, Newcastle, Oudtshoorn, Parys, Pieterburg, Port Shepstone, Potgietersrus, Rustenburg, Uitenhage, Vryburg, White River and Worcester	
	During the first year after this amendment becomes binding	Thereafter	During the first year after this amendment becomes binding	Thereafter	During the first year after this amendment becomes binding	Thereafter
Artisan.....	99.23	103.62	99.23	103.62	99.23	103.62
Assistant foreman.....	87.23	91.62	87.23	91.62	87.23	91.62
Chamberlain.....	42.92	47.31	42.92	47.31	42.92	47.31
Chauffeur.....	45.69	50.08	45.69	50.08	45.69	50.08
Check-out.....	44.31	48.69	44.31	48.69	44.31	48.69
Clerical assistant— during the first year of experience.....	43.38	47.77	43.38	47.77	43.38	47.77
thereafter.....	46.38	50.77	46.38	50.77	46.38	50.77
Clerk.....	49.38	53.77	49.38	53.77	49.38	53.77
Driver of a light motor vehicle.....	48.23	52.62	48.23	52.62	48.23	52.62
Driver of a medium motor vehicle (articulated).....	58.38	62.77	58.38	62.77	58.38	62.77
Driver of a heavy motor vehicle (articulated).....	69.23	73.62	69.23	73.62	69.23	73.62
Driver of a heavy motor vehicle (rigid).....	80.31	84.69	80.31	84.69	80.31	84.69
Driver of an extra heavy motor vehicle (articulated).....	45.92	50.31	45.92	50.31	45.92	50.31
Driver of an extra heavy motor vehicle (rigid).....	62.31	66.69	62.31	66.69	62.31	66.69
Driver of a light motor vehicle.....	59.31	63.69	59.31	63.69	59.31	63.69
Driver of a heavy motor vehicle (articulated).....	70.38	74.77	70.38	74.77	70.38	74.77
Driver of a heavy motor vehicle (rigid).....	67.15	71.54	67.15	71.54	67.15	71.54
Driver of an extra heavy motor vehicle (articulated).....	78.92	83.31	78.92	83.31	78.92	83.31
Driver of an extra heavy motor vehicle (rigid).....	75.23	79.62	75.23	79.62	75.23	79.62
Driver of an internal motor vehicle.....	82.85	87.23	82.85	87.23	82.85	87.23

	In the Magisterial Districts of Bellville, Boksburg*, Brakpan*, Chatsworth, Durban, Goodwood, Inanda, Kempton Park*, Kwaik River, Nigel, Oberholzer*, Paarl, Pinetown, Port Elizabeth, Pretoria, Randburg*, Sasolburg, Simon's Town, Somerset West, Stellenbosch, Strand, The Cape, Uitenhage, Wellington, Wonderboom and Wynberg		In the Magisterial Districts of Bloemfontein, Brits*, Bronkhorstspuit, Camperdown, Cullinan, East London, Heidelberg (T.V.), Heinerman*, Klerksdorp, Middelburg (T.V.), Pietermaritzburg, Potchefstroom, Virginia*, Welkom*, Wesselsbron* and Witbank		In the Magisterial Districts of Albany, Balfour, Bethal, Bethlehem, Ermelo, George, Gordonia, Harare, Harare, Highveld Ridge, Klip River, Kwaik, Kroonstad, Lichtenburg, Lower Unifolzi, Malmesbury, Moersburg, Mossel Bay, Nelspruit, Newcastle, Oudtshoorn, Parys, Pieterburg, Port Shepstone, Potgietersrus, Rustenburg, Uitenhage, Vryburg, White River and Worcester	
	During the first year after this amendment becomes binding	Thereafter	During the first year after this amendment becomes binding	Thereafter	During the first year after this amendment becomes binding	Thereafter
Driver of a new motor vehicle the rate of which— (a) does not exceed 3 500 kg.....	45.92	50.31	45.92	50.31	45.92	50.31
(b) exceeds 3 500 kg.....	59.31	63.69	59.31	63.69	59.31	63.69
Foreman.....	103.38	107.77	103.38	107.77	103.38	107.77
Front-end loader operator.....	67.38	71.77	67.38	71.77	67.38	71.77
Gantry crane operator.....	58.85	63.23	58.85	63.23	58.85	63.23
General worker— during the first six months of his employment with the same employer.....	34.38	38.31	34.38	38.31	34.38	38.31
thereafter.....	38.31	42.69	38.31	42.69	38.31	42.69
Handyman.....	53.31	57.69	53.31	57.69	53.31	57.69
Mobile hoist operator— Grade I.....	54.23	58.62	54.23	58.62	54.23	58.62
Grade II.....	44.31	48.69	44.31	48.69	44.31	48.69
Packer or loader.....	44.31	48.69	44.31	48.69	44.31	48.69
Repair-shop assistant— during the first year of experience.....	47.31	51.69	47.31	51.69	47.31	51.69
thereafter.....	53.31	57.69	53.31	57.69	53.31	57.69
Security guard.....	58.85	63.23	58.85	63.23	58.85	63.23
Storeman, warehouse.....	80.31	84.69	80.31	84.69	80.31	84.69
Storeman, workshop.....	58.38	62.77	58.38	62.77	58.38	62.77
Watchman.....	42.92	47.31	42.92	47.31	42.92	47.31
Employee not specifically mentioned elsewhere in this subclause.....	42.92	47.31	42.92	47.31	42.92	47.31

* In so far as this Determination applies to the Magisterial District on the strength of clause 1

	In the Magisterial Districts of Bellville, Boksburg*, Brakpan*, Chatsworth, Durban, Goodwood, Inanda, Kempton Park*, Kwaik River, Nigel, Oberholzer*, Paarl, Pinetown, Port Elizabeth, Pretoria, Randburg*, Sasolburg, Simon's Town, Somerset West, Stellenbosch, Strand, The Cape, Uitenhage, Wellington, Wonderboom and Wynberg		In the Magisterial Districts of Bloemfontein, Brits*, Bronkhorstspuit, Camperdown, Cullinan, East London, Heidelberg (T.V.), Heinerman*, Klerksdorp, Middelburg (T.V.), Pietermaritzburg, Potchefstroom, Virginia*, Welkom*, Wesselsbron* and Witbank		In the Magisterial Districts of Albany, Balfour, Bethal, Bethlehem, Ermelo, George, Gordonia, Harare, Harare, Highveld Ridge, Klip River, Kwaik, Kroonstad, Lichtenburg, Lower Unifolzi, Malmesbury, Moersburg, Mossel Bay, Nelspruit, Newcastle, Oudtshoorn, Parys, Pieterburg, Port Shepstone, Potgietersrus, Rustenburg, Uitenhage, Vryburg, White River and Worcester	
	During the first year after this amendment becomes binding	Thereafter	During the first year after this amendment becomes binding	Thereafter	During the first year after this amendment becomes binding	Thereafter
Artisan.....	99.23	103.62	99.23	103.62	99.23	103.62
Assistant foreman.....	87.23	91.62	87.23	91.62	87.23	91.62
Chamberlain.....	42.92	47.31	42.92	47.31	42.92	47.31
Chauffeur.....	45.69	50.08	45.69	50.08	45.69	50.08
Check-out.....	44.31	48.69	44.31	48.69	44.31	48.69
Clerical assistant— during the first year of experience.....	43.38	47.77	43.38	47.77	43.38	47.77
thereafter.....	46.38	50.77	46.38	50.77	46.38	50.77
Clerk.....	49.38	53.77	49.38	53.77	49.38	53.77
Driver of a light motor vehicle.....	48.23	52.62	48.23	52.62	48.23	52.62
Driver of a medium motor vehicle (articulated).....	58.38	62.77	58.38	62.77	58.38	62.77
Driver of a heavy motor vehicle (articulated).....	69.23	73.62	69.23	73.62	69.23	73.62
Driver of a heavy motor vehicle (rigid).....	80.31	84.69	80.31	84.69	80.31	84.69
Driver of an extra heavy motor vehicle (articulated).....	45.92	50.31	45.92	50.31	45.92	50.31
Driver of an extra heavy motor vehicle (rigid).....	62.31	66.69	62.31	66.69	62.31	66.69
Driver of a light motor vehicle.....	59.31	63.69	59.31	63.69	59.31	63.69
Driver of a heavy motor vehicle (articulated).....	70.38	74.77	70.38	74.77	70.38	74.77
Driver of a heavy motor vehicle (rigid).....	67.15	71.54	67.15	71.54	67.15	71.54
Driver of an extra heavy motor vehicle (articulated).....	78.92	83.31	78.92	83.31	78.92	83.31
Driver of an extra heavy motor vehicle (rigid).....	75.23	79.62	75.23	79.62	75.23	79.62
Driver of an internal motor vehicle.....	82.85	87.23	82.85	87.23	82.85	87.23

In die landdrosdistrikte Bellville, Bokkburg, Brakpan, Chatsworth, Die KAAP, Durban, Goodwood, Inanda, Kenopia Park, Kullisrivier, Nigel, Oberholzer, Paarl, Pinetown, Port Elizabeth, Pretoria, Randburg, Sasolburg, Simonstad, Somersetburg, Stellenbosch, Strand, Uitenhage, Wellington, Woudhoek en Wynberg	In die landdrosdistrikte Biofontein, Brits, Brooklands, Campdown, Cullinan, Heidelberg (Tvl.), Hennenman, Kimberley, Kirkstall, Middeburg (Tvl.), Oos-Londen, Pietermaritzburg, Potchefstroom, Virginia, Welkom, Wesselsbron en Witbank	Die landdrosdistrikte Albany, Balfour, Bethal, Bethlehem, Ermelo, George, Gordonia, Hartswater, Hoedsig, Klerksburg, Kuyasa, Kromstad, Lichtenburg, Lower Union, Malmesbury, Moorreesburg, Mosselbaai, Nelspruit, Newcastle, Oudtshoorn, Parys, Pietersburg, Port Shepstone, Potgietersrus, Rustenburg, Umzimvoort, Vryburg, Waterval-Boven en Worcester	Gedurende die eerste jaar na die inwerking-treding van hierdie wysiging		Gedurende die eerste jaar na die inwerking-treding van hierdie wysiging	
Per week R	Per week R	Per week R	Daarna	Per week R	Daarna	Per week R
104,54	110,77	105,92	90,69	82,85	87,70	87,70
99,69	105,92	105,92	86,31	78,92	83,77	83,77
118,15	124,38	124,38	102,23	93,23	98,08	98,08
112,62	118,85	118,85	97,38	88,85	93,70	93,70
124,15	130,38	130,38	107,31	97,85	102,70	102,70
88,62	94,85	94,85	76,38	68,77	73,62	73,62
69,23	75,46	75,46	59,31	53,77	58,62	58,62
88,62	94,85	94,85	79,38	68,77	73,62	73,62
79,62	85,85	85,85	68,31	61,85	66,69	66,69
70,62	76,85	76,85	60,92	54,69	59,54	59,54
88,62	94,85	94,85	75,92	68,77	73,62	73,62
73,15	79,38	79,38	62,31	56,77	61,62	61,62
88,62	94,85	94,85	75,46	68,77	73,62	73,62
103,62	109,85	109,85	88,38	80,77	85,62	85,62
119,08	125,31	125,31	102,46	92,77	97,62	97,62
65,08	71,31	71,31	55,85	50,77	55,62	55,62
69,69	75,92	75,92	59,77	54,23	59,08	59,08
74,08	80,31	80,31	63,92	57,69	62,54	62,54
119,08	125,31	125,31	102,46	92,77	97,62	97,62
88,62	94,85	94,85	75,46	68,77	73,62	73,62
66,69	72,92	72,92	56,77	51,69	56,54	56,54
64,15	70,38	70,38	54,92	49,85	54,69	54,69
66,69	72,92	72,92	56,77	51,69	56,54	56,54
73,15	79,38	79,38	62,31	56,77	61,62	61,62
119,08	125,31	125,31	102,46	92,77	97,62	97,62
153,69	159,92	159,92	132,46	120,69	125,54	125,54
64,15	70,38	70,38	54,92	49,85	54,69	54,69

* Vir sover hierdie Vastelling uit hoofde van klousule 1 op hierdie landdrosdistrik van toepassing is

In die landdrosdistrikte Amersfoort, Barkly-Wes, Beaufort-Wes, Belfast, Bothaville, Brandfort, Caledon, Carolina, Ceres, Cra-dock, Dannhauser, Dundee, Eshewe, Estcourt, Frankfort, Glencoe, Graaff-Reinet, Groblersdal, Heilbron, Hermanus, King William's Town, Koster, Kuruman, Letaba, Lindley, Lonsrivier, Lower Tu-gela, Lydenburg, Mookgansburg, Mootrivier, Paulpietersburg, Phala-banya, Plet Reiter, Posmasburg, Reitz, Riversdale, Robertson, Sene-kal, Soutpansburg, Standerton, Swellendam, Theunissen, Tulbagh, Ventersdorp, Viljoenskroon, Volksrust, Vrede, Vredenburg, Vrede-fort, Vryheid, Warmbad, Waterberg, Waterval-Boven en Winburg	Gedurende die eerste jaar na die inwerking-treding van hierdie wysiging		Gedurende die eerste jaar na die inwerking-treding van hierdie wysiging	
Per week R	Per week R	Daarna	Per week R	Daarna
104,54	110,77	105,92	90,69	82,85
99,69	105,92	105,92	86,31	78,92
118,15	124,38	124,38	102,23	93,23
112,62	118,85	118,85	97,38	88,85
124,15	130,38	130,38	107,31	97,85
88,62	94,85	94,85	76,38	68,77
69,23	75,46	75,46	59,31	53,77
88,62	94,85	94,85	79,38	68,77
79,62	85,85	85,85	68,31	61,85
70,62	76,85	76,85	60,92	54,69
88,62	94,85	94,85	75,92	68,77
73,15	79,38	79,38	62,31	56,77
88,62	94,85	94,85	75,46	68,77
103,62	109,85	109,85	88,38	80,77
119,08	125,31	125,31	102,46	92,77
65,08	71,31	71,31	55,85	50,77
69,69	75,92	75,92	59,77	54,23
74,08	80,31	80,31	63,92	57,69
119,08	125,31	125,31	102,46	92,77
88,62	94,85	94,85	75,46	68,77
66,69	72,92	72,92	56,77	51,69
64,15	70,38	70,38	54,92	49,85
66,69	72,92	72,92	56,77	51,69
73,15	79,38	79,38	62,31	56,77
119,08	125,31	125,31	102,46	92,77
153,69	159,92	159,92	132,46	120,69
64,15	70,38	70,38	54,92	49,85

* Vir sover hierdie Vastelling uit hoofde van klousule 1 op hierdie landdrosdistrik van toepassing is

Die landdrosdistrikte Amersfoort, Barkly-Wes, Beaufort-Wes, Belfast, Bothaville, Brandfort, Caledon, Carolina, Ceres, Cra-dock, Dannhauser, Dundee, Eshewe, Estcourt, Frankfort, Glencoe, Graaff-Reinet, Groblersdal, Heilbron, Hermanus, King William's Town, Koster, Kuruman, Letaba, Lindley, Lonsrivier, Lower Tu-gela, Lydenburg, Mookgansburg, Mootrivier, Paulpietersburg, Phala-banya, Plet Reiter, Posmasburg, Reitz, Riversdale, Robertson, Sene-kal, Soutpansburg, Standerton, Swellendam, Theunissen, Tulbagh, Ventersdorp, Viljoenskroon, Volksrust, Vrede, Vredenburg, Vrede-fort, Vryheid, Warmbad, Waterberg, Waterval-Boven en Winburg	Gedurende die eerste jaar na die inwerking-treding van hierdie wysiging	Per week R	Daarna
Assistent-voorman	87,23	91,62	91,62
Bediener van 'n laaigras	67,38	71,77	71,77
Bediener van 'n mobiele hystoel—graad I	54,23	58,62	58,62
Bediener van 'n mobiele hystoel—graad II	44,31	48,69	48,69
Bediener van 'n oortuise hyskraan	58,85	63,23	63,23
Chaufeur	45,69	50,08	50,08
Drywer van 'n—			
ligte motorvoertuig	45,92	50,31	50,31
medium motorvoertuig (nie-gelede)	62,31	66,69	66,69
medium motorvoertuig (nie-gelede)	59,31	63,69	63,69
swaar motorvoertuig (gelede)	70,38	74,77	74,77
swaar motorvoertuig (nie-gelede)	67,15	71,54	71,54
ekstra swaar motorvoertuig (gelede)	78,92	83,31	83,31
ekstra swaar motorvoertuig (nie-gelede)	75,23	79,62	79,62
ultra swaar motorvoertuig	82,85	87,23	87,23
Drywer van 'n interne motorvoertuig	59,31	63,69	63,69
Drywer van 'n nuwe motorvoertuig waarvan die tara—			
(a) nie 3 500 kg oorskry	45,92	50,31	50,31
(b) 3 500 kg oorskry	59,31	63,69	63,69
Faktoom	53,31	57,69	57,69
Herstewinkelassistent—			
gedurende die eerste jaar ondervinding	47,31	51,69	51,69
gedurende die tweede jaar ondervinding	53,31	57,69	57,69
daarna	58,85	63,23	63,23
Klerk—			
gedurende die eerste jaar ondervinding	48,23	52,62	52,62
gedurende die tweede jaar ondervinding	58,38	62,77	62,77
gedurende die derde jaar ondervinding	69,23	73,62	73,62
daarna	80,31	84,69	84,69
Klerklike assistent—			
gedurende die eerste jaar ondervinding	43,38	47,77	47,77
gedurende die tweede jaar ondervinding	46,38	50,77	50,77
gedurende die derde jaar ondervinding	49,38	53,77	53,77
daarna	58,38	62,77	62,77
Magasynman, pakhuus	80,31	84,69	84,69
Magasynman, werkwinkel	44,31	48,69	48,69
Nasener	42,92	47,31	47,31
Onderbaas	44,31	48,69	48,69
Pakker of laaier	48,46	52,85	52,85
Sekuriteitswag	80,31	84,69	84,69
Verendingsklerk	103,38	107,77	107,77
Voorman	42,92	47,31	47,31
Wag	42,92	47,31	47,31

* Vir sover hierdie Vastelling uit hoofde van klousule 1 op hierdie landdrosdistrik van toepassing is

(b) *Casual employees*.—For each day or part of a day of employment, other than employment on a public holiday as defined or on a Sunday, not less than the daily wage prescribed under paragraph (a) read with subclause (4) (c) for an employee in the same area who performs the same class of work as the casual employee is required to do, plus 10 per cent. Provided that where the employer requires the casual employee—

- to perform the work of a class of employee for whom wages on a rising scale are prescribed, the expression "daily wage" shall mean the daily wage for a qualified employee of that class;
- to work for a period of not more than four consecutive hours on any day, his wage as referred to in this paragraph may be reduced by not more than 50 per cent in respect of that day.

(2) *Basic of contract*.—For the purposes of this clause the contract of employment of an employee, other than a casual employee, shall be on a weekly basis, and, save as provided in clause 4 (6), he shall be paid in respect of a week not less than the full weekly wage prescribed in sub-clause (1), read with the definition of "wage" in clause 2 and with subclause (3), for an employee of his class in the area in which he works, whether he has in that week worked the maximum number of ordinary hours of work applicable to him or less.

(b) *Los werknemers*.—Vir elke dag of gedeelte van 'n dag diens, uitsonderd diens op 'n openbare vakansiedag soos omskryf of op 'n Sondag, minstens die daagloon voorgeskryf kragtens paragraaf (a) gelees met subklousule (4) (c) vir 'n werknemer in dieselfde gebied wat vir die werk-gewer dieselfde klas werk verrig as die wat van die los werknemer vereis word, plus 10 persent. Met dien verstande dat waar die werkgewer van die werknemer vereis om—

- die werk te verrig van 'n klas werknemer vir wie 'n loon teen 'n stygende skaal voorgeskryf word, die uitdrukking "daagloon" beteken die loon van 'n gekwalifiseerde werknemer van daardie klas;
- vir 'n tydperk van hoogstens vier agtereenvolgende ure op enige dag te werk, sy loon waarna in hierdie paragraaf verwys word, met hoogstens 50 persent ten opsigte van sodanige dag verminder kan word.

(2) *Kontrakgrondslag*.—By die toepassing van hierdie klousule moet die dienskontrak van 'n werknemer, uitsonderd 'n los werknemer, op 'n weeklikse grondslag berus en, behoudens klousule 4 (6), moet hy ten opsigte van 'n week minstens die volle weekloon betaal word wat by subklousule (1), gelees met die omskrywing van "loon", in klousule 2 en subklousule (3), vir 'n werknemer van sy klas in die gebied waarin hy met subklousule (3), voorgeskryf word, afgesien daarvan of hy in so 'n week die maksimum getal gewone werke of minder, gewerk het.

(3) *Differential wage.*—An employer who requires or permits a member of one class of his employees to perform for longer than one hour in the aggregate on any day, either in addition to his own work or in substitution therefor, work of another class for which—

- (a) a wage higher than that of his own class is prescribed in subclause (1), shall pay to such employee in respect of that day not less than the daily wage calculated at the higher rate; or
- (b) a rising scale of wages terminating in a wage higher than that of his own class is prescribed in subclause (1), shall pay to such employee in respect of that day not less than the daily wage calculated on the notch in the rising scale immediately above the wage which the employee was receiving for his ordinary work:

Provided that—

- (i) this subclause shall not apply where the difference between the classes in terms of subclause (1) is based on experience;
- (ii) unless expressly otherwise provided in a written contract between an employer and his employee, nothing in this determination shall be so construed as to preclude an employer from requiring his employee to perform work of another class for which class the same or a lower wage is prescribed than that prescribed for such employee.

(4) *Calculation of wages.*—(a) The hourly wage of an employee, other than a casual employee, shall be his weekly wage divided by the number of ordinary hours of work normally worked by such employee in any week, which shall not be in excess of his ordinary hours of work.

(b) Subject to subclause (1) (b) (ii), the hourly wage of a casual employee shall be the wage payable to him for that day divided by the number of ordinary hours worked by him on such day.

(c) The daily wage of an employee, other than a casual employee, shall be his weekly wage divided by the number of days normally worked by him in a week.

(d) The monthly wage of an employee shall be four and a third times his weekly wage.

(5) *Subsistence allowance.*—(a) Employer shall, in addition to any other remuneration due, pay his employee who, on any journey undertaken in the performance of his duties, is absent from his place of residence and his employer's establishment for any period extending over one or more nights, a subsistence allowance of not less than—

(i) in the case of a driver—

(aa) R5 for each night of such absence: Provided that where the employer provides a bed this allowance may be reduced by not more than R1 per night; and

(bb) R2 per meal-time, not exceeding three per day, occurring during such absence;

(ii) in the case of a general worker, a packer or a loader or a charge-hand—

(aa) R2,50 for each night of such absence; and

(bb) R2 per meal-time, not exceeding three per day, occurring during such absence.

(b) An employer shall pay all allowances due to an employee in terms of paragraph (a) within seven days of the completion of any trip.

(c) For the purposes of this subclause the expression 'night' means the period between 23h00 and 04h00.

4. PAYMENT OF REMUNERATION

(1) *Employees, other than casual employees.*—Save as provided in clauses 3 (5) and 6 (4), any amount due to an employee, other than a casual employee, shall be paid weekly, fortnightly or monthly in cash or, with the consent of the employee by cheque during the ordinary hours of work, or within 15 minutes thereafter on the usual pay-day of the establishment for such employee or on termination of employment if this takes place before the usual pay-day, and such amount shall be contained in a sealed envelope or container on which shall be recorded, or which shall be accompanied by a statement showing—

- (a) the employer's name;
- (b) the employee's name or his number on the pay-roll and his class;
- (c) the period in respect of which payment is made;
- (d) the number of ordinary hours of work worked by the employee in that period;
- (e) the number of overtime hours worked by the employee in that period;
- (f) the number of hours worked by the employee on a Sunday or a public holiday as defined;
- (g) the employee's wage;
- (h) details of any other remuneration arising out of the employee's employment;
- (i) details of any deductions made; and
- (j) the actual amount paid to the employee;

(3) *Differensiële loon.*—'n Werkgever wat van 'n lid van een klas van sy werknemers vereis of hom toelaat om langer as altesaam een uur op 'n dag of benewens sy eie werk of in die plek daarvan, werk van 'n ander klas te verrig waarvoor of—

(a) 'n hoër loon as dié van sy eie klas soos by subklousule (1) voorgeskryf word, moet ten opsigte van daardie dag aan sodanige werknemer minstens die dagloon bereken teen die hoër tarief, betaal;

(b) 'n stygende loonskaal wat uitloop op 'n hoër loon as dié van sy eie klas, soos by subklousule (1) voorgeskryf word, moet ten opsigte van daardie dag aan sodanige werknemer minstens die dagloon bereken op die kerf in die stygende skaal onmiddellik bokant die loon wat die werknemer vir sy gewone werk ontvang het, betaal:

Met dien verstande dat—

(i) hierdie subklousule nie geld nie wanneer die verskil tussen die klasse ingevolge subklousule (1) op ondervinding berus;

(ii) tensy daar in 'n skriftelike kontrak tussen 'n werkgever en sy werknemer uitdruklik anders bepaal word, niks in hierdie vasstelling só uitgelê mag word nie dat dit 'n werkgever belet om van sy werknemer te vereis om 'n ander klas werk te verrig waarvoor die voorgeskrewe loon dieselfde of laer is as dié wat vir so 'n werknemer voorgeskryf word.

(4) *Loonberekening.*—(a) Die uurloon van 'n werknemer, uitgesonderd 'n los werknemer, is sy weekloon gedeel deur die getal gewone ure wat normaalweg deur die betrokke werknemer in 'n week gewerk word, en wat nie sy gewone werkure oorskry nie.

(b) Behoudens subklousule (1) (b) (ii), is die uurloon van 'n los werknemer die loon wat aan hom vir daardie dag betaalbaar is, gedeel deur die getal gewone werkure deur hom op daardie dag gewerk.

(c) Die dagloon van 'n werknemer, uitgesonderd 'n los werknemer, is sy weekloon gedeel deur die getal dae wat hy gewoonlik in 'n week werk.

(d) Die maandloon van 'n werknemer is vier en 'n derde maal sy weekloon.

(5) *Onderhoudstoelae.*—(a) Benewens die betaling van enige ander besoldiging verskuldig, moet 'n werkgever aan 'n werknemer wat op enige reis wat hy in die uitvoering van sy pligte onderneem, vir 'n tydperk van een of meer nagte van sy woonplek en sy werkgever se bedryfsinrigting afwesig is, 'n onderhoudstoelae betaal van minstens—

(i) in die geval van 'n drywer—

(aa) R5 vir elke nag van sodanige afwesigheid; Met dien verstande dat hierdie toelae verminderd kan word indien die werkgever vir die werknemer 'n oornagting verskaf; en

(bb) R2 per maaltyd wat gedurende sodanige afwesigheid nie drie maaltye per dag oorskry nie;

(ii) in die geval van 'n algemene werker, 'n pakker of laaier of 'n onderbaas—

(aa) R2,50 vir elke nag van sodanige afwesigheid; en

(bb) R2 per maaltyd wat gedurende sodanige afwesigheid nie drie maaltye per dag oorskry nie;

(b) 'n Werkgever moet alle toelae wat ingevolge paragraaf (a) aan 'n werknemer betaalbaar is, binne sewe dae na afloop van enige reis aan hom betaal.

(c) By die toepassing van hierdie subklousule beteken die uitdrukking "nag" die tydperk tussen 23h00 en 04h00.

4. BETALING VAN BESOLDIGING

(1) *Werknemers, uitgesonderd los werknemers.*—Behoudens klousules 3 (5) en 6 (4) moet enige bedrag verskuldig aan 'n werknemer, uitgesonderd 'n los werknemer, weekliks, tweewekliks of maandeliks in kontant betaal word en met die toestemming van die werknemer per tjek gedurende sy gewone werkure, of binne 15 minute daarna op die gewone betaaldag van die bedryfsinrigting vir sodanige werknemer of by diensbeëindiging, as dit voor die gewone betaaldag geskied, en sodanige bedrag moet in 'n verseëlde kovert of hour wees waarop, of wat vergesel gaan van 'n staat waarop, gemeld word—

- (a) die werkgever se naam;
- (b) die werknemer se naam of sy nommer op die betaalstaat en sy klas;
- (c) die tydperk waarvoor die betaling geskied;
- (d) die getal gewone werkure wat die werknemer gedurende daardie tydperk gewerk het;
- (e) die getal ure wat die werknemer gedurende daardie tyd oortyd gewerk het;
- (f) die getal ure wat die werknemer op 'n Sondag of 'n openbare feesdag soos omskryf, gewerk het;
- (g) die werknemer se loon;
- (h) besonderhede van enige ander besoldiging wat uit die werknemer se diens voortspruit;
- (i) besonderhede van enige bedrag wat afgetrek is; en
- (j) die netto bedrag wat aan die werknemer betaal word;

and such envelope or container on which these particulars are recorded or such statement shall become the property of the employee: Provided that if an employee is absent on the usual pay-day of the establishment, he shall be paid within 24 hours of his return to the establishment: Provided further that—

- (i) the particulars prescribed above may be recorded on such envelope or container or in such statement in code which code shall be fully set out and explained in an accompanying notice or a notice kept posted in some conspicuous place in the establishment, accessible to all employees affected thereby;
- (ii) at the employee's written request the amount due to him may be paid into his building society or bank account by his employer who shall hand to him the relevant receipt together with the aforementioned statement;
- (iii) the information relating to subparagraphs (d), (e) and (f) need not be furnished in respect of an employee who is excluded from the hours of work provisions by virtue of clause 5 (7) (a).

(2) *Casual employee.*—An employer shall pay the remuneration due to a casual employee in cash on termination of his employment, but at least once a week.

(3) *Premiums.*—Subject to the provisions of any other law no payment by or on behalf of an employee shall be accepted by an employer, either directly or indirectly, in respect of the employment or training of that employee.

(4) *Purchase of goods.*—An employer shall not require his employee to purchase anything from him or from any shop, place or person nominated by him.

(5) *Accommodation, meals and rations.*—Subject to the provisions of any other law, an employer shall not require his employee to accept accommodation, meals or rations from him or from any person or at any place nominated by him.

(6) *Deductions.*—An employer shall not levy any fines against his employee nor shall he make any deductions from his employee's remuneration other than the following:

- (a) With the written consent of his employee, a deduction for a holiday, sick, medical, insurance, savings, provident or pension fund or subscriptions to a trade union;
- (b) except where otherwise provided in this determination, whenever an employee is absent from work, other than at the instance of his employer, a deduction proportionate to the period of his absence and calculated on the basis of the wage which such employee was receiving in respect of his ordinary hours of work at the time of such absence;
- (c) a deduction of any amount which an employer by law or order of any competent court is required or permitted to make;
- (d) whenever an employee is required by law or agrees to accept accommodation, meals or rations from his employer, a deduction not exceeding the following amounts:

	Per week	Per month
	R	R
(i) Accommodation.....	1,50	6,50
(ii) Meals and/or rations	3,00	13,00
(iii) Accommodation and meals and/or rations	4,50	19,50;

- (e) whenever the ordinary hours of work are reduced on account of shorttime, a deduction not exceeding the amount of the employee's (other than a casual employee's) hourly wage in respect of each hour of such reduction: Provided that—

- (i) such deduction shall not exceed one third of the employee's weekly wage, irrespective of the number of hours by which the ordinary hours of work are thus reduced;
- (ii) no deduction shall be made in the case of short-time arising out of slackness of trade unless the employer has given his employee notice on the previous work-day of his intention to reduce the ordinary hours of work;
- (iii) no deduction shall be made in the case of short-time owing to the vagaries of the weather, a breakdown of vehicles, plant or machinery or a breakdown or threatened breakdown of buildings, in respect of the first hour not worked, unless the employer has given his employee notice on the previous day that no work will be available;

- (f) with the written consent of an employee, a deduction of any amount which the employer has paid or has undertaken to pay to—

- (i) any banking institution, building society, insurance business, local authority, registered financial institution or the State in respect of a payment on a loan granted to such employee to acquire a dwelling;
- (ii) any organisation or body in respect of the rent of a dwelling or accommodation in a hostel occupied by such employee if such dwelling or hostel is provided through the instrumentality of such organisation or body wholly or partly from funds advanced for that purpose by the State or a body referred to in subparagraph (i);

en sodanige kovert of houer waarop hierdie inligting aangeteken is of sodanige staat word die eiendom van die werknemer: Met dien verstande dat as 'n werknemer op die gewone betaaldag van die bedryfsinrigting afwesig is, hy betaal moet word binne 24 uur nadat hy na die bedryfsinrigting terugkeer: Voorts met dien verstande dat—

- (i) die besonderhede hierbo voorgeskryf, in kodevorm op die kovert of houer of staat opgeteken kan word en dat sodanige kode volledig uiteengesit en verduidelik moet word in 'n bygaande kennisgewing of 'n kennisgewing wat opgeplak gehou moet word op 'n opvallende plek in die bedryfsinrigting wat toeganklik is vir alle werknemers wat by die saak betrokke is;
- (ii) met die toestemming van 'n werknemer, die bedrag aan hom verskuldig op sy skriftelike versoek, gestort kan word in sy bouvereniging- of bankrekening deur die werkgewer wat die betrokke kwitansie, tesame met voornoemde staat aan hom moet oorhandig;
- (iii) die inligting met betrekking tot paragrawe (d), (e) en (f) nie verstrek hoef te word nie aan 'n werknemer wat ingevolge klousule 5 (7) (a) van die werkkurebepalings uitgesluit is.

(2) *Los werknemer.*—'n Werkgewer moet die besoldiging wat aan 'n los werknemer verskuldig is, by die beëindiging van sy diens in kontant aan hom betaal, maar minstens een maal per week.

(3) *Premies.*—Behoudens die bepalinge van enige ander wet mag geen bedrag regstreeks of onregstreeks deur 'n werkgewer van of ten behoeve van 'n werknemer aangeneem word vir die indiensneming of opleiding van daardie werknemer nie.

(4) *Koop van goedere.*—'n Werkgewer mag nie van sy werknemer vereis om inligting van hom of van enige winkel, plek of persoon deur hom aangewys, te koop nie.

(5) *Huisvesting, etes of rantsoene.*—Behoudens die bepalinge van enige ander wet mag 'n werkgewer nie van sy werknemer vereis om huisvesting, etes of rantsoene van enigiemand anders of op enige plek deur hom aangewys, aan te neem nie.

(6) *Aftrekkings.*—'n Werkgewer mag sy werknemer geen boetes ople of enige bedrae van sy werknemer se besoldiging aftrek nie, uitgesonderd die volgende:

- (a) Met die skriftelike toestemming van die werknemer, 'n bedrag vir 'n vakansie-, siektebystands-, mediese hulp-, versekerings-, spaar-, voorsorg- of pensioenfonds of vir ledegeld van 'n vakvereniging;
- (b) behoudens andersluidende bepalinge in hierdie vasstelling, telkens wanneer 'n werknemer om 'n ander rede as deur die toedoen van sy werkgewer van sy werk afwesig is, 'n bedrag eweredig aan die tydperk van sy afwesigheid en bereken op die grondslag van die loon wat sodanige werknemer ten tyde van sodanige afwesigheid ten opsigte van sy gewone werkkure ontvang het;
- (c) enige bedrag wat 'n werkgewer regens of kragtens of ingevolge 'n bevel van 'n bevoegde hof moet of kan aftrek;
- (d) wanneer daar regens van 'n werknemer vereis word of wanneer hy daartoe instem om huisvesting, etes of rantsoene van sy werkgewer aan te neem, 'n bedrag van hoogstens:

	Per week	Per maand
	R	R
(i) Huisvesting	1,50	6,50
(ii) Etes en/of rantsoene	3,00	13,00
(iii) Huisvesting, etes en/of rantsoene	4,50	19,50;

- (e) wanneer die gewone werkkure weens korttyd verminder word, 'n bedrag van hoogstens die werknemer (uitgesonder 'n los werknemer) se uurloon vir elke uur van sodanige vermindering: Met dien verstande dat—

- (i) sodanige aftrekking hoogstens een derde van die werknemer se weekloon is, ongeag die getal ure waarmee die gewone werkkure aldus verminder word;
- (ii) geen aftrekking ten opsigte van korttyd wat deur 'n slapte in die Bedryf of 'n tekort aan grondstowwe of spoorwegtrokke ontstaan, geskied nie tensy die werkgewer sy werknemer op die vorige werkdag kennis gegee het van sy voorneme om die gewone werkkure te verminder;
- (iii) geen aftrekking ten opsigte van korttyd geskied nie vir die eerste uur waarin daar nie gewerk word nie weens gure weer, 'n onklaarmaking van die installasie of masjienerie of weens die feit dat die geboue onbruikbaar is of dreig om dit te word, tensy die werkgewer sy werknemer op die vorige dag kennis gegee het dat daar geen werk sal wees nie;

- (f) met die skriftelike toestemming van 'n werknemer, enige bedrag wat 'n werkgewer betaal het of onderneem het om te betaal aan—

- (i) enige bankinstelling, bouvereniging, versekeringsonderneming, plaaslike owerheid, geregistreerde finansiële instelling of die Staat ten opsigte van 'n lening aan sodanige werknemer toegestaan om 'n woning te bekom;
- (ii) enige organisasie of liggaam ten opsigte van die huur van 'n woning of akkommodasie in 'n hostel deur sodanige werknemer geokkupeer as sodanige woning of hostel voorsien is deur bemiddeling van sodanige organisasie of liggaam geheel of gedeeltelik uit fondse voorgeskiet vir daardie doel deur die Staat of 'n liggaam bedoel in subparagraaf (i);

- (g) with the written consent of the employee, a deduction of any amount loaned or advanced to him by the employer: Provided that any deduction for the repayment of any such loan or advance shall not exceed one third of the total remuneration due to the employee on the pay-day concerned and provided further that no such deduction shall be made in respect of any period during which the employee's wage is reduced in terms of paragraph (e).

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 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;
- (b) a security guard and 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 employee—
 - (i) 46 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 and a quarter on any day;
 - (ab) more than five days in a week, eight on any day, unless the hours on one day do not exceed five, in which case the hours on any of the other days may be extended to eight and a half.

(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 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 the period of five hours may be extended to not more than six hours for the purpose of loading or unloading a vehicle: Provided further that—

- (a) an employer may agree with his employee to reduce the period of such interval to not less than half an hour, and in that event, and after the employer has informed the Divisional Inspector, Department of Manpower, for his area, in writing of such agreement, the interval may be so reduced;
- (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 any period in excess of one and a 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 because 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 driver of a motor vehicle who during such interval does not work other than being or remaining in charge of the vehicle and its load shall be deemed for the purposes of this subclause not to have worked during such interval.

(3) *Rest intervals.*—An employer shall grant to his employees a rest interval of not less than 10 minutes as nearly as practicable in the middle of each first work period and a second work period of the day, and during such interval 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 other than in accordance with an agreement concluded with the employee: Provided that the overtime—

- (a) together with the number of ordinary hours of work, shall not exceed 14 hours on any day;
- (b) shall not exceed 12 hours in any week in the case of a security guard or a watchman;
- (c) shall not exceed 15 hours in any week in the case of any other employee: Provided further than this shall not apply where an employee is performing work in connection with the cartage of goods or containers over a distance exceeding 480 km in one direction from the point of departure to the destination.

- (g) met die skriftelike toestemming van 'n werknemer, 'n aftrekking, in een of meer paaiemente, van enige bedrag wat die werkgewer aan hom geleen of voorgesket het: Met dien verstande dat sodanige aftrekking hoogstens een derde van die totale besoldiging is wat op die betrokke betaaldag aan die werknemer verskuldig is en met dien verstande voorts dat geen sodanige aftrekking gemaak mag word vir enige tydperk waartydens die werknemer se loon ingevolge subparaagraaf (e) verminder is nie.

5. GEWONE WERKURE EN OORTYD EN BETALING VIR OORTYDWERK

(1) *Gewone werkure.*—'n Werkgewer mag nie van 'n werknemer vereis of hom toelaat om meer gewone werkure te werk nie, in die geval van—

- (a) 'n los werknemer in 'n bedryfsinrigting waarin die werknemers gewoonlik werk op—
 - (i) nie meer as vyf dae per week nie, nege en 'n kwart op enige dag;
 - (ii) meer as vyf dae per week, agt en 'n half dag op enige dag;
- (b) 'n sekuriteitswag of 'n wag—
 - (i) 60 per week van Maandag tot en met Saterdag; en
 - (ii) behoudens subparaagraaf (i), in die geval van 'n werknemer wat normaalweg op—
 - (aa) nie meer as vyf dae per week werk nie, 12 op enige dag;
 - (ab) meer as vyf dae per week werk, 10 op enige dag;
- (c) enige ander werknemer—
 - (i) 46 per week vanaf Maandag tot en met Saterdag; en
 - (ii) behoudens subparaagraaf (i), in die geval van 'n werknemer wat normaalweg op—
 - (aa) nie meer as vyf dae per week werk nie, nege en 'n kwart op 'n dag;
 - (ab) meer as vyf dae per week werk, agt op enige dag, tensy die ure op een dag hoogstens vyf is, in welke geval die ure op enigeen van die ander dae tot agt en 'n half verleng kan word.

(2) *Etenspouses.*—'n Werkgewer mag nie van 'n werknemer vereis of hom toelaat om meer as vyf uur aaneen 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 oortydure uit nie: Met dien verstande dat die tydperk van vyf uur tot hoogstens ses uur verleng mag word vir die doel om die laai of aflaai van 'n voertuig te voltooi, en met dien verstande voorts dat—

- (a) 'n werkgewer met sy werknemer ooreen kan kom om die duur van sodanige pouse tot minstens 'n halfuur te verkort, en in so 'n geval en nadat die werkgewer die Afdelingsinspekteur, Departement van Mannekrag, vir sy gebied skriftelik in kennis gestel het van sodanige ooreenkoms, kan die pouse aldus verkort word;
- (b) werkydperke wat onderbreek word deur pouses van minder as een uur, uitgesonderd waar voorbehoudbepaling (a) en (e) van toepassing is, geag word aaneenlopend te wees;
- (c) as sodanige pouse langer as een uur duur enige tyd wat een en 'n kwart uur te bowe gaan, geag word werkyd 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, vanweë oortyd wat gewerk is, van 'n werkgewer vereis word om op 'n dag 'n tweede etenspouse aan 'n werknemer toe te staan, sodanige pouse tot minstens 15 minute verkort mag word;
- (f) 'n drywer wat gedurende sodanige pouse geen ander werk verrig as om in beheer van die voertuig te wees of te bly nie, by die toepassing van hierdie subklousule geag word nie gedurende sodanige pouse te gewerk het nie.

(3) *Ruspouses.*—'n Werkgewer moet, so na as doenlik aan die middel van elke eerste en tweede werkydperk van die dag, aan elkeen van sy werknemers 'n ruspouse van minstens 10 minute toestaan waarin daar nie van sodanige werknemer vereis of hy nie toegelaat mag word om werk te verrig nie, en daar word geag dat so 'n pouse deel van die gewone werkure van so 'n werknemer uitmaak.

(4) *Werkure moet agtereenvolgend wees.*—Behoudens subklousule (2) moet alle werkure van 'n werknemer op elke dag agtereenvolgend wees.

(5) *Beperking van oortydwerk.*—'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 met dien verstande dat die oortyd—

- (a) tesame met die getal gewone werkure nie meer as 14 uur op enige dag is nie;
- (b) nie meer as 12 uur in enige week in die geval van 'n sekuriteitswag of 'n wag oorskry nie;
- (c) nie meer as 15 uur in enige week in die geval van enige ander werknemer oorskry nie: Met dien verstande verder dat dit nie van toepassing is terwyl 'n werknemer diens verrig met betrekking tot die karwei van goedere of houters oor 'n afstand van meer as 480 km in een rigting van die wegtrekplek tot by die plek van bestemming.

(6) *Payment for overtime.*—An employer shall pay an employee who works overtime at a rate of not less than one and a third times his hourly wage in respect of the total period so worked by such employee—

- (a) on any day in the case of a casual employee;
- (b) in any week, fortnight or month, in the case of any other employee, depending on whether his wage is paid weekly, fortnightly or monthly, respectively.

(7) *Savings.*—(a) This clause shall not apply to an employee if and for so long as he is in receipt of a regular wage of not less than—

- (i) R1 550 per month in the areas mentioned in clause 1 (1) (a) (i), (b) (i), (c) (i) and (d) (i);
- (ii) R1 430 per month in the areas mentioned in clause 1 (1) (a) (ii), (b) (ii), (c) (ii) and (d) (ii); and
- (iii) R1 320 per month in the area mentioned in clause 1 (1) (a) (iii), (b) (iii), (c) (iii) and (d) (iii).

(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 driver or an employee providing assistance on or accompanying a motor vehicle while such vehicle is not at the employer's establishment.

(d) Subclauses (2) and (3) shall not apply 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.

6. ANNUAL LEAVE

(1) (a) Subject to subclause (2), an employer shall grant to his employee, other than a casual employee, and the employee shall take in respect of each completed period 12 months, of employment with the employer, leave as follows:

- (i) In the case of a security guard or a watchman whose ordinary hours of work 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) in the case of a security guard or a watchman whose ordinary hours of work 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;
- (iii) subject to the proviso to paragraph (b), in the case of any other employee 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.

(b) The employer shall pay the employee in respect of such leave, in the case of an employee referred to in paragraph (a) (i) an amount of not less than four times and, in the case of an employee referred to in paragraph (a) (ii) or (iii), 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: Provided that an employee referred to in paragraph (a) (ii) who before paragraph (a) (i) became binding had become entitled to at least 20 consecutive work-days' leave or 24 consecutive work-days' leave, depending on whether he worked on five days per week or more, respectively, shall retain such leave entitlement while employed by the same employer.

(2) The leave prescribed in subclause (1) shall be granted and be taken, as the case may be, at a time to be fixed by the employer: Provided that—

- (a) if such leave has not been granted earlier, it shall, save as provided in subclause (3), 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 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 such leave as 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—
 - (i) sick leave in terms of clause 7 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) any period during which the employee is under notice of termination of employment in terms of clause 12; or
 - (iii) any period 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 period of leave relates.

(6) *Betaling vir oortydwerk.*—'n Werkgever moet 'n werknemer wat oortyd werk, minstens een en 'n derde maal sy uurloon betaal ten opsigte van die totale tydperk aldus gewerk—

- (a) op enig dag in die geval van 'n los werknemer;
- (b) op enige week, 14 dae of maand, in die geval van enige ander werknemer, afhangende daarvan of sy loon onderskeidelik weekliks, tweewekliks of maandeliks betaal word.

(7) *Voorbehoudsbepalings.*—(a) Hierdie klousule is nie van toepassing nie op 'n werknemer wat gereeld 'n loon ontvang van minstens—

- (i) R1 550 per maand in die gebiede genoem in klousule 1 (1) (a) (i), (b) (i), (c) (i) en (d) (i);
- (ii) R1 430 per maand in die gebiede genoem in klousule 1 (1) (a) (ii), (b) (ii), (c) (ii) en (d) (ii); en
- (iii) R1 320 per maand in die gebiede genoem in klousule 1 (1) (a) (iii), (b) (iii), (c) (iii) en (d) (iii).

(b) Subklousules (2), (3), (4) en (5) is nie op 'n werknemer van toepassing nie terwyl hy noodwerk verrig.

(c) Subklousule (3) is nie van toepassing nie op 'n drywer of op 'n werknemer wat op 'n motorvoertuig behulpsaam is of dit vergesel terwyl sodanige voertuig nie by die bedryfsinrigting van die werkgever is nie.

(d) Subklousules (2) en (3) is nie van toepassing op 'n sekuriteitswag of 'n wag nie: Met dien verstande dat indien so 'n werknemer 'n etenspouse toegestaan is, die tyd in beslag geneem deur sodanige pouse vir die toepassing van subklousule (1) beskou word as tyd wat hy gewerk het.

6. JAARLIKSE VERLOF

(1) (a) Behoudens subklousule (2) moet 'n werkgever aan sy werknemer, uitgesonderd 'n los werknemer, ten opsigte van elke voltooide tydperk van 12 maande diens by die werkgever, verlof verleen en die werknemer moet die verlof soos volg neem:

- (i) in die geval van 'n sekuriteitswag of 'n wag wie se gewone werkure 48 in 'n week oorskry en wat gewoonlik op—
 - (aa) nie meer as vyf dae per week werk nie, 20 agtereenvolgende werkdae;
 - (ab) meer as vyf dae in 'n week werk, 24 agtereenvolgende werkdae;
- (ii) in die geval van 'n sekuriteitswag of 'n wag wie se gewone werkure nie 48 in 'n week oorskry nie en wat gewoonlik op—
 - (aa) nie meer as vyf dae per week werk nie, 15 agtereenvolgende werkdae;
 - (ab) meer as vyf dae in 'n week werk, 18 agtereenvolgende werkdae;
- (iii) behoudens voorbehoudsbepaling (ii) in paragraaf (b) in die geval van alle ander werknemers wat gewoonlik op—
 - (aa) nie meer as vyf dae per week werk nie, 15 agtereenvolgende werkdae;
 - (ab) meer as vyf dae in 'n week werk, 18 agtereenvolgende werkdae.

(b) Die werkgever moet die werknemer ten opsigte van sodanige verlof betaal, in die geval van 'n werknemer in paragraaf (a) (i) bedoel, 'n bedrag van minstens vier maal die weekloon en, in die geval van 'n werknemer in paragraaf (a) (ii) of (iii) bedoel, 'n bedrag van minstens drie maal die weekloon wat die werknemer onmiddellik voor die aanvangsdatum van die verlof ontvang het: Met dien verstande dat 'n werknemer in paragraaf (a) (ii) bedoel wat voordat paragraaf (a) (i) in werking getree het, geregtig geword het op ten minste 20 agtereenvolgende werkdae verlof of 24 agtereenvolgende werkdae verlof, afhangende daarvan of hy onderskeidelik vyf of meer dae in 'n week gewerk het, sodanige verlof behou terwyl hy by dieselfde werkgever in diens is.

(2) Die verlof by subklousule (1) voorgeskryf, moet toegestaan en geneem word, na gelang van die geval, op 'n tyd wat die werkgever bepaal: Met dien verstande dat—

- (a) as sodanige verlof nie eerder toegestaan is nie, dit, behoudens subklousule (3), so toegestaan en geneem moet word dat dit binne vier maande begin na voltooiing van die 12 maande diens waarop dit betrekking het of, as die werkgever en sy werknemer voor die verstryking van genoemde tydperk van vier maande skriftelik daartoe ooreengekom het, die werkgever sodanige verlof aan die werknemer moet toestaan en die werknemer die verlof moet neem met ingang van 'n datum uiterlik twee maande na die verstryking van genoemde tydperk van vier maande;
- (b) die tydperk van verlof nie mag saamval nie met enige tydperk—
 - (i) wat 'n werknemer afwesig is met siekteverlof ingevolge klousule 7 of weens ongeskiktheid in die omstandighede uiteengesit in klousule 7 (4) (a) of (b), en wat altesaam hoogstens 15 weke in 'n tydperk van 12 maande beloop;
 - (ii) waartydens die werknemer onder kennisgewing van diensbeëindiging ingevolge klousule 12 is; of
 - (iii) wat 'n werknemer vir militêre diens afwesig is;
- (c) 'n werkgever al die dae geleentheidsverlof wat op die skriftelik versoek van sy werknemer met volle besoldiging aan hom toegestaan is gedurende die tydperk van diens waarop die jaarlikse verlof betrekking het, van sodanige verloftydperk kan aftrek.

(3) (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.

(b) Subclause (2) shall *mutatis mutandis* apply to the leave referred to in this subclause.

(4) The remuneration in respect of the leave prescribed in subclause (1), read with subclause (3), and with subclause (8), 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.

(5) 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 and been taken 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, in the case of an employee referred to in—

- (a) subclause (1) (a) (i), one third, and
- (b) subclause (1) (a) (ii) or (iii), one fourth,

of the weekly wage he was receiving immediately before the date of such termination: Provided that an employer may make a proportionate deduction in respect of any period of occasional leave granted to an employee on full pay at his written request: Provided further that, subject to clause 12 (4), an employee shall not be entitled to any payment by virtue of this subclause if he leaves his employment without having given and served the period of notice prescribed in clause 12, unless—

- (i) 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
- (ii) in failing to give and serve such notice he was acting within his legal rights.

(6) An employee who has become entitled to a period of leave prescribed in subclause (1), read with subclause (3), and whose employment terminates before such leave has been granted and been taken, shall upon such termination be paid the amount he would have received, in respect of the leave, had the leave been granted to him and taken by him as at the date of the termination.

(7) For the purposes of this clause—

- (a) the weekly wage at any date of an employee who is engaged on piece-work is 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—
 - (a) 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 12;
 - (b) any period amounting in the aggregate in any period of 12 months, to not more than 15 weeks, during which an employee is absent—
 - (i) on leave in terms of this clause;
 - (ii) on sick leave in terms of clause 7 or owing to incapacity in the circumstances set out in clause 7 (4) (a) or (b); or
 - (iii) at the instance of his employer; and
 - (c) 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 one period of 12 months' employment, more than four months of such service;
- and employment shall be deemed to commence in the case of—
 - (i) an employee who, before these amendments became binding, had become entitled to a period of annual leave in terms of any law, on the date on which such employee last became entitled to such leave under such law;
 - (ii) an employee who was in employment before these amendments became binding and to whom any law providing for annual leave applied but who had not become entitled to a period of leave in terms thereof, on the date on which such employment commenced;
 - (iii) any other employee, on the date on which such employee entered his employer's service or on the date on which these amendments became binding, whichever is the later.

(3) (a) Op die skriftelike versoek van sy werknemer kan 'n werkgever toelaat dat die verlof oor 'n tydperk van hoogstens 24 maande diens oploop: Met dien verstande dat—

- (i) sodanige werknemer so 'n versoek rig binne vier maande na verstryking van die eerste tydperk van 12 maande diens waarop die verlof betrekking het; en
- (ii) die werkgever die datum van ontvangs van sodanige versoek daarop aanbring en dit onderteken en die versoek tot minstens na verstryking van die verloftydperk bewaar.

(b) Subklousule (2) is *mutatis mutandis* van toepassing op die verlof in hierdie subklousule bedoel.

(4) Die besoldiging ten opsigte van die verlof voorgeskryf by subklousule (1), gelees met subklousule (3) en met subklousule (8), moet 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 verstryking van die verlof, betaal word.

(5) Aan 'n werknemer wie se diens gedurende enige dienstermyn van 12 maande eindig voordat die verloftydperk voorgeskryf by subklousule (1) ten opsigte van so 'n termyn opgeloop het en geneem is, moet daar by sodanige diensbeëindiging, benewens enige ander besoldiging wat aan hom verskuldig is, vir elke voltooide maand van sodanige dienstermyn 'n bedrag betaal word van minstens, in die geval van, 'n werknemer in—

- (a) subklousule (1) (a) (i) bedoel, een derde, en
- (b) subklousule (1) (a) (ii) en (iii) bedoel, een kwart,

van die weekloon wat hy onmiddellik voor die datum van sodanige diensbeëindiging ontvang het: Met dien verstande dat 'n werkgever ten opsigte van al die dae geleentheidsverlof wat op die skriftelike versoek van sy werknemer met volle besoldiging aan hom toegestaan is, 'n eweredige bedrag kan aftrek: Met dien verstande voorts dat, behoudens klousule 12 (4), 'n werknemer op geen besoldiging uit hoofde van hierdie klousule geregtig is nie indien hy sy diens verlaat sonder om die kennis te gee en die kennisgewingstermyn uit te dien wat by klousule (12) voorgeskryf word, tensy—

- (i) die werkgever van sodanige kennisgewing afgesien het of tensy die werknemer sy werkgever betaal het in plaas daarvan om aldus kennis te gee; of
- (ii) hy versuim het om sodanige kennis te gee of gedurende die tydperk te werk, hy binne sy wetlike regte gehandel het.

(6) 'n Werknemer wat geregtig geword het op 'n tydperk van verlof voorgeskryf by subklousule (1), gelees met subklousule (3), en wie se diens eindig voordat sodanige verlof toegestaan en geneem is, moet 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 is.

(7) By die toepassing hierdie klousule word—

- (a) die weekloon op enige datum van 'n werknemer wat stukwerk verrig, geag sy gemiddelde besoldiging vir die voorafgaande 13 weke te wees of, indien 'n korter tydperk gewerk is, die getal voltooide weke wat aldus gewerk is;
- (b) die uitdrukkings "diens" en "dienstermyn" geag te omvat—
 - (a) enige tydperk ten opsigte waarvan 'n werkgever 'n werknemer betaal of 'n werknemer 'n werkgever betaal in plaas van kennis gee ingevolge klousule 12;
 - (b) enige tydperk van altesaam hoogstens 15 weke in enige tydperk van 12 maande wat 'n werknemer afwesig is—
 - (i) met verlof ingevolge hierdie klousule;
 - (ii) met siekteverlof ingevolge klousule 7 of weens ongeskiktheid in die omstandighede uiteengesit in klousule 7 (4) (a) of (b);
 - (iii) deur die toedoen van sy werkgever; en
- (c) enige tydperk wat 'n werknemer afwesig is vir militêre diens: Met dien verstande dat 'n werknemer nie daarop geregtig is om in enige tydperk van 12 maande diens meer as vier maande van sodanige afwesigheid as diens te eis nie; en word diens geag te begin, in die geval van—
 - (i) 'n werknemer wat, voordat hierdie vasstelling van krag 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;
 - (ii) 'n werknemer wat, voordat hierdie vasstelling van krag 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;
 - (iii) enige ander werknemer, op die datum waarop sodanige werknemer by sy werkgever in diens getree het of op die datum waarop hierdie vasstelling van krag geword het, en wel op die jongste van die twee datums.

(8) (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 or suspend an activity for 21 consecutive days and in that case shall remunerate his employee in terms of subclause (1) or paragraph (c) hereof, as the case may be.

(b) Whenever a public holiday as defined falls on a day which would otherwise be a work-day for an employee and such public holiday falls within the closed or suspension period referred to in paragraph (a), another work-day 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 period of annual leave due to him, by paid his employer on the basis set out in subclause (5), 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 suspension of the activity.

7. SICK LEAVE

(1) Subject to subclause (2), an employer shall grant to his employee, other than a casual employee, who is absent from work through incapacity, in the case of—

(a) an employee who normally works on not more than five days per week, not less than 30 work-days, and

(b) any other employee, not less than 36 work-days

sick leave in the aggregate 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 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 any 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) where, in such first cycle of employment with the same employer, an employee is absent owing to incapacity for a period in excess of any sick leave accrued at the time of such incapacity, he shall be entitled to be paid in respect of only such leave as has so accrued; but his employer shall, if he has not previously done so, at the expiration of the said cycle of employment or on termination of employment before such expiration, pay him in respect of such excess period of absence owing to incapacity at the wage rate to which he was entitled at the commencement of such incapacity to the extent to which sick leave due to him at the time of such expiration or termination, has not been taken;

(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 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.

(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 or a public holiday as defined;

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, when an employee has, during an period of up to eight weeks, received payment in terms of this clause on two or more occasions without producing such a certificate, his employer may during the period of eight weeks immediately succeeding the last such occasion require him to produce such a certificate in respect of any absence from work.

(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) at the instance of his employer;

(ac) on sick leave in terms of subclause (1) or owing to incapacity in the circumstances set out in subclause (4);

(8) (a) Ondanks andersluidende bepalinge 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 aktiwiteit vir 21 agtereenvolgende dae staak en in daardie geval moet hy sy werknemer kragtens subklousule (1) of kragtens paragraaf (c) hiervan na gelang van die geval, besoldig.

(b) Wanneer 'n openbare feesdag, soos omskryf, op 'n dag val wat andersins vir die werknemer 'n werkdag sou gewees het en wat binne die geslote tydperk bedoel in paragraaf (a) val, moet nog 'n werkdag by die genoemde geslote of stakingstydperk gevoeg word as 'n verdere verloftyd en die werknemer moet 'n bedrag van minstens sy dagloon betaal word ten opsigte van elke sodanige dag bygevoeg.

(c) 'n Werknemer wat op die datum waarop 'n bedryfsinrigting sluit of 'n aktiwiteit waarin hy werksaam is, gestaak word, nie op die volle tydperk van die 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 (5) vermeld, en vir die doel van jaarlikse verlof daarna word sy diens geag te begin op die datum waarop die bedryfsinrigting of aktiwiteit aldus sluit of gestaak word.

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, in die geval van—

(a) 'n werknemer wat normaalweg hoogstens vyf dae per week werk, minstens 30 werkdade, en

(b) enige ander werknemer, minstens 36 werkdade,

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 besoldiging geregtig is nie, as, in die geval van 'n werknemer wat nie meer as vyf dae per week werk nie, 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) wanneer 'n werknemer gedurende die eerste sodanige dienstydkring by dieselfde werkgewer weens ongeskiktheid vir 'n langer tydperk afwesig is as die siekteverlof wat hom ten tyde van sodanige ongeskiktheid toekom, hy geregtig is op besoldiging vir slegs dié siekteverlof wat hom dan toekom, maar sy werkgewer moet, as hy dit nie reeds gedoen het nie, by verstryking van gemelde dienstydkring of by diensbeëindiging voor sodanige verstryking, hom ten opsigte van sodanige langer tydperk van afwesigheid weens ongeskiktheid uitbetaal teen die loon waarop die werknemer by die aanvang van die ongeskiktheid geregtig was, vir sover die siekteverlof wat hom ten tyde van sodanige verstryking of beëindiging toekom, nog nie geneem is nie;

(iii) wanneer 'n werkgewer ingevolge enige wet gelde vir mediese of hospitaalbehandeling ten opsigte van 'n werknemer moet betaal en sodanige gelde wel betaal, die bedrag wat aldus betaal is, afgetrek kan word van die bedrag wat ingevolge hierdie klousule ten opsigte van afwesigheid weens ongeskiktheid verskuldig is;

(iv) die loon wat aan 'n werknemer wat op stukwerk of kommissiewerk in diens is, vir 'n tydperk van afwesigheid met siekteverlof ingevolge hierdie klousule betaal moet word, bereken moet word op die grondslag van minstens sy gemiddelde besoldiging vir die 13 weke wat die aanvang van sy siekteverlof voorafgaan of indien 'n korter tydperk gewerk is, vir die aantal voltooide weke wat gewerk is.

(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) vir langer as twee agtereenvolgende werkdade, of

(b) op die werkdag onmiddellik voor of die werkdag onmiddellik na 'n Sondag of 'n openbare vakansiedag, soos omskryf,

van die werknemer vereis om 'n sertifikaat voor te lê wat deur 'n geregistreerde mediese praktisyn onderteken is en waarin die aard en duur van die werknemer se ongeskiktheid vermeld word: Met dien verstande dat, wanneer 'n werknemer gedurende enige tydperk van hoogstens agt weke by twee of meer geleenthede besoldiging ingevolge hierdie klousule ontvang het sonder om so 'n sertifikaat voor te lê, sy werkgewer gedurende die tydperk van agt weke onmiddellik na die laaste sodanige geleentheid gebind moet wees om bedoelde bedrag ten opsigte van enige afwesigheid van werk aan die werknemer te betaal nie tensy hy so 'n sertifikaat voorlê.

(3) By die toepassing van hierdie klousule—

(a) word uitdrukking "diens" geag te omvat—

(i) enige tydperk van altesaam hoogstens 30 weke in enige tydkring van 36 maande wat 'n werknemer afwesig is—

(aa) met verlof ingevolge klousule 6;

(ab) deur die toedoen van sy werkgewer;

(ac) met siekteverlof ingevolge subklousule (1) of weens ongeskiktheid weens omstandighede uiteengesit in subklousule (4);

- (ii) any period during which an employee is absent on military service: Provided that an employee shall not be entitled to claim as employment, in any one 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 these amendments became binding and any sick leave on full pay granted to such an employee during such period shall be deemed to have been granted under this determination;
- (b) 'incapacity' means inability to work owing to any sickness or 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 a scheduled disease as defined in section 2 of the Workmen's Compensation Act, 1941 (Act 30 of 1941), shall only be regarded as incapacity during any period in respect of which not disablement payment is payable in terms of that act.
- (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 wage payable in terms of subclause (1);
 - (b) in respect of any period of incapacity of an employee in respect of which the employer is required by any other law to pay the employee not less than his full wage.

8. PUBLIC HOLIDAYS AND SUNDAYS

(1) *Compensation for work on public holiday.*—(a) Whenever an employee, other than a casual employee, does not work on a public holiday as defined 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 which shall not be less than the wage payable to him in respect of the time (excluding overtime) ordinarily worked by him on the day of the week.

(b) Whenever an employee, other than a casual employee, works on a public holiday as defined 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 the amount which he would have had to pay him in terms of paragraph (a) had the employee not worked on that day, plus—

- (i) an amount calculated at a rate of not less than his wage rate in respect of the whole time worked by him on that day or an amount equal to at least the wage payable to him in respect of the time (excluding overtime) ordinarily worked by him on that day of the week, whichever amount is the greater; or
- (ii) an amount calculated at a rate of not less than one-third of his wage rate in respect of the whole time 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 the wage payable to him in respect of the time (excluding overtime) ordinarily worked by him on that day of the week.

(c) Whenever an employee, other than a casual employee, works on a public holiday as defined and such day falls on a day which otherwise is not an ordinary work-day for the employee, his employer shall pay him in respect of that day an amount which shall not be less than the wage payable to him in respect of the time (excluding overtime) ordinarily worked by him on a work-day, plus—

- (i) an amount calculated at a rate of not less than his wage rate in respect of the whole time worked by him on such day or on amount equal at least to the wage payable to him in respect of the time (excluding overtime) ordinarily worked by him on a work-day, whichever amount is the greater; or
- (ii) an amount calculated at a rate of not less than one-third of his wage rate in respect of the whole time worked by him on such day, and grant to him, within seven days of such day, one day's leave and pay to him in respect of such leave an amount of not less than the wage payable to him in respect of the time (excluding overtime) ordinarily worked by him on a work-day.

(d) Whenever an employee, other than a casual employee, works on a public holiday as defined and such day falls on a Sunday, he shall be remunerated for such work on the basis set out in paragraph (c).

(2) *Compensation for work on a Sunday.*—Subject to subclause (1) (d), whenever an employee, other than a casual employee, works on a Sunday, his employer shall pay him—

- (a) if he so works for not more than four hours, an amount of not less than the wage payable in respect of the time (excluding overtime) ordinarily worked by him on a week-day; or

(ii) enige tydperk wat 'n werknemer afwesig is vir militêre diens: Met dien verstande dat 'n werknemer nie geregtig is om in enige tydperk van 12 maande diens meer as vier maande van sodanige afwesigheid as diens te eis nie;

(iii) enige tydperk van diens by dieselfde werkgever onmiddellik voor die datum waarop hierdie vasstelling van krag geword het en alle siekteverlof wat met volle besoldiging aan so 'n werknemer gedurende sodanige tydperk toegestaan is, word geag ingevolge hierdie vasstelling toegestaan te gewees het;

(b) beteken "ongeskiktheid", onvermoë om te werk weens siekte of besering, behalwe siekte of besering wat deur 'n werknemer se eie wangedrag veroorsaak is: Met dien verstande dat sodanige onvermoë om te werk wat veroorsaak is deur 'n ongeval of vergoedingspligtige siekte soos omskryf in artikel 2 van die Ongevallewet, 1941 (Wet 30 van 1941), as ongeskiktheid beskou word slegs gedurende enige tydperk ten opsigte waarvan geen betaling vir arbeidsongeskiktheid ingevolge daardie wet betaalbaar is nie.

(4) *Voorbehoudsbepalings.*—Hierdie klousule is nie van toepassing nie—

(a) op 'n werknemer op wie se skriftelike versoek 'n werkgever bydraes wat minstens gelyk is aan dié van die werknemer, betaal aan 'n fonds of organisasie wat deur die werknemer aangewys is, welke fonds of organisasie in die geval van ongeskiktheid in die omstandighede in hierdie klousule uiteengesit, aan die werknemer die betaling waarborg van 'n bedrag wat nie minder is nie as die loon betaalbaar ingevolge subklousule (1);

(b) ten opsigte van 'n tydperk van ongeskiktheid van 'n werknemer ten opsigte waarvan daar by 'n ander wet van die werkgever vereis word om die werknemer sy volle loon te betaal.

8. OPENBARE FEESDAE EN SONDAE

(1) *Vergoeding vir werk op 'n openbare feesdag.*—(a) Wanneer 'n werknemer, uitgesonderd 'n los werknemer, nie op 'n openbare feesdag soos omskryf werk nie en sodanige dag op 'n dag val wat vir hom andersins 'n gewone werkdag is, moet sy werkgever hom ten opsigte van daardie dag 'n bedrag betaal wat nie minder is nie as die loon aan hom betaalbaar ten opsigte van die tyd (uitgesonderd oortyd) wat hy gewoonlik op daardie dag van die week werk.

(b) Wanneer 'n werknemer, uitgesonderd 'n los werknemer, op 'n openbare feesdag soos omskryf werk en sodanige dag op 'n dag val wat vir hom andersins 'n gewone werkdag is, moet sy werkgever hom ten opsigte van daardie dag 'n bedrag betaal minstens gelyk aan die bedrag wat hy ingevolge paragraaf (a) aan die werknemer sou moes betaal het as die werknemer nie op daardie dag gewerk het nie, plus—

(i) 'n bedrag bereken teen minstens sy loonskaal ten opsigte van die volle tyd wat hy op daardie dag werk of 'n bedrag minstens gelyk aan die loon aan hom betaalbaar ten opsigte van die tyd (uitgesonderd oortyd) wat hy gewoonlik op daardie dag van die week werk, watter bedrag ook al die grootste is; of

(ii) 'n bedrag bereken teen 'n skaal van minstens een derde van sy loonskaal ten opsigte van die volle tyd wat hy op daardie dag werk en aan hom, binne sewe dae na daardie dag, een dag verlof toestaan en ten opsigte van sodanige verlof 'n bedrag aan hom betaal wat nie minder is nie as die loon aan hom betaalbaar ten opsigte van die tyd (uitgesonderd oortyd) wat hy gewoonlik op daardie dag van die week werk.

(c) Wanneer 'n werknemer, uitgesonderd 'n los werknemer, op 'n openbare feesdag soos omskryf werk en sodanige dag op 'n dag val wat nie vir hom andersins 'n gewone werkdag is nie, moet die werkgever hom ten opsigte van daardie dag 'n bedrag betaal wat nie minder is nie as die loon aan hom betaalbaar ten opsigte van die tyd (uitgesonderd oortyd) wat hy gewoonlik op 'n werkdag werk, plus—

(i) 'n bedrag bereken teen 'n skaal van minstens sy loon ten opsigte van die volle tyd wat hy op daardie dag werk of 'n bedrag gelyk aan minstens die loon aan hom betaalbaar ten opsigte van die tyd (uitgesonderd oortyd) wat hy gewoonlik op 'n werkdag werk, watter bedrag ook al die grootste is; of

(ii) 'n bedrag bereken teen 'n skaal van minstens een derde van sy loon ten opsigte van die volle tyd wat hy op daardie dag werk, en aan hom, binne sewe dae na daardie dag, een dag verlof toestaan en ten opsigte van sodanige verlof 'n bedrag aan hom betaal wat nie minder is nie as die loon aan hom betaalbaar ten opsigte van die tyd (uitgesonderd oortyd) wat hy gewoonlik op 'n werkdag werk.

(d) Wanneer 'n werknemer, uitgesonderd 'n los werknemer, op 'n openbare feesdag soos omskryf werk en dié dag op 'n Sondag val, moet hy vir sodanige werk vergoed word op die basis in paragraaf (c) uiteengesit.

(2) *Vergoeding vir werk op 'n Sondag.*—Behoudens subklousule (1) (d), wanneer 'n werknemer, uitgesonderd 'n los werknemer, op 'n Sondag werk, moet sy werkgever hom—

- (a) indien hy hoogstens vier uur gewerk het, 'n bedrag betaal wat nie minder is nie as die loon betaalbaar ten opsigte van die tyd (uitgesonderd oortyd) wat hy gewoonlik op 'n weekdag werk; of

- (b) if he so works for longer than four hours, an amount which shall not be less than either an amount calculated at a rate of double his wage rate in respect of the whole time worked by him on such Sunday, or an amount equal to at least double the wage payable to him in respect of the time (excluding overtime) ordinarily worked by him on a week-day, whichever amount is the greater; or
- (c) an amount calculated at a rate of not less than one and a third times his wage rate in respect of the whole time worked by him on such Sunday and grant 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 wage payable to him in respect of the time (excluding overtime) ordinarily worked by him on that day of the week.

(3) *Compensation to a casual employee for work on a public holiday or a Sunday.*—Whenever a casual employee works on a public holiday as defined or on a Sunday, his employer shall pay him in respect of that day an amount calculated at a rate of not less than double his hourly wage in respect of each hour or part of an hour worked by him on that day: Provided that for the purposes of this subclause a casual employee in an establishment in which the employee normally works on—

- (a) not more than five days in a week, shall be deemed to have worked at least nine and a quarter hours on that day; and
- (b) more than five days in a week, shall be deemed to have worked at least eight and a half hours on that day.

(4) *Compensation for work partly on a public holiday or a Sunday.*—Whenever an employee works for a period which falls—

- (a) partly on a public holiday as defined or a Sunday and partly on any other day; or
- (b) partly on a public holiday as defined and partly on a Sunday;

the whole period shall for the purposes of calculating the compensation payable to such employee be deemed to have been worked on the day on which the major portion of that work period falls.

(5) Remuneration payable in terms of this clause to an employee, other than a casual employee, shall be paid to him later than the pay-day next succeeding the day in respect of which such remuneration is payable. A casual employee shall be remunerated as set out in clause 4 (2).

(6) *Savings.*—Subclauses (1) (b) to (d), (2) and (4) shall not apply to an employee referred to in clause 5 (7) (a).

9. PIECE-WORK

(a) An employer may when engaging an employee or after at least one week's notice if the employee is already in his employ, introduce any piece-work system and, save as provided in clause 4 (6), such employer shall pay his employee, who is employed on such piece-work system, remuneration at the rates applicable under such system: Provided that, irrespective of the quantity of work done, the employer shall pay such employee not less than, in the case of—

- (i) an employee, other than a casual employee, in respect of each week in which piece-work is performed, the amount which the employer would have been required to pay such employee for that week had he been remunerated on the basis of time worked;
- (ii) a casual employee, in respect of each day on which piece-work is performed, the amount which the employer would have been required to pay such employee for that day had he been remunerated on the basis of time worked.

(b) An employer shall keep posted up in a conspicuous place in his establishment a schedule of the rates referred to in paragraph (a) or he may in lieu thereof supply the employee with a letter signed by himself, or on his behalf, setting out the said rates.

(c) An employer who intends to cancel or amend any piece-work system in operation or the rates applicable thereunder, shall give his employee not less than one month's notice of such intention: Provided that an employer and his employee may agree on a longer period of notice, in which case the employer shall give notice for a period not shorter than that agreed upon.

(d) Notwithstanding anything to the contrary in this clause, an employer shall not be required to give a casual employee notice of his intention to introduce any piece-work system or to cancel or amend it.

10. PROHIBITION OF EMPLOYMENT

An employer shall not—

- (a) employ any person under the age of 15 years;
- (b) require or permit any female employee to work during the period commencing four weeks prior to the expected date of her confinement and ending eight weeks after the date of her confinement.

(b) indien hy langer as vier uur gewerk het, 'n bedrag betaal wat nie minder is nie as of 'n bedrag teen 'n skaal van dubbel sy loon ten opsigte van die volle tyd wat hy daardie Sondag gewerk, of 'n bedrag gelyk aan minstens dubbel die loon aan hom betaalbaar ten opsigte van die tyd (uitgesonderd oortyd) wat hy gewoonlik op 'n weekdag gewerk, watter bedrag ook al die grootste is; of

(c) 'n bedrag betaal bereken teen 'n skaal van minstens een en een derde maal sy loon ten opsigte van die volle tyd wat hy op daardie Sondag gewerk en aan hom, binne sewe dae na daardie Sondag, een dag verlof toestaan en ten opsigte van sodanige verlof hom 'n bedrag betaal wat nie minder is nie as die loon aan hom betaalbaar ten opsigte van die tyd (uitgesonderd oortyd) wat hy gewoonlik op daardie dag van die week gewerk.

(3) *Vergoeding aan 'n los werknemer vir werk op 'n openbare feesdag of 'n Sondag.*—Wanneer 'n los werknemer op 'n openbare feesdag soos omskryf of 'n Sondag gewerk, moet sy werkgever hom ten opsigte van daardie dag 'n bedrag betaal, bereken teen 'n koers van minstens dubbel sy uurloon vir die volle tyd wat hy op daardie dag gewerk het: Met dien verstande dat vir die doeleindes van hierdie subklousule 'n los werknemer in 'n bedryfsinrigting waarin die werknemers gewoonlik—

- (a) op nie meer as vyf dae per week gewerk het, geag word minstens nege en 'n kwart uur op daardie dag gewerk het; en
- (b) op meer as vyf dae in 'n week gewerk, geag word minstens agt en 'n half uur op daardie dag te gewerk het.

(4) *Vergoeding vir werk gedeeltelik op 'n openbare feesdag of Sondag.*—Wanneer 'n werknemer vir 'n tydperk gewerk het—

- (a) gedeeltelik op 'n openbare feesdag soos omskryf of 'n Sondag en gedeeltelik op enige ander dag val, of
- (b) gedeeltelik op 'n openbare feesdag soos omskryf en gedeeltelik op 'n Sondag val,

word daar by die berekening van sy vergoeding geag dat die hele tydperk wat hy gewerk het, op die dag val waarop die grootste gedeelte van die tydperk val.

(5) Beloning wat ingevolge hierdie klousule aan 'n werknemer, uitgesonderd 'n los werknemer, betaalbaar is, moet aan hom uitbetaal word nie later nie as die eersvolgende betaaldag na die dag ten opsigte waarvan die beloning betaalbaar is. 'n Los werknemer moet uitbetaal word soos in klousule 4 (2) bepaal.

(6) *Voorbehoudsbepaling.*—Subklousules (1) (b) tot (d), (2) en (4) is nie van toepassing nie op 'n werknemer in klousule 5 (7) (a) vermeld.

9. STUKWERK

(a) 'n Werkgever kan wanneer hy 'n werknemer in diens neem of indien die werknemer reeds in sy diens is, nadat hy minstens een week vooraf aan sy werknemer kennis gegee het, enige stukwerkstelsel invoer, en sodanige werkgever moet, behoudens klousule 4 (6), sy werknemer wat vervolgens sodanige stukwerkstelsel werk, besoldig teen die tariewe wat ooreenkomstig sodanige stelsel van toepassing is: Met dien verstande dat die werkgever, ongeag die hoeveelheid werk wat verrig is, sodanige werknemer moet betaal, in die geval van—

- (i) 'n werknemer, uitgesonderd 'n los werknemer, vir elke week waarin stukwerk verrig word, minstens die bedrag wat die werkgever die werknemer vir daardie week sou moes betaal het as hy hom 'n tydloon betaal het,
- (ii) 'n los werknemer, vir elke dag waarop stukwerk verrig word, minstens die bedrag wat die werkgever sodanige werknemer vir daardie dag sou moes betaal het as hy hom 'n tydloon betaal het.

(b) 'n Werkgever moet 'n lys van die tariewe in paragraaf (a) bedoel, op 'n opvallende plek in sy bedryfsinrigting opgeplak hou of hy kan in plaas daarvan elke werknemer voorsien van 'n brief wat deur of namens hom onderteken is, waarin genoemde tariewe uiteengesit is.

(c) 'n Werkgever wat voornemens is om 'n bestaande stukwerkstelsel of die besoldiging wat daarvolgens van toepassing is, af te skaf of te wysig, moet aan sy werknemer minstens een maand kennis van sodanige voorneme gee: Met dien verstande dat 'n werkgever en sy werknemers oor 'n langer kennisgewingstermyn ooreen kan kom, en is so 'n geval mag die werkgever nie vir 'n korter termyn as dié waarvoor daar ooreengekom is, kennis gee nie.

(d) Ondanks andersluidende bepalings in hierdie klousule, is 'n werkgever nie verplig om 'n los werknemer kennis te gee van sy voorneme om 'n stukwerkstelsel in te voer of af te skaf of te wysig nie.

10. VERBOD OP INDIENSNEMING

'n Werkgever mag nie—

- (a) iemand onder die leeftyd van 15 jaar in diens neem nie;
- (b) van 'n swanger werknemer vereis of haar toelaat om te werk gedurende die tydperk wat vier weke voor die verwagte datum van haar bevalling begin en agt weke na die bevallingsdatum eindig nie.

11. UNIFORMS, OVERALLS AND PROTECTIVE CLOTHING

An employer shall supply and maintain in serviceable and clean condition, free of charge, any gumboots, cap, uniform, overall or other protective clothing which he requires his employee to wear or which by any law he is required to provide for his employee, and any such article shall remain the property of the employer.

12. TERMINATION OF CONTRACT OF EMPLOYMENT

(1) An employer or his employee, other than a casual employee, who desires to terminate the contract of employment, shall give in the case of—

- (a) a driver, not less than one work-day's notice;
- (b) any other employee—
 - (i) during the first four weeks of employment, not less than one work-day's notice;
 - (ii) after the first four weeks of employment, not less than one week's notice;

of termination of contract, which shall be in writing except when given by and employee who is unable to write, or an employer or employee may terminate the contract without notice by paying the employee or paying the employer, as the case may be, in lieu of such notice not less than in the case of—

- (aa) one work-day's notice, the daily wage;
- (ab) one week's notice, the weekly wage, the employee is receiving at the time of such termination: Provided that this shall not affect—
 - (i) the right of an employer or his employee to terminate the contract without notice for any cause recognised by law as sufficient;
 - (ii) any written agreement between an employer and his employee which provides for a period of notice of equal duration on both sides and longer than that prescribed in this clause;
 - (iii) the operation of any forfeitures or penalties which by law may be applicable to an employee who deserts;

Provided further that where the wage of an employee at the date of termination has been reduced by deductions in respect of short-time, the expression "is receiving at the time of such termination" shall, when an employer pays an employee in lieu of notice, be deemed to mean "would have received at the time of such termination had no deduction been made in respect of short-time".

(2) Where there is an agreement in terms of proviso (ii) to subclause (1), the payment in lieu of notice shall be commensurate with the period of notice agreed upon.

(3) The notice prescribed in subclause (1) shall be given on any work-day: Provided that the period of notice shall not run concurrently with nor shall payment in lieu of notice be made in respect of a period running concurrently with an employee's absence—

- (a) on leave granted in terms of clause 6 or on sick leave granted in terms of clause 7 or owing to incapacity in the circumstances set out in clause 7 (4) (a) or (b) where such absences amount in the aggregate to not more than 15 weeks in any period of 12 consecutive months' employment with the same employer; and
- (b) on military service, except where an employee otherwise requests and his employer agrees thereto in writing.

(4) Notwithstanding anything to the contrary in this determination, where an employee terminates his contract of employment by leaving his employment without having given and served the required period of notice or without paying his employer in lieu of notice, his employer may appropriate to himself, from any moneys which he owes to such employee by virtue of any provisions of this determination, an amount of not more than that which such employee would have had to pay him in lieu of notice: Provided that where an employer has so appropriated an amount in lieu of notice, the employee shall, for the purposes of clause 6 (5), be deemed to have paid the employer in lieu of notice.

13. CERTIFICATE OF SERVICE

Except where an employee deserts or where the employee is a casual employee, the employer shall, upon termination of any contract of employment, furnish the employee with a certificate of service substantially in the following form, showing the full names of the employer and of the employee, the class of the employee, the date of commencement and the date of termination of the contract, and the wage of the employee on the date of such termination:

11. UNIFORMS, OORPAKKE EN BESKERMENDE KLERE

'n Werkgever moet enige rubberstewels, pet, uniform, oorpak of ander beskermende kleren wat hy van sy werknemer vereis om te dra of wat hy ingevolge enige wet verplig is om aan sy werknemers te verskaf, gratis te verskaf en in 'n bruikbare en sindelike toestand hou; en enige sodanige rubberstewels, pet, uniform, oorpak of ander beskermende kleren bly die eiendom van die werkgever.

12. BEÏNDIGING VAN DIENSKONTRAK

(1) 'n Werkgever of sy werknemer, uitgesonderd 'n los werknemer, wat die dienskontrak wil beëindig, moet—

- (a) in die geval van 'n drywer, minstens een werkdag kennis;
- (b) in die geval van enige ander werknemer—
 - (i) gedurende die eerste vier weke diens, minstens een werkdag kennis;
 - (ii) na die eerste vier weke diens, minstens een week kennis,

van die beëindiging van die kontrak gee, wat skriftelik gedoen moet word uitgesonderd in die geval van 'n werknemer wat nie kan skryf nie, of 'n werkgever of 'n werknemer kan die kontrak sonder kennisgewing beëindig deur, in plaas van sodanige kennisgewing, aan die werknemer of die werkgever, na gelangste vier weke diens, minstens een week kennis,

van die beëindiging van die kontrak gee, wat skriftelik gedoen moet word uitgesonderd in die geval van 'n werknemer wat nie kan skryf nie, of 'n werkgever of 'n werknemer kan die kontrak sonder kennisgewing beëindig deur, in plaas van sodanige kennisgewing, aan die werknemer of die werkgever, na gelang van die geval, te betaal, in die geval van—

- (aa) een werkdag kennisgewing, minstens die dagloon, en
 - (ab) een week kennisgewing, minstens die weekloon
- wat die werknemer ten tyde van sodanige beëindiging ontvang: Met dien verstande dat—

- (i) die reg van die werkgever of sy werknemer om die kontrak op 'n regsgeldige grond sonder kennisgewing te beëindig;
- (ii) 'n skriftelike ooreenkoms tussen die werkgever en sy werknemer waarin voorsiening gemaak word vir 'n kennisgewingstermyn wat vir beide partye ewe lank is en langer is as dié wat in hierdie klousule voorgeskryf word;
- (iii) die werking van 'n verbeuring of boete wat regtens van toepassing is op 'n werknemer wat dros;

nie hierdeur geraak word nie: Met dien verstande voorts dat, indien die loon van sy werknemer op die datum van die beëindiging verminder is deur aftrekkings ten opsigte van korttyd en die werkgever hom betaal in plaas van kennis te gee, die uitdrukking "ten tyde van sodanige beëindiging ontvang" geag word te beteken "ten tyde van sodanige beëindiging sou ontvang het as geen bedrag weens korttyd afgetrek was nie".

(2) Indien daar 'n ooreenkoms ingevolge voorbehoudsbepaling (ii) van subklousule (1) bestaan, moet die betaling in plaas van kennisgewing eweredig wees aan die kennisgewingstermyn waarvoor daar ooreengekom is.

(3) Die kennisgewing by subklousule (1) voorgeskryf, moet op 'n werkdag geskied: Met dien verstande dat—

- (a) die kennisgewingstermyn nie mag saamval nie met, en die kennisgewing nie mag geskied nie gedurende 'n werknemer se afwesigheid met verlof ingevolge klousule 7 of siekteverlof ooreenkomstig klousule 7 of afwesigheid weens ongeskiktheid in die omstandighede uiteengesit in klousule 7 (4) (a) of (b), waar sodanige afwesighede altesaam hoogstens 15 weke in enige tydperk van 12 agtereenvolgende maande diens by dieselfde werkgever beloop; en
- (b) 'n kennisgewingstermyn nie mag saamval nie met, en die kennisgewing nie mag geskied nie gedurende 'n werknemer se afwesigheid vir militêre diens, behalwe waar die werknemer anders versoek en die werkgever skriftelik daartoe instem.

(4) Ondanks andersluidende bepalinge in hierdie vasstelling kan 'n werkgever, in die geval van 'n werknemer wat sy dienskontrak beëindig deur sy diens te verlaat sonder om kennis te gee en sonder om die kennisgewingstermyn uit te dien of sonder om sy werkgever te betaal in plaas van kennis te gee, uit enige gelde wat hy sodanige werknemer uit hoofde van enige bepaling van hierdie vasstelling skuld, hom 'n bedrag toeëien van hoogstens dié wat die werknemer hom sou moes betaal het in plaas van kennis te gee: Met dien verstande dat wanneer die werkgever hom aldus 'n bedrag toeëien het in plaas van kennisgewing, daar by die toepassing van klousule 6 (5) geag word dat die werknemer die werkgever betaal het in plaas van kennis te gee.

13. DIENSSERTIFIKAAT

Behalwe, waar 'n werknemer dros of waar die werknemer 'n loswerknemer is, moet die werkgever by beëindiging van enige dienskontrak die werknemer van 'n dienssertifikaat voorsien wat wesenlik onderstaande vorm het en waarin die volle name van die werkgever en die werknemer, die klas van die werknemer, die aanvangsdatum en die datum van beëindiging van die kontrak en die loon van die werknemer op die datum van sodanige beëindiging vermeld word.

CERTIFICATE OF SERVICE

I/We.....
 carrying on trade in Goods Transportation and Storage Trade, at
 hereby certify that.....
 Identity No.....
 was employed by me/us from the
 day of
 19..... to the
 day of
 19..... as (*)
 At the termination of employment his/her wage was R.....

Signature of employer or authorised
 representative

Date.....

*State class in which employee was wholly or mainly engaged, eg clerk,
 driver, general worker.

14. LOG-BOOK

(1) An employee shall provide his driver with a log-book as nearly as
 practicable in working in the following form:

DAILY LOG

Name of employer
 Name of driver
 Date
 Time of starting work.....
 Time of finishing work.....
 Number of hours worked.....
 Meal intervals from.....
 to
 Particulars of any accident or delay.....
 Names of other employees who accompanied the driver

Signature of driver

Date.....

(2) Every driver shall, in the log-book referred to in subclause (1), keep
 a daily log in duplicate in respect of each day's work and shall, within 24
 hours of the completion of the day's work to which it relates, deliver a
 copy thereof to his employer.

(3) Every employer shall retain the copy of the log which, in terms of
 subclause (2), has been delivered to him, for a period of at least three years
 subsequently to such delivery.

15. ATTENDANCE REGISTER

(1) An employer shall provide in his establishment an attendance register
 substantially in the following form, in which he shall record in ink or
 indelible pencil the name and class of each of his employees and if an
 employee is unable to write, his employer shall on his behalf for each day
 worked and on that day make the necessary entries in respect of items (i) to
 (vi) inclusive of subclause (3) (a) and sign such entries.

DIENSSERTIFIKAAT

Ek/Ons.....
 wat die Goederevervoer- en Opbergingsbedryf beoefen te
 verklaar hierby dat.....
 Identiteitsnommer.....
 in my diens was vanaf die
 dag van
 19..... tot die
 dag van
 19..... as (*)
 By diensbeëindiging was hierdie werknemer se loon R.....

Handtekening van werkgewer of
 gemagtigde verteenwoordiger

Datum

* Meld die klas waarin die werknemer uitsluitlik of hoofsaaklik in diens
 was, bv. klerk, drywer, algemene werker.

14. LOGBOEK

(1) 'n Werkgewer moet sy drywer voorsien van 'n logboek wat so na as
 moontlik die volgende vorm het:

DAAGLIKSE LOG

Naam van werkgewer
 Naam van drywer
 Datum
 Tyd waarop werk begin word
 Tyd waarop werk beëindig word.....
 Aantal ure gewerk.....
 Etenspouse van
 tot
 Besonderhede van 'n ongeluk of vertraging.....
 Name van ander werknemers wat drywer vergesel

Handtekening van drywer

Datum

(2) Elke drywer moet in die logboek bedoel in subklousule (1), 'n daag-
 likse log in tweevoud hou ten opsigte van elke dag se werk en moet binne
 24 uur na voltooiing van die werk waarop dit betrekking het, 'n kopie
 daarvan aan sy werkgewer lewer.

(3) Die werkgewer moet die kopie van die daaglikse log wat kragtens
 subklousule (2) aan hom gelewer is, vir 'n tydperk van minstens drie jaar
 na sodanige lewering bewaar.

15. PRESENSIEREGISTER

(1) 'n Werkgewer moet in sy bedryfsinrigting 'n presensieregister wat
 wesenlik die onderstaande vorm het, voorsien, waarin hy in ink of inkt-
 lood die naam en klas van elk van sy werknemers moet aanteken, en indien
 sodanige werknemer nie in staat is om te skryf nie, moet sy werkgewer
 namens hom vir elke dag gewerk en op daardie dag die vereiste inskry-
 wings ten opsigte van punte (i) tot en met (vi) van subklousule (3) (a)
 maak, en sodanige inskrywings onderteken.

BYLAE

I Item	II Tariefpos en Beskrywing	III Mate van Korting
460.07	Deur tariefpos No. 39.01 deur die volgende te vervang: "39.01 (1) Poliëterpoliële, vloeistof of pasta, met 'n hidroksiëlnommer van minstens 20 mg KOH/g maar hoogstens 300 mg KOH/g, in die hoeveelhede en op die tye wat die Direkteur-generaal: Handel en Nywerheid by bepaalde permit toelaat (2) Plate, velle, film, foelie en reep, van poliëtileentereftalate, drukgevoelig, met wegdoenbare rugkant, in die hoeveelhede, op die tye en onderworpe aan die voorwaardes wat die Direkteur-generaal: Handel en Nywerheid, op aanbeveling van die Raad van Handel en Nywerheid, by bepaalde permit toelaat	Volle reg Volle reg"

Opmerking.—Voorsiening word gemaak vir 'n volle korting op reg op drukgevoelige plate, velle, film, foelie en reep, van poliëtileentereftalate, met wegdoenbare rugkant, in die hoeveelhede, op die tye en onderworpe aan die voorwaardes wat die Direkteur-generaal: Handel en Nywerheid, op aanbeveling van die Raad van Handel en Nywerheid, by bepaalde permit toelaat.

MINISTRY OF LAW AND ORDER

No. R. 2239

24 October 1986

GRANTING OF SEARCH POWERS TO AUTHORISED OFFICERS OF THE SOUTH AFRICAN ABATTOIR CORPORATION

By virtue of the powers vested in me by section 2 (2) (g) of the Control of Access to Public Premises and Vehicles Act, 1985 (Act 53 of 1985) it is hereby determined that authorised officers of the South African Abattoir Corporation may search persons for the purpose of granting permission to enter or enter upon premises which are the property of, or are occupied or used by, or are under the control of the South African Abattoir Corporation.

Signed at Pretoria on the 11th day of September 1986.

L. LE GRANGE,
Minister of Law and Order.

MINISTERIE VAN WET EN ORDE

No. R. 2239

24 Oktober 1986

VERLENING VAN DEURSOEKINGSMAGTE AAN GEMAGTIGDE BEAMPTES VAN DIE SUID-AFRIKAANSE ABATTOIRKORPORASIE

Kragtens die bevoegdheid my verleen by artikel 2 (2) (g) van die Wet op Beheer van Toegang tot Openbare Persele en Voertuie, 1985 (Wet 53 van 1985) word hierby bepaal dat gemagtigde beamptes van die Suid-Afrikaanse Abattoir-korporasie persone mag deursoek vir die doel van verlening van toestemming tot die binnegaan of betreding van persele wat die eiendom is van, of geokkupeer of gebruik word deur of onder die beheer is van die Suid-Afrikaanse Abattoirkorporasie.

Geteken te Pretoria op die 11de dag van September 1986.

L. LE GRANGE,
Minister van Wet en Orde.

DEPARTMENT OF MANPOWER

No. R. 2192

24 October 1986

WAGE ACT, 1957

AMENDMENT OF WAGE DETERMINATION 409.—COAL TRADE, CERTAIN AREAS

I, Pieter Theunis Christiaan du Plessis, 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 R. 1189 of 5 June 1981, as amended by Government Notice R. 1916 of 2 September 1983, 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.

P. T. C. DU PLESSIS,
Minister of Manpower.

SCHEDULE

"1. AREA AND SCOPE OF THE DETERMINATION

(1) This determination shall apply to every employer, other than a small employer as defined in subclause (3), after he has been engaged for 12 months in the aggregate in the Coal Trade as defined in subclause (2), and to all his employees, other than managers as defined in subclause (4), in the following areas:

Cape Province.—The Magisterial Districts of Bellville, East London, Goodwood, Kuils River, Paarl, Port Elizabeth, Simon's Town, The Cape, Uitenhage and Wynberg;

Natal.—The Magisterial Districts of Chatsworth, Durban, Inanda, Pietermaritzburg and Pinetown and the municipal areas of Ladysmith and Newcastle;

DEPARTEMENT VAN MANNEKRAG

No. R. 2192

24 Oktober 1986

LOONWET, 1957

WYSIGING VAN LOONVASSTELLING 409.—STEENKOOLBEDRYF, SEKERE GEBIEDE

Ek, Pieter Theunis Christiaan du Plessis, Minister van Mannekrag, wysig hierby kragtens artikel 15 (6) van die Loonwet, 1957, Loonvasstelling 409, Steenkoolbedryf, Sekere Gebiede, gepubliseer by Goerwermentskennisgewing R. 1189 van 5 Junie 1981, soos gewysig by Goerwermentskennisgewing R. 1916 van 2 September 1983, 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.

P. T. C. DU PLESSIS,
Minister van Mannekrag.

BYLAE

"1. GEBIED EN OMVANG VAN VASSTELLING

(1) Hierdie vasstelling is van toepassing op elke werkgever, uitgesonderd 'n klein werkgever soos in subklousule (3) omskryf, nadat hy altesaam 12 maande lank by die Steenkoolbedryf soos in klousule (2) omskryf, betrokke was, en op al sy werknemers, uitgesonderd bestuurders soos in subklousule (4) omskryf, in die volgende gebiede:

Kaapprovinsie.—Die landdrostdistrikte Bellville, Die Kaap, Goodwood, Kuilsrivier, Oos-Londen, Paarl, Port Elizabeth, Simonstad, Uitenhage en Wynberg;

Natal.—Die landdrostdistrikte Chatsworth, Durban, Inanda, Pietermaritzburg, Pinetown en die munisipale gebiede van Ladysmith en Newcastle;

- (c) any work in connection with the loading or unloading of—
 (i) ships;
 (ii) trucks or vehicles of the South African Transport Services;
 (iii) vehicles used by a cartage contractor in the fulfilment of his contract as such with the South African Transport Services; (29)
- (10) 'experience' means, in relation to—
 (a) a clerk, the total period or periods of employment which an employee has had as a clerk in any trade or industry or in the service of a local authority or the State: Provided that only half of the period or periods which a clerk has had as a part-time employee shall be reckoned as employment as a clerk;
 (b) a yard clerk, the total period or periods of employment which an employee has had in the Coal Trade as a yard clerk; (31)
- (11) 'extra heavy motor vehicle (articulated)' means a motor vehicle (articulated) the gross combination mass of which exceeds 16 000 kg but not 25 000 kg; (10)
- (12) 'extra heavy motor vehicle (rigid)' means a motor vehicle (rigid) the gross vehicle mass of which exceeds 16 000 kg but not 25 000 kg; (11)
- (13) 'front-end loader operator' means an employee operating a power driven front-end loader used in loading, shifting or unloading coal and firewood and for the purpose of this definition 'front-end loader' includes a crane excavator, drag line and mechanical shovel; (4)
- (14) 'general worker' means an employee who is engaged in any one or more of the following activities:
 (a) Assisting the operator of a wood-sawing machine by holding wood;
 (b) breaking coal;
 (c) carrying, moving or stacking articles, other than by the use of a powerdriven device;
 (d) cleaning premises or machinery; implements, tools, utensils, furniture, vehicles or other articles;
 (e) cutting, breaking, splitting, chopping or otherwise preparing wood for firewood, other than by the use of a power-driven machine;
 (f) cutting down, destroying or removing trees or vegetation;
 (g) filling, closing, opening or shaking out bags;
 (h) gardening work;
 (i) limewashing or disinfecting compounds, latrines, outbuildings or similar buildings or structures;
 (j) loading or unloading;
 (k) making or maintaining fires or removing refuse or ashes;
 (l) marking, branding, stencilling or labelling wood or boxes, sacks, bags or other containers;
 (m) mending bags by hand;
 (n) operating a hoist or goods lift by hand;
 (o) repetition mass-measuring to a pre-determined mass or repetition measuring to a set measure;
 (p) shovelling by hand;
 (q) sorting clinkers, coal or other articles or goods;
 (r) tarring bags;
 (s) using rubber or other stamps not involving discretion or selection;
 (t) outside the establishment, guarding goods or the load on motor vehicles, or guarding motor vehicles;
 (u) working on a motor vehicle, trailer or semi-trailer or accompanying it on its trips. (1)
- (15) 'grade I employee' means an employee who is engaged in any one or more of the following activities:
 (a) Affixing postage stamps on letters, parcels or other articles or using a manually operated franking machine;
 (b) assisting an artisan other than by the independent use of tools;
 (c) delivering messages, letters or goods on foot or by means of a bicycle or other non-power-driven vehicle;
 (d) folding or enveloping mail;
 (e) oiling or greasing machinery or vehicles, other than motor vehicles;
 (f) cooking rations or making or serving tea or similar beverages to employees or making or serving tea or other refreshments to the employer or his guests;
 (g) washing overalls, uniforms or protective clothing;
 (h) removing, replacing, changing or repairing wheels, tyres or inner tubes of motor vehicles, front-end loaders, semi-trailers or trailers, and pumping tyres or inner tubes; (46)
- (3) 'bediener van 'n houtsaagmasjien' 'n werknemer wat 'n kragangedrewe houtsaagmasjien bedien en wat ook die masjien kan aansit of stopsit en wat dryfbande kan herstel of vervang; (45)
- (4) 'bediener van 'n laaigraaf' 'n werknemer wat 'n kragangedrewe laaigraaf bedien wat by die oplaai, verskuiwing of aflaai van steenkool en brandhout gebruik word en vir die toepassing van hierdie omskrywing sluit 'laaigraaf' 'n hyskraan, graafmasjien, sleepkraan en 'n meganiese skop in; (13)
- (5) 'bruto kombinasie-massa' met betrekking tot 'n motorvoertuig (gelede), die maksimum massa van enige kombinasie van voertuie, met inbegrip van die trekvoertuig, en vrag soos deur die vervaardiger daarvan gespesifiseer of, by onstentenis van sodanige spesifikasie, soos deur die registrasie-owerheid bepaal; (16)
- (6) 'bruto voertuig-massa' met betrekking tot 'n motorvoertuig (nie-gelede), die maksimum massa van sodanige voertuig en sy vrag, soos deur die vervaardiger gespesifiseer of by onstentenis van sodanige spesifikasie, soos deur die registrasie-owerheid bepaal; (17)
- (7) 'deeltydse werknemer' 'n klerk wat as sodanig by die week of die maand vir hoogstens 30 gewone werkure per week werksaam is; (32)
- (8) 'drastel' 'n sleepwa waarop 'n leunwa rus en wat laasgenoemde in 'n sleepwa omskep; (7)
- (9) 'drywer' 'n werknemer wat 'n motorvoertuig dryf, en by die toepassing van hierdie woordskrywing omvat die uitdrukking 'n motorvoertuig dryf' al die tyd wat hy dryf en al die tyd wat hy bestee aan werk in verband met die voertuig of die vrag en alle tydperke wat sodanige werknemer verplig is om op sy pos te bly gereed om te dryf; (8)
- (10) 'ekstra swaar motorvoertuig (gelede)' 'n motorvoertuig (gelede) waarvan die bruto kombinasie massa meer as 16 000 kg maar hoogstens 25 000 kg is;
- (11) 'ekstra swaar motorvoertuig (nie-gelede)' 'n motorvoertuig (nie-gelede) waarvan die bruto voertuig-massa meer as 16 000 kg maar hoogstens 25 000 kg is; (12)
- (12) 'faktotum' 'n werknemer, uitgesonderd 'n kwekeling, wat kleinere herstelwerk of verstellings doen aan majinerie of uitrusting, uitgesonderd majinerie of uitrusting wat regstreeks by die vervaardigingsproses gebruik word, en wat ook kleiner herstelwerk of opknappings aan geboue kan doen maar wat geen werk verrig wat gewoonlik deur 'n ambagsman gedoen word nie; (18)
- (13) 'gekwalifiseerd' met betrekking tot 'n werknemer, dat die ondervinding van 'n werknemer in sy klas hom geregtig maak op die hoogste loontarief wat vir daardie klas voorgeskryf is; omgekeerd beteken 'ongekwalifiseerd' dat sy ondervinding in sy klas hom nie op sodanige hoogste loontarief geregtig maak nie; (34)
- (14) 'gewone werkure' die werkure soos voorgeskryf in klousule 5 (1) of indien volgens ooreenkoms tussen 'n werkgever en sy werknemer laasgenoemde korter ure werk, daardie korter ure; (30)
- (15) 'Kampongbestuurder' 'n werknemer wat aan die hoof staan van 'n kampong en wat verantwoordelik is vir die sindelikhed van die kampong en die tug van die werknemers wat daarin woon; (6)
- (16) 'klerk' 'n werknemer wat skryf-, tik-, liasseer- of enige ander soort klerklike werk verrig en omvat dit ook 'n kassier, 'n werknemer wat buite die bedryfsinrigting geld insamel en 'n skakelbordoperateur of enige kantoormasjienoperateur, maar geen ander klas werknemer wat elders in hierdie klousule omskryf word nie, al maak klerklike werk ook deel uit van so 'n werknemer se werk; (5)
- (17) 'korttyd' 'n tydelike vermindering van die getal gewone werkure weens 'n handelslapte in die bedryf, 'n tekort aan grondstowwe, 'n onklaarraking van masjinerie of installasie, of weens die feit dat die geboue onbruikbaar is of dreig om dit te word; (37)
- (18) 'laaimeester' 'n werknemer wat sakke steenkool of brandhout vir aflewering natel en wat oor die laai van voertuie toesig hou; (4)
- (19) 'leunwa' 'n sleepwa wat geen vooras het nie en so ontwerp of ingerig is om op 'n voorspanmotor te rus en deur hom getrek word; (36)
- (20) 'ligte motorvoertuig' 'n motorvoertuig waarvan die bruto voertuig-massa of bruto kombinasie-massa hoogstens 3 500 kg is; (22)
- (21) 'loon' die bedrag geld wat ingevolge klousule 3 (1) aan 'n werknemer betaalbaar is ten opsigte van sy gewone werkure: Met dien verstande dat as 'n werkgever 'n werknemer ten opsigte van sodanige gewone werkure gereeld 'n hoër bedrag betaal as dié by klousule 3 (1) voorgeskryf, dit sodanige hoër bedrag beteken en 'gewone loon' of 'weekloon' het ooreenstemmende betekenis; (42)
- (22) 'los werknemer' 'n werknemer wat hoogstens drie dae per week by dieselfde werkgever in diens is; (2)
- (23) 'medium motorvoertuig (gelede)' 'n motorvoertuig (gelede) waarvan die bruto kombinasie massa meer as 3 500 kg maar hoogstens 9 000 kg is; (24)
- (24) 'medium motorvoertuig (nie-gelede)' 'n motorvoertuig (nie-gelede) waarvan die bruto voertuig massa meer as 3 500 kg maar hoogstens 9 000 kg is; (25)
- (25) 'militêre diens' 'n tydperk van diens of opleiding kragtens die Verdedigingswet, 1957 (Wet 44 van 1957); (26)

- (16) 'gross combination mass' in relation to a motor vehicle (articulated), means the maximum mass of the combination of vehicles, including that of the drawing motor vehicle and the load, as specified by the manufacturer or, in the absence of such specification, as determined by the registering authority concerned; (5)
- (17) 'gross vehicle mass' in relation to a motor vehicle (rigid), means the maximum mass of such vehicle and its load as specified by the manufacturer or, in the absence of such specification, as determined by the registering authority concerned; (6)
- (18) 'handyman' means an employee, other than a trainee, who is engaged in making minor repairs or adjustments to machinery, plant or other equipment or in effecting minor repairs or renovations to buildings, but who does not perform work normally done by an artisan; (12)
- (19) 'heavy motor vehicle (articulated)' means a motor vehicle (articulated) the gross combination mass of which exceeds 9 000 kg but not 16 000 kg; (37)
- (20) 'heavy motor vehicle (rigid)' means a motor vehicle (rigid) the gross vehicle mass of which exceeds 9 000 kg but not 16 000 kg; (38)
- (21) 'law' includes the common law; (47)
- (22) 'light motor vehicle' means a motor vehicle the gross vehicle mass or gross combination mass of which does not exceed 3 500 kg; (20)
- (23) 'local authority' means any borough council, city council, municipal council, village management board, divisional council or any similar institution or body contemplated in section 84 (1) (f) of the Provincial Government Act, 1961, or in any other legislation; (34)
- (24) 'medium motor vehicle (articulated)' means a motor vehicle (articulated) the gross combination mass of which exceeds 3 500 kg but not 9 000 kg; (23)
- (25) 'medium motor vehicle (rigid)' means a motor vehicle (rigid) the gross vehicle mass of which exceeds 3 500 kg but not 9 000 kg; (24)
- (26) 'military service' means any service or training in terms of the Defence Act, 1957 (Act 44 of 1957); (25)
- (27) 'motor vehicle' means a self-propelled vehicle with an engine capacity exceeding 100 cm³, used for conveying goods, and includes a truck-tractor, tractor, a motor cycle or a motor tricycle but does not include a mobile hoist; (26)
- (28) 'motor vehicle (articulated)' means a combination of vehicles consisting of a motor vehicle and a semi-trailer or trailer; (27)
- (29) 'motor vehicle (rigid)' means a motor vehicle other than a motor vehicle (articulated); (28)
- (30) 'ordinary hours of work' means the hours of work prescribed in clause 5 (1) or if by agreement between an employer and his employee the latter works a lesser number of ordinary hours, such shorter hours; (14)
- (31) 'overtime' means that portion of any period worked by an employee in any week or on any day which is longer than his weekly or daily ordinary hours of work, as the case may be, but does not include any period during which an employee works for his employer on a Sunday or a public holiday as defined; (32)
- (32) 'part-time employee' means a clerk who is employed by the week or month for not more than 30 ordinary hours of work in any week; (7)
- (33) 'public holiday' means New Year's Day (or the succeeding Monday whenever New Year's Day falls on a Sunday), Good Friday, Ascension Day, Republic Day, Day of the Vow or Christmas Day; (33)
- (34) 'qualified' in relation to an employee, means that the experience of an employee of his class entitles him to the highest wage rate prescribed for that class, and, conversely, 'unqualified' means that his experience in his class does not entitle him to such highest rate; (13)
- (35) 'security guard' means an employee who is engaged in any one or more of the following duties:
- (a) Searching goods, vehicles or persons;
 - (b) supervising or controlling watchmen;
 - (c) controlling or reporting on the movement of persons or vehicles through check-points or gates
- and who may also be required to perform any or all of the duties prescribed for a watchman; (35)
- (36) 'semi-trailer' means a trailer without a front axle and designed or adapted to rest on and be drawn by a truck-tractor; (19)
- (37) 'short-time' means a temporary reduction in the number of ordinary hours of work owing to slackness of trade, shortage of raw materials, a breakdown of plant or machinery or a breakdown or threatened breakdown of buildings; (17)
- (38) 'tractor' means a motor vehicle designed or adapted to draw other vehicles and not to carry any load; (39)
- (39) 'trailer' means any vehicle which is not self-propelled but designed or adapted to be drawn by a motor vehicle, and includes a dolly; (36)
- (26) 'motorvoertuig' 'n selfaangedrewe voertuig met 'n enjinkapasiteit van meer as 100 cm³ wat gebruik word vir die vervoer van goedere, uitgesonderd 'n reisende verteenwoordiger se monsters, en dit omvat 'n voorspanmotor, trekker, 'n motorfiets of 'n outofiets, maar nie ook 'n mobiele hystoestel nie; (27)
- (27) 'motorvoertuig (gelede)' 'n kombinasie van voertuie bestaande uit 'n motorvoertuig en 'n leunwa of 'n sleepwa; (28)
- (28) 'motorvoertuig (nie-gelede)' 'n motorvoertuig uitgesonderd 'n motorvoertuig (gelede); (29)
- (29) 'noodwerk'—
- (a) enige werk wat weens onvoorsiene omstandighede soos 'n brand, diefstal, 'n epidemie, 'n gewelddaad, nywerheidsnors, 'n ongeluk, onklaarraking van installasie of masjinerie, sabotasie, 'n storm of weens die feit dat die geboue onbruikbaar is of dreig om dit te word, sonder versuim gedoen moet word;
 - (b) enige werk in verband met die opknapping of herstel van installasie of masjinerie wat nie gedurende gewone werkure verrig kan word nie;
 - (c) enige werk in verband met die laai of aflaai van—
 - (i) skepe;
 - (ii) spoorwaens of voertuie van die Suid-Afrikaanse Vervoerdienste;
 - (iii) voertuie wat deur 'n vervoerkontraakteur gebruik word in die nakoming van sy kontrak as sodanig met die Suid-Afrikaanse Vervoerdienste; (9)
- (30) 'onderbaas' 'n werknemer wat aan die hoof staan van 'n groep algemene werkers en wat die getal gevulde sakke mag opteken; (3)
- (31) 'ondervinding' met betrekking tot—
- (a) 'n klerk, die totale tydperk of tydperke wat 'n werknemer as 'n klerk in enige bedryf of nywerheid in die diens van 'n plaaslike owerheid of die Staat werksaam was: Met dien verstande dat net die helfte van die tydperk of tydperke wat 'n klerk as 'n deeltydse werknemer in diens was, gereken word as klerklike diens;
 - (b) 'n werfklerk, die totale tydperk of tydperke wat 'n werknemer as 'n werfklerk in die Steenkoolbedryf werksaam was; (10)
- (32) 'oortyd' daardie gedeelte van enige tydperk wat 'n werknemer in 'n week of op 'n dag werk, wat langer is as sy weeklikse of daaglikse gewone werkure, na gelang van die geval, maar dit omvat nie 'n tydperk waarin 'n werknemer op 'n Sondag of op 'n openbare vakansie soos omskryf, werk nie; (31)
- (33) 'openbare vakansiedag' Nuwejaarsdag (of die eersvolgende Maandag wanneer Nuwejaarsdag op 'n Sondag val), Goeie Vrydag, Hemelvaartdag, Republiekdag, Gelofte dag en Kersdag; (33)
- (34) 'plaaslike owerheid' 'n munisipale raad, stadsraad, afdelingsraad, dorpsbestuursraad of 'n soortgelyke instelling of liggaam beoog in artikel 84 (1) (f) van die Wet op Provinsiale Bestuur, 1961, of in enige ander wetgewing; (23)
- (35) 'sekuriteitswag' 'n werknemer wat enigeen of meer van die volgende werksaamhede verrig:
- (a) goedere, voertuie of persone deursoek;
 - (b) oor wagte toesig hou of hulle beheer;
 - (c) die gang van persone of voertuie deur kontrolepunte of hekke kontroleer of daarvoor verslag doen en van wie vereis kan word om enige van of al die pligte wat voorgeskryf is vir 'n wag, uit te voer; (35)
- (36) 'sleepwa' 'n voertuig wat nie selfaangedrewe is nie en wat ontwerp of ingerig is om deur 'n motorvoertuig getrek te word en dit sluit 'n drastel in; (39)
- (37) 'swaar motorvoertuig (gelede)' 'n motorvoertuig (gelede) waarvan die bruto kombinasie massa meer as 9 000 kg maar hoogstens 16 000 kg is; (19)
- (38) 'swaar motorvoertuig (nie-gelede)' 'n motorvoertuig (nie-gelede) waarvan die bruto voertuig massa meer as 9 000 kg maar hoogstens 16 000 kg is; (20)
- (39) 'trekker' 'n motorvoertuig ontwerp of ingerig hoofsaaklik om ander voertuie mee te trek en nie om 'n vrag daarop te dra nie; (38)
- (40) 'ultra swaar motorvoertuig' 'n motorvoertuig waarvan die bruto voertuig massa of die bruto kombinasie massa 25 000 kg oorskry; (41)
- (41) 'voorspanmotor' 'n motorvoertuig ontwerp of ingerig om ander voertuie mee te trek en om nie 'n ander vrag as dié wat in die vorm van 'n leunwa of ballas daarop rus, te dra nie; (40)
- (42) 'wag' 'n werknemer, uitgesonderd 'n sekuriteitswag, wat een of meer van die volgende pligte uitvoer:
- (a) Persele, geboue, strukture of ander vaste of roerende eiendom bewaak, beskerm of patroleer;
 - (b) honde hanteer of beheer in die uitvoering van een of meer van die pligte in (a) bedoel. (43)
- (43) 'week' met betrekking tot 'n werknemer, die tydperk van sewe dae waarbinne die werkweek van sodanige werknemer gewoonlik val; (44)

- (40) 'truck-tractor' means a motor vehicle designed or adapted to draw other vehicles and not to carry any load other than that imposed by a semi-trailer or ballast; (41)
- (41) 'ultra heavy motor vehicle' means a motor vehicle the gross vehicle mass or gross combination mass of which exceeds 25 000 kg; (40)
- (42) 'wage' means the amount of money payable to an employee in terms of clause 3 (1) in respect of his ordinary hours of work: Provided that if an employer regularly pays an employee in respect of such ordinary hours of work an amount higher than that prescribed in clause 3 (1), it means such higher amount and 'ordinary wage' or 'weekly wage' has a corresponding meaning; (21)
- (43) 'watchman' means an employee other than a security guard, who is engaged in any one or more of the following duties:
- Guarding protecting or patrolling premises, buildings, structures or fixed or movable property;
 - handling or controlling dogs in the performance of any or all of the duties referred to in (a); (42)
- (44) 'week' in relation to an employee, means the period of seven days within which the working week of that employee ordinarily falls; (43)
- (45) 'wood-sawing machine operator' means an employee who operates a power-driven wood-sawing machine and who may also start or stop the machine and repair or replace drive belts; (3)
- (46) 'yard clerk' means an employee who is engaged at a coal site in attending to telephone calls, taking orders or making out invoices; (44)
- (47) 'yard foreman' means an employee—
- who exercises control over employees employed on a coal site;
 - who is responsible for the efficient performance by such employees of their duties; and
 - who is responsible for the receipt and delivery of goods. (45).

3. REMUNERATION

(1) The minimum wage which an employer shall pay to each member of the undermentioned classes of his employees shall be as set out hereunder: Provided that if the employer has been engaged in this trade in an area covered by this determination for a period of more than 12 months but less than 24 months in the aggregate, such wage may be reduced by not more than 10 per cent until he has been thus engaged for a period of 24 months in the aggregate, whereupon the minimum wage specified hereunder shall become payable and be paid:

(a) *Employees other than casual employees and part-time employees:*

- (44) 'werfklerk' 'n werknemer wat op 'n steenkoolwerf telefoonoproep behartig, bestellings neem of fakture uitskryf; (46)
- (45) 'werfvoorman' 'n werknemer wat—
- oor die werknemers op 'n steenkoolwerf beheer uitoefen;
 - moet toesien dat sodanige werknemers hul pligte doeltreffend uitvoer; en
 - vir die ontvangs en aflewering van goedere verantwoordelik is; (47)
- (46) 'werknemer graad I' 'n werknemer wat een of meer van die volgende werksaamhede verrig:
- 'n Ambagsman behulpsaam wees op 'n ander wyse as deur die gereedskap van sy vak selfstandig te gebruik;
 - boodskappe, briewe of goedere te voet of per trapfiets of 'n ander nie-kragaangedrewe voertuig aflewer;
 - oorpakke, uniforms of beskermende kleres was;
 - posseëls op briewe, pakkette of ander artikels plak of 'n hand-frankeermasjien gebruik;
 - pos vou of in koevert steek;
 - masjinerie of voertuie, uitgesonderd motorvoertuie, olie of smeer;
 - rantsoene gaarmaak of tee of soortgelyke drankte vir werknemers maak of aan hulle bedien of tee of ander verversings vir die werkgewer of sy gaste maak of aan hulle bedien;
 - wiele, buite- of binnebande van motorvoertuie, laaigrave of sleepwaens afhaal, terugsit, omruil of herstel, en buite- of binnebande oppomp; (15)
- (47) 'wet' ook die gemene reg. (21)

3. BESOLDIGING

(1) *Minimum lone.*—Die minimum loon wat 'n werkgewer aan elke lid van ondergenoemde klasse werknemers in sy diens moet betaal, is dié hieronder uiteengesit: Met dien verstande dat indien die werkgewer in die bedryf in 'n gebied waarin hierdie vasstelling van toepassing is vir 'n tydperk van langer as 12 maande maar minder as 24 maande altesaam betrokke is, sodanige loon met hoogstens 10 persent verminder mag word totdat hy aldus vir 'n tydperk van 24 maande altesaam betrokke is, waarna die minimum loon wat hieronder bepaal word, betaalbaar word en betaal moet word:

(a) *Werknemers, uitgesonderd los werknemers en deeltydse werknemers:*

	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, Odendaarsrus, 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 year after this amendment becomes binding	Thereafter	During the first year after this amendment becomes binding	Thereafter	During the first year after this amendment becomes binding	Thereafter
	Per week R	Per week R	Per week R	Per week R	Per week R	Per week R
Artisan.....	157,50	163,50	139,50	144,50	124,00	129,00
Charge hand	65,00	71,00	58,00	63,00	51,00	56,00
Checker.....	65,00	71,00	58,00	63,00	51,00	56,00
Clerk—						
during the first year of experience	72,00	78,00	64,00	69,00	57,00	62,00
during the second year of experience	87,50	93,50	78,00	83,00	69,00	74,00
during the third year of experience	103,50	109,50	92,00	97,00	81,00	86,00
thereafter	119,50	125,50	106,00	111,00	94,00	99,00
Compound manager	119,50	125,50	106,00	111,00	94,00	99,00
Driver of—						
a light motor vehicle	70,00	76,00	62,00	67,00	55,00	60,00
a medium motor vehicle (articulated)	90,00	96,00	80,00	85,00	71,00	76,00
a medium motor vehicle (rigid)	86,00	92,00	76,00	81,00	67,50	72,50
a heavy motor vehicle (articulated)	105,50	111,50	93,50	98,50	82,50	87,50
a heavy motor vehicle (rigid)	100,50	106,50	89,00	94,00	78,50	83,50

	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, Lady-smith, Middelburg (Tvl), Newcastle, Pietersburg and Rustenburg	
	During the first year after this amendment becomes binding	Thereafter	During the first year after this amendment becomes binding	Thereafter	During the first year after this amendment becomes binding	Thereafter
	Per week R	Per week R	Per week R	Per week R	Per week R	Per week R
an extra heavy motor vehicle (articulated).....	116,00	122,00	103,50	108,50	92,00	97,00
an extra heavy motor vehicle (rigid).....	110,50	116,50	98,50	103,50	87,50	92,50
an ultra heavy motor vehicle.....	122,00	128,00	108,50	113,50	96,50	101,50
Front-end loader operator.....	70,00	76,00	62,00	67,00	54,50	59,50
General worker—						
during the first six months of his employment with the same employer.....	52,00	57,00	46,50	51,00	41,00	45,00
thereafter.....	58,00	64,00	51,50	56,50	45,50	50,50
Grade I employee.....	62,00	68,00	55,00	60,00	48,50	53,50
Handyman.....	84,00	90,00	74,50	79,50	66,00	71,00
Security guard.....	70,00	76,00	62,00	67,00	54,50	59,50
Watchman.....	65,00	71,00	58,00	63,00	51,00	56,00
Wood-sawing machine operator.....	65,00	71,00	58,00	63,00	51,00	56,00
Yard clerk—						
during the first year of experience.....	66,00	72,00	58,50	63,50	52,00	57,00
during the second year of experience.....	69,00	75,00	61,00	66,00	54,50	59,50
thereafter.....	72,00	78,00	64,00	69,00	57,00	62,00
Yard foreman.....	126,50	132,50	111,50	116,50	99,50	104,50
Employee not specifically mentioned elsewhere in this subclause.....	65,00	71,00	58,00	63,00	51,00	56,00

	In die landdrostdistrikte Alberton, Bellville, Benoni, Boksburg, Brakpan, Chatsworth, Die Kaap, Durban, Germiston, Goodwood, Inanda, Johannesburg, Kempton Park, Krugersdorp, Kuils River, Nigel, Oberholzer, Pinetown, Port Elizabeth, Pretoria, Randburg, Randfontein, Roodepoort, Sasolburg, Simonstad, Springs, Uitenhage, Vanderbijlpark, Vereeniging, Westonaria, Wonderboom en Wynberg		In die landdrostdistrikte Bloemfontein, Klerksdorp, Odendaalsrus, Oos-Londen, Paarl, Pietermaritzburg, Potchefstroom, Virginia en Welkom en die Munisipale gebied van Witbank		In die landdrostdistrikte Delmas, Heidelberg (Tvl) en Hoëveldrif en die munisipale gebiede van Bethlehem, Harrismith, Kroonstad, Lady-smith, Middelburg (Tvl), Newcastle, Pietersburg en Rustenburg	
	Gedurende die eerste jaar nadat hierdie wysiging van krag geword het	Daarna	Gedurende die eerste jaar nadat hierdie wysiging van krag geword het	Daarna	Gedurende die eerste jaar nadat hierdie wysiging van krag geword het	Daarna
	R p w	R p w	R p w	R p w	R p w	R p w
Algemene werker—						
gedurende die eerste ses maande altesaam in diens by dieselfde werkgever.....	52,00	57,00	46,50	51,00	41,00	45,00
daarna.....	58,00	64,00	51,50	56,50	45,50	50,50
Ambagsman.....	157,50	163,50	139,50	144,50	124,00	129,00
Bediener van 'n houtsaagmasjien.....	65,00	71,00	58,00	63,00	51,00	56,00
Bediener van 'n laaigraaf.....	70,00	76,00	62,00	67,00	54,50	59,50

	In die landdrostrikte Alberton, Bellville, Benoni, Boksburg, Brakpan, Chats- worth, Die Kaap, Durban, Germiston, Goodwood, Inanda, Johannesburg, Kempton Park, Krugersdorp, Kuils River, Nigel, Oberholzer, Pinetown, Port Elizabeth, Pretoria, Randburg, Randfon- tein, Roodepoort, Sasolburg, Simonstad, Springs, Uiten- hage, Vanderbijlpark, Veree- niging, Westonaria, Wonder- boom en Wynberg		In die landdrostrikte Bloemfontein, Klerksdorp, Odendaalsrus, Oos-Londen, Paarl, Pietermaritzburg, Pot- chefstroom, Virginia en Wel- kom en die Munisipale gebied van Witbank		In die landdrostrikte Del- mas, Heidelberg (Tvl) en Hoëveldrif en die munisipale gebiede van Bethlehem, Harri- smith, Kroonstad, Lady- smith, Middelburg (Tvl), Newcastle, Pietersburg en Rustenburg	
	Gedurende die eerste jaar nadat hierdie wy- siging van krag geword het	Daarna	Gedurende die eerste jaar nadat hierdie wy- siging van krag geword het	Daarna	Gedurende die eerste jaar nadat hierdie wy- siging van krag geword het	Daarna
	R p w	R p w	R p w	R p w	R p w	R p w
Drywer van—						
'n ligte motorvoertuig	70,00	76,00	62,00	67,00	55,00	60,00
'n medium motorvoertuig (gelede)	90,00	96,00	80,00	85,00	71,00	76,00
'n medium motorvoertuig (nie-gelede)	86,00	92,00	76,00	81,00	67,50	72,50
'n swaar motorvoertuig (gelede)	105,50	111,50	93,50	98,50	82,50	87,50
'n swaar motorvoertuig (nie-gelede)	100,50	106,50	89,00	94,00	78,50	83,50
'n ekstra swaar motorvoertuig (gelede)	116,00	122,00	103,50	108,50	92,00	97,00
'n ekstra swaar motorvoertuig (nie-gelede)	110,50	116,50	98,50	103,50	87,50	92,50
'n ultra swaar motorvoertuig	122,00	128,00	108,50	113,50	96,50	101,50
Faktotum	84,00	90,00	74,50	79,50	66,00	71,00
Kampongbestuurder	119,50	125,50	106,00	111,00	94,00	99,00
Klerk—						
gedurende die eerste jaar ondervinding	72,00	78,00	64,00	69,00	57,00	62,00
gedurende die tweede jaar ondervinding	87,50	93,50	78,00	83,00	69,00	74,00
gedurende die derde jaar ondervinding	103,50	109,50	92,00	97,00	81,00	86,00
daarna	119,50	125,50	106,00	111,00	94,00	99,00
Laaiemeester	65,00	71,00	58,00	63,00	51,00	56,00
Onderbaas	65,00	71,00	58,00	63,00	51,00	56,00
Sekuriteitswag	70,00	76,00	62,00	67,00	54,50	59,50
Wag	65,00	71,00	58,00	63,00	51,00	56,00
Werkfkerk—						
gedurende die eerste jaar ondervinding	66,00	72,00	58,50	63,50	52,00	57,00
gedurende die tweede jaar ondervinding	69,00	75,00	61,00	66,00	54,50	59,50
daarna	72,00	78,00	64,00	69,00	57,00	62,00
Werkvoorman	126,50	132,50	111,50	116,50	99,50	104,50
Werknemer graad I	62,00	68,00	55,00	60,00	48,50	53,50
Werknemer nie elders in hierdie subklousule uit- druklik vermeld nie	65,00	71,00	58,00	63,00	51,00	56,00

(b) *Casual employees.*—For each day or part of a day of employment, other than employment on a public holiday as defined or a Sunday, not less than the daily wage prescribed under paragraph (a) read with subclause (4) (c) for an employee in the same area who performs the same class of work as the casual employee is required to do, plus 10 per cent: Provided that where the employer requires a casual employee—

- to perform the work of a class of employee for whom wages on a rising scale are prescribed, the expression 'daily wage' shall mean the daily wage for a qualified employee of that class;
- to work for a period not more than four consecutive hours on any day, his wage as referred to in this paragraph may be reduced by not more than 50 per cent in respect of that day.

(c) *Part-time employees.*—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 experience in the same area.

(2) *Basis of contract.*—For the purpose of this clause the contract of employment of an employee, other than a casual employee, shall be on a weekly basis, and, save as provided in clause 4 (6), he shall be paid in respect of a week not less than the full weekly wage prescribed in subclause (1), read with the definition of 'wage' in clause 2 and with subclause (3), for an employee of his class in the area in which he works, whether he has in that week worked the maximum number of ordinary hours of work applicable to him or less.

(b) *Los werknemers.*—Vir elke dag of gedeelte van 'n dag diens, uitge-sonderd diens op 'n openbare vakansiedag soos omskryf of op 'n Sondag, minstens die dagloon voorgeskryf kragtens paragraaf (a) gelees met subklousule 4 (c) vir 'n werknemer in dieselfde gebied wat vir die werkgever dieselfde klas werk verrig as dié wat van die los werknemer vereis word, plus 10 persent: Met dien verstande dat waar die werkgever van die los werknemer vereis om—

- die werk te verrig van 'n klas werknemer vir wie 'n loon teen die stygende skaal voorgeskryf word, die uitdrukking 'dagloon' beteken die dagloon vir 'n gekwalifiseerde werknemer van daardie klas;
- om vir 'n tydperk van hoogstens vier agtereenvolgende ure op 'n dag te werk, sy loon met hoogstens 50 persent verminder kan word ten opsigte van daardie dag.

(c) *Deeltydse werknemer.*—'n Deeltydse werknemer moet 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) *Kontrakgrondslag.*—By die toepassing van hierdie klousule moet die dienskontrak van 'n werknemer, uitgesonderd 'n los werknemer, op 'n weeklikse grondslag berus en, behoudens klousule 4 (6), moet hy ten opsigte van 'n week minstens die volle weekloon betaal word wat by subklousule (1), gelees met die omskrywing van 'loon' in klousule 2 en met subklousule (3), vir 'n werknemer van sy klas in die gebied waarin hy werk, voorgeskryf word, afgesien daarvan of hy in so 'n week die maksimum getal gewone werkure of minder, gewerk het.

(3) *Differential wage.*—An employer who requires or permits a member of one class of his employees to perform for longer than one hour in the aggregate on any day, either in addition to his own work or in substitution therefor, work of another class for which—

- (a) a wage higher than that of his own class is prescribed in subclause (1), shall pay to such employee in respect of that day, not less than the daily wage calculated at the higher rate; or
- (b) a rising scale of wages terminating in a wage higher than that of his own class is prescribed in subclause (1), shall pay to such employee in respect of that day not less than the daily wage calculated on the notch in the rising scale immediately above the wage which the employee was receiving for his ordinary work:

Provided that—

- (i) this subclause shall not apply where the difference between classes in terms of subclause (1) is based on experience;
- (ii) unless expressly otherwise provided in a written contract between an employer and his employee, nothing in this determination shall be so construed as to preclude an employer from requiring his employee to perform work of another class for which class the same or a lower wage is prescribed than that prescribed for such employee.

(4) *Calculation of wages.*—(a) The hourly wage of an employee, other than a casual employee, shall be his weekly wage divided by his weekly ordinary hours of work as defined in clause 2 (30).

(b) Subject to subclause (1) (b) (ii), the hourly wage of a casual employee shall be the wage payable to him for that day divided by the number of ordinary hours worked by him on such day.

(c) The daily wage of an employee, other than a casual employee, shall be his weekly wage divided by the number of days on which he normally works in a week.

(d) The monthly wage of an employee shall be four and a third times his weekly wage.

4. PAYMENT OF REMUNERATION

(1) *Employees, other than casual employees.*—Save as provided in clause 6 (4), any amount due to an employee, other than a casual employee, shall be paid weekly, fortnightly or monthly in cash, or, with the consent of the employee by cheque, during his ordinary hours of work, or within 15 minutes thereafter on the usual pay-day of the establishment for such employee or on termination of employment if this takes place before the usual pay-day, and such amount shall be contained in a sealed envelope or container on which shall be recorded or which shall be accompanied by a statement showing—

- (a) the employer's name;
- (b) the employee's name or his number on the pay-roll and his class;
- (c) the period in respect of which payment is made;
- (d) the number of ordinary hours of work worked by the employee in that period;
- (e) the number of overtime hours worked by the employee in that period;
- (f) the number of hours worked by the employee on a Sunday or a public holiday as defined;
- (g) the employee's wage;
- (h) details of any other remuneration arising out of the employee's employment;
- (i) details of any deductions made; and
- (j) the net amount paid to the employee;

and such envelope or container on which these particulars are recorded or such statement shall become the property of the employee: Provided that—

- (i) the particulars prescribed above may be recorded on such envelope or container or in such statement in code which code shall be fully set out and explained in an accompanying notice or in a notice kept posted in some conspicuous place in the establishment, accessible to all employees affected thereby;
- (ii) at the employee's written request the amount due to him may be paid into his building society or bank account by his employer, who shall hand to him the relevant receipt together with the aforementioned statement;
- (iii) the information relating to paragraphs (d), (e) and (f) need not be furnished in respect of an employee who is excluded from the hours of work provisions by virtue of clause 5 (7) (a).

(2) *Casual employees.*—An employer shall pay the remuneration due to a casual employee in cash on termination of his employment, but at least once a week.

(3) *Premiums.*—Subject to the provisions of any other law no payment by or on behalf of an employee shall be accepted by an employer, either directly or indirectly, in respect of the employment or training of that employee.

(4) *Purchase of goods.*—An employer shall not require his employee to purchase any goods from him or from any shop, place or person nominated by him.

(3) *Differensiële loon.*—'n Werkgever wat van 'n lid van een klas van sy werknemers vereis of hom toelaat om langer as altesaam een uur op 'n dag of benewens sy eie werk of in die plek daarvan, werk van 'n ander klas te verrig waarvoor—

- (a) 'n hoër loon as dié van sy eie klas soos by subklousule (1) voorgeskryf word, moet ten opsigte van daardie dag aan sodanige werknemer minstens die dagloon bereken teen die hoër tarief, betaal; of
- (b) 'n stygende loonskaal wat uitloop op 'n hoër loon as dié van sy eie klas soos by subklousule (1) voorgeskryf word, moet ten opsigte van daardie dag aan sodanige werknemer minstens die dagloon bereken op die kerf in die stygende skaal onmiddellik bokant die loon wat die werknemer vir sy gewone werk ontvang het, betaal:

Met dien verstande dat—

- (i) hierdie subklousule nie geld nie wanneer die verskil tussen die klasse ingevolge subklousule (1) op ondervinding berus;
- (ii) tensy daar in 'n skriftelike kontrak tussen 'n werkgever en sy werknemer uitdruklik anders bepaal word, niks in hierdie vasstelling só uitgelê mag word nie dat dit 'n werkgever belet om van sy werknemer te vereis om 'n ander klas werk te verrig waarvoor die voorgeskrywe loon dieselfde of laer is as dié wat vir so 'n werknemer voorgeskryf word.

(4) *Loonberekening.*—(a) Die uurloon van 'n werknemer, uitgesonderd 'n los werknemer, is sy weekloon gedeel deur sy gewone werkure soos omskryf in klousule 2 (30).

(b) Behoudens subklousule 1 (b) (ii), die uurloon van 'n los werknemer is sy loon vir daardie dag gedeel deur die getal gewone werkure wat hy op daardie dag gewerk het.

(c) Die dagloon van 'n werknemer, uitgesonderd 'n los werknemer, is sy weekloon gedeel deur die getal dae wat hy gewoonlik in 'n week werk.

(d) Die maandloon van 'n werknemer is vier en 'n derde maal sy weekloon.

4. BETALING VAN BESOLDIGING

(1) *Werknemers, uitgesonderd los werknemers.*—Behoudens klousule 6 (4) moet enige bedrag verskuldig aan 'n werknemer, uitgesonderd 'n los werknemer, wekkliks, twee-wekkliks of maandeliks in kontant betaal word en met die toestemming van die werknemer per tjek, gedurende sy gewone werkure, of binne 15 minute daarna op die gewone betaaldag van die bedryfsinrigting vir sodanige werknemer by diensbeëindiging, as dit voor die gewone betaaldag geskied, en sodanige bedrag moet in 'n verseëelde koevert of houer wees waarop of wat vergesel gaan van 'n staat waarop gemeld word:

- (a) Die werkgever se naam;
- (b) die werknemer se naam of sy nommer op die betaalstaat en sy klas;
- (c) die tydperk waarvoor die betaling geskied;
- (d) die getal gewone werkure wat die werknemer gedurende daardie tydperk gewerk het;
- (e) die getal ure wat die werknemer gedurende daardie tyd oortyd gewerk het;
- (f) die getal ure wat die werknemer op 'n Sondag of 'n openbare feesdag soos omskryf, gewerk het;
- (g) die werknemer se loon;
- (h) besonderhede van enige ander besoldiging wat uit die werknemer se diens voortspruit;
- (i) besonderhede van enige bedrag wat afgetrek is; en
- (j) die netto bedrag wat aan die werknemer betaal word;

en sodanige koevert of houer waarop hierdie inligting aangeteken is of sodanige staat word die eiendom van die werknemer: Met dien verstande dat—

- (i) die besonderhede hierbo voorgeskryf, in kodevorm op die koevert of houer of staat opgeteken kan word en dat sodanige kode volledig uiteengesit en verduidelik moet word in 'n bygaande kennisgewing of 'n kennisgewing wat opgeplak gehou moet word op 'n opvallende plek in die bedryfsinrigting wat toeganklik is vir alle werknemers wat by die saak betrokke is;
- (ii) met die skriftelike toestemming van 'n werknemer, die bedrag aan hom verskuldig, gestort kan word in sy bouvereniging- of bankrekening deur die werkgever wat die betrokke kwitansie, tesame met voornoemde staat, aan hom moet oorhandig;
- (iii) die inligting met betrekking tot paragrawe (d), (e) en (f) nie verstrek hoef te word nie t.o.v. 'n werknemer wat ingevolge klousule 5 (7) (a) aan die werkurebepalings uitgesluit is.

(2) *Los werknemers.*—'n Werkgever moet die besoldiging wat aan 'n los werknemer verskuldig is, by die beëindiging van sy diens in kontant aan hom betaal, maar minstens een maal per week.

(3) *Premies.*—Behoudens die bepalinge van enige wet mag geen bedrag regstreeks of onregstreeks deur 'n werkgever van of ten behoeve van 'n werknemer aangeneem word vir die indiensneming of opleiding van daardie werknemer nie.

(4) *Koop van goedere.*—'n Werkgever mag nie van sy werknemer vereis om enige goedere van hom of van enige winkel, plek of persoon deur hom aangewys, te koop nie.

(5) *Accommodation, meals and rations.*—Subject to the provisions of any other law, an employer shall not require his employee to accept accommodation, meals or rations from him or from any person or at any place nominated by him.

(6) *Deductions.*—An employer shall not levy any fines against his employee nor shall he make any deductions from his employee's remuneration other than the following:

- (a) With the written consent of the employee, a deduction for any holiday, sick, medical, insurance, savings, provident or pension fund or in respect of subscriptions to a trade union;
- (b) except where otherwise provided in this determination, whenever an employee is absent from work, other than at the instance of his employer, a deduction proportionate to the period of his absence and calculated on the basis of the wage which such employee was receiving in respect of his ordinary hours of work at the time of such absence;
- (c) a deduction of any amount which an employer by law or order of any competent court is required or permitted to make;
- (d) whenever an employee is required by law or agrees to accept accommodation, meals or rations from his employer, a deduction not exceeding the following amounts:

	Per week	Per month
	R	R
(i) Accommodation.....	1,50	6,50
(ii) Meals and/or rations	3,00	13,00
(iii) Accommodation and/or meals and/or rations.....	4,50	19,50

- (e) whenever the ordinary hours of work are reduced because of short-time, a deduction not exceeding the amount of the employee's (other than a casual employee) hourly wage in respect of each hour of such reduction: Provided that—
 - (i) such deduction shall not exceed one third of the employee's weekly wage, irrespective of the number of hours by which the ordinary hours of work are thus reduced;
 - (ii) no deduction shall be made in the case of short-time arising out of slackness of trade or shortage of raw materials unless the employer has given his employee notice on the previous work-day of his intention to reduce the ordinary hours of work;
 - (iii) no deduction shall be made in the case of short-time owing to the vagaries of the weather or a breakdown of plant or machinery or a threatened breakdown of buildings, in respect of the first hour not worked, unless the employer has given his employee notice on the previous work-day that no work will be available;
- (f) with the written consent of an employee, a deduction of any amount which an employer has paid or has undertaken to pay to—
 - (i) any banking institution, building society, insurance business, registered financial institution, local authority or the State in respect of a payment on a loan granted to such employee to acquire a dwelling;
 - (ii) any organisation or body in respect of the rent of a dwelling or accommodation in a hostel occupied by such employee if such dwelling or hostel is provided through the instrumentality of such organisation or body wholly or partly from funds advanced for that purpose by the State or a body referred to in subparagraph (i);
- (g) with the written consent of the employee, a deduction of any amount loaned or advanced to him by the employer: Provided that any deduction for the repayment of any such loan or advance shall not exceed one third of the total remuneration due to the employee on the pay-day concerned and provided further that no such deduction shall be made in respect of any period during which the employee's wage is reduced in terms of paragraph (e).

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;
- (b) a part-time employee—
 - (i) 30 in any week from Monday to Saturday, inclusive; and
 - (ii) subject to subparagraph (i), six on any day;
- (c) a security guard and a watchman—
 - (i) 60 in any week from Monday to Saturday, inclusive; and

(5) *Huisvesting, etes of rantsoene.*—Behoudens die bepalings van enige ander wet mag 'n werkgewer nie van sy werknemer vereis om huisvesting, etes of rantsoene van enigiemand anders of op enige plek deur hom aangevys, aan te neem nie.

(6) *Aftrekkings.*—'n Werkgewer mag sy werknemer geen boetes ople of enige bedrae van sy werknemer se besoldiging aftrek nie, uitgesonderd die volgende:

- (a) met die skriftelike toestemming van die werknemer, 'n bedrag vir 'n vakansie-, siektebystands-, mediese hulp-, versekerings-, spaar-, voorsorg- of pensioenfonds;
- (b) behoudens andersluidende bepalings in hierdie vasstelling, telkens wanneer 'n werknemer om 'n ander rede as die toedoen van sy werkgewer van sy werk afwesig is, 'n bedrag eweredig aan die tydperk van sy afwesigheid en bereken op die grondslag van die loon wat sodanige werknemer ten tyde van sodanige afwesigheid ten opsigte van sy gewone werkure ontvang het;
- (c) enige bedrag wat 'n werkgewer volgens wet of kragtens of ingevolge 'n bevel van 'n bevoegde hof moet of kan aftrek;
- (d) wanneer daar van 'n werknemer vereis word of wanneer hy daartoe instem om huisvesting, etes of rantsoene, van sy werkgewer aan te neem, 'n bedrag van hoogstens:

	Per week	Per maand
	R	R
(i) Huisvesting	1,50	6,50
(ii) Etes en/of rantsoene	3,00	13,00
(iii) Huisvesting, etes en/of rantsoene	4,50	19,50

- (e) wanneer die gewone werkure, weens korttyd verminder word, 'n bedrag van hoogstens die werknemer (uitgesonder 'n los werknemer) se uurloon vir elke uur van sodanige vermindering: Met dien verstande dat—
 - (i) sodanige aftrekking hoogstens een derde van die werknemer se weekloon is, ongeag die getal ure waarmee die gewone werkure aldus verminder word;
 - (ii) geen aftrekking ten opsigte van korttyd wat deur 'n bedryfslapte of 'n tekort aan grondstowwe of spoorwegtrokke ontstaan, geskied nie tensy die werkgewer sy werknemer op die vorige werkdag kennis gegee het van sy voorneme om die gewone werkure te verminder;
 - (iii) geen aftrekking ten opsigte van korttyd geskied nie vir die eerste uur waarin daar nie gewerk word nie weens gure weer of 'n onklaarraking van die installasie of masjinerie of weens die feit dat die geboue onbruikbaar is of dreig om dit te word, tensy die werkgewer sy werknemer op die vorige dag kennis gegee het dat daar geen werk sal wees nie;
- (f) met die skriftelike toestemming van 'n werknemer, enige bedrag wat 'n werkgewer betaal het of onderneem het om te betaal aan—
 - (i) enige bankinstelling, bouvereniging, versekeringsonderneming, geregistreerde finansiële instelling, plaaslike owerheid of die Staat ten opsigte van 'n lening aan sodanige werknemer toegestaan om 'n woning te bekom;
 - (ii) enige organisasie of liggaam ten opsigte van die huur van 'n woning of akkommodasie in 'n hostel deur sodanige werknemer geokkupeer as sodanige woning of hostel voorsien is deur bemiddeling van sodanige organisasie of liggaam geheel of gedeeltelik uit fondse voorgesket vir daardie doel deur die Staat of 'n liggaam bedoel in subparagraaf (i);
- (g) met die skriftelike toestemming van 'n werknemer, 'n aftrekking, in een of meer paaiemente, van enige bedrag wat die werkgewer aan hom geleen of voorgesket het: Met dien verstande dat sodanige aftrekking hoogstens een derde van die totale besoldiging is wat op die betrokke betaaldag aan die werknemer verskuldig is en met dien verstande voorts dat geen sodanige aftrekking gemaak mag word vir enige tydperk waartydens die werknemer se loon ingevolge paragraaf (e) verminder is nie.

5. GEWONE WERKURE, OORTYD- EN BETALING VIR OORTYDWERK

(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 werk op—
 - (i) nie meer as vyf dae per week nie, nege en 'n kwart op enige dag;
 - (ii) meer as vyf dae per week, agt en 'n half op enige dag;
- (b) 'n deeltydse werknemer—
 - (i) 30 per week van Maandag tot en met Saterdag; en
 - (ii) behoudens subparagraaf (i), ses op enige dag;
- (c) 'n sekuriteitswag of 'n wag—
 - (i) 60 per week van Maandag tot en met Saterdag; en

- (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;
- (d) any other employee—
- (i) 46 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 and a quarter on any day;
- (ab) more than five days in a week, eight on any day, unless the hours on one day do not exceed five, in which case the hours on any of the other days may be extended to eight and a half.
- (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 further that—
- (a) an employer may agree with his employee to reduce the period of such interval to not less than half an hour, and in that event, and after the employer has informed the Divisional Inspector, Department of Manpower, for his area, in writing, of such agreement, the interval may be so reduced;
- (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 driver who during such interval does no work other than being or remaining in charge of the vehicle 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.
- (3) *Rest intervals.*—An employer shall grant to his employees 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 interval the 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 other than in accordance with an agreement concluded with the employee and provided that the ordinary hours of work are not exceeded by, in the case of—
- (a) a casual employee, three hours on any day;
- (b) a part-time employee, six hours in any week;
- (c) a security guard, a watchman or an employee who is wholly or mainly engaged in the delivery of goods, 12 hours in any week;
- (d) any other employee, 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;
- (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 such 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 compound manager;
- (ii) behoudens subparagraaf (i), in die geval van 'n werknemer wat normaalweg op—
- (aa) nie meer as vyf dae per week werk nie, 12 op enige dag;
- (ab) meer as vyf dae per week werk, 10 op enige dag;
- (d) enige ander werknemer—
- (i) 46 per week vanaf Maandag tot en met Saterdag; en
- (ii) behoudens subparagraaf (i), in die geval van 'n werknemer wat normaalweg op—
- (aa) nie meer as vyf dae per week werk nie, nege en 'n kwart op 'n dag;
- (ab) meer as vyf dae per week werk, agt op enige dag, tensy die ure op een dag hoogstens vyf is, in welke geval die ure op enigeen van die ander dae tot agt en 'n half verleng kan word.
- (2) *Etenspouse.*—'n Werkgewer mag nie van 'n werknemer vereis of hom toelaat om onafgebroke vir 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 oortydure uit nie: Met dien verstande dat—
- (a) 'n werkgewer met sy werknemer ooreen kan kom om die duur van sodanige pouse tot minstens 'n halfuur te verkort, en in so 'n geval en nadat die werkgewer die Afdelingsinspekteur, Departement van Mannekrag, vir sy gebied skriftelik in kennis gestel het van sodanige ooreenkoms, kan die pouse aldus verkort word;
- (b) werktydperke wat onderbreek word deur pouses van minder as een uur, uitgesonderd waar voorbehoudsbepaling (a) of (e) van toepassing is, geag word aaneenlopend te wees;
- (c) as sodanige pouse langer as een uur duur, uitgesonderd waar voorbehoudsbepaling (g) van toepassing is, enige tyd wat een en 'n kwart uur te bowe gaan, 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, vanweë oortyd wat gewerk is, van 'n werkgewer vereis word om op 'n dag 'n tweede etenspouse aan 'n werknemer toe te staan, sodanige pouse tot minstens 15 minute verkort mag word;
- (f) 'n drywer wat gedurende sodanige pouse geen ander werk verrig as om in beheer van die voertuig te wees of te bly nie, by die toepassing van hierdie subklousule geag word nie gedurende sodanige pouse 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 is, enige tydperk wat drie uur te bowe gaan, geag word deel van die gewone werkure uit te maak;
- (3) *Ruspouses.*—'n Werkgewer moet, so na as doenlik aan die middel van elke eerste en tweede werktydperk van die dag, aan elkeen van sy werknemers 'n ruspouse van minstens 10 minute toestaan waarin daar nie van sodanige werknemer vereis of hy nie toegelaat mag word om werk te verrig nie, en daar word geag dat so 'n pouse deel van die gewone werkure van so 'n werknemer uitmaak.
- (4) *Werkure moet agtereenvolgend wees.*—Behoudens subklousule (2), moet alle werkure van 'n werknemer op elke dag agtereenvolgend wees.
- (5) *Beperking van oortydwerk.*—'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 met dien verstande dat sodanige oortyd nie gewone werkure oorskry word nie met, in die die geval van—
- (a) 'n los werknemer, drie uur op 'n dag;
- (b) 'n deeltydse werknemer, 6 uur in 'n week;
- (c) 'n sekuriteitswag, 'n wag of 'n werknemer wat uitsluitlik of hoofsaaklik met die aflewering van goedere te doen het, 12 uur in 'n week;
- (d) enige ander werknemer, 10 uur in 'n week.
- (6) *Betaling van oortydwerk.*—(a) 'n Werkgewer moet 'n werknemer, uitgesonderd 'n los werknemer, wat oortyd werk, minstens—
- (i) een en een derde maal sy uurloon betaal ten opsigte van die totale tydperk wat nie 10 ure in enige week oorskry nie;
- (ii) een en 'n half maal sy uurloon betaal ten opsigte van die ure wat 10 ure aldus deur sodanige werknemer gewerk, te bowe gaan.
- (b) 'n Werkgewer moet 'n los werknemer wat oortyd werk, betaal teen 'n skaal van minstens een en 'n derde maal sy uurloon ten opsigte van die totale tydperk op enige dag gewerk.
- (7) *Voorbehoudsbepalings.*—(a) Hierdie klousule is nie van toepassing nie op—
- (i) 'n kampongbestuurder;

(ii) any other class of employee who receives a regular wage at a rate of—

(aa) not less than R1 550 per month in the following areas: The Magisterial Districts of Alberton, Bellville, Benoni, Boksburg, Brakpan, Chatsworth, Durban, East London, Germiston, Goodwood, Heidelberg (Tvl), Inanda, Johannesburg, Kempton Park, Klerksdorp, Krugersdorp, Kuils River, Nigel, Oberholzer, Paarl, Pietermaritzburg, Pinetown, Port Elizabeth, Potchefstroom, Pretoria, Randburg, Randfontein, Roodepoort, Simon's Town, Springs, The Cape, Uitenhage, Vanderbijlpark, Vereeniging, Westonaria, Wonderboom and Wynberg and the municipal areas of Bloemfontein, Odendaalsrus, Sasolburg, Virginia, Welkom and Witbank;

(ab) not less than R1 430 per month in the following areas: The Magisterial Districts of Delmas and Hoëveld Ridge and the municipal areas of Bethlehem, Harrismith, Kroonstad, Ladysmith, Middelburg (Tvl), Newcastle, Pietersburg and Rustenburg;

(ac) not less than R1 320 per month in the remaining areas mentioned in clause 1.

(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 driver, a general worker who accompanies such driver or a general worker who loads or unloads coal or wood.

(d) Subclauses (2) and (3) shall not apply to a security guard or a watchman: Provided that if such an employee is allowed a meal interval, the time taken up by such interval shall, for the purpose of subclause (1), be regarded as time worked by him.

6. ANNUAL LEAVE

(1) (a) Subject to subclause (2), 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:

(i) In the case of a compound manager 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) in the case of a security guard or a watchman whose ordinary hours of work 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;

(iii) subject to the proviso to paragraph (b), in the case of a security guard or a watchman whose ordinary hours of work 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;

(iv) in the case of any other employee 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.

(b) The employer shall pay the employee in respect of such leave, in the case of an employee referred to in paragraph (a) (i) or (ii), an amount of not less than four times, and in the case of an employee referred to in paragraph (a) (iii) or (iv), an amount not less than three times the weekly wage which the employee was receiving immediately prior to the date on which the leave commenced: Provided that an employee who, before paragraph (a) (iii) became binding had become entitled to at least 20 consecutive work days' leave or 24 consecutive work days' leave, depending on whether he worked on five days per week or more, respectively, shall retain such leave entitlement while employed by the same employer.

(2) The leave prescribed in subclause (1) shall be granted and be taken, as the case may be, at a time to be fixed by the employer: Provided that—

(a) if such leave has not been granted earlier, it shall, save as provided in subclause (3), 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 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 such leave as 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—

(i) any period of sick leave in terms of clause 7 or with absence from work owing to incapacity in the circumstances set out in clause 7 (1) (a) or (b), amounting in the aggregate in any period of 12 months to not more than 15 weeks;

(ii) enige ander klas werknemer wat gereeld 'n loon van minstens—

(aa) R1 550 per maand in die volgende gebiede: Die landdrosdistrikte Alberton, Bellville, Benoni, Boksburg, Brakpan, Chatsworth, Die Kaap, Durban, Germiston, Goodwood, Heidelberg (Tvl), Inanda, Johannesburg, Kempton Park, Klerksdorp, Krugersdorp, Kuilsrivier, Nigel, Oberholzer, Oos-Londen, Paarl, Pietermaritzburg, Pinetown, Port Elizabeth, Potchefstroom, Pretoria, Randburg, Randfontein, Roodepoort, Simonstad, Springs, Uitenhage, Vanderbijlpark, Vereeniging, Westonaria, Wonderboom en Wynberg en die munisipale gebiede van Bloemfontein, Odendaalsrus, Sasolburg, Virginia, Welkom en Witbank;

(ab) R1 430 per maand in die volgende gebiede: Die landdrosdistrikte Delmas en Hoëveldrif en die munisipale gebiede van Bethlehem, Harrismith, Kroonstad, Ladysmith, Middelburg (Tvl), Newcastle, Pietersburg en Rustenburg;

(ac) R1 320 per maand in die ander gebiede wat in klousule 1 gelyk is.

(b) Subklousules (2), (3), (4) en (5) is nie op 'n werknemer van toepassing terwyl hy noodwerk verrig nie.

(c) Subklousules (3) is nie van toepassing op 'n drywer, 'n algemene werker wat sodanige drywer vergesel of 'n algemene werker wat steenkool of brandhout op- of aflaai nie.

(d) Subklousules (2) en (3) is nie van toepassing op 'n sekuriteitswag of 'n wag nie: Met dien verstande dat indien so 'n werknemer 'n etenspouse toegestaan is, die tyd in beslag geneem deur sodanige pouse vir die toepassing van subklousule (1) beskou word as tyd wat hy gewerk het.

6. JAARLIKSE VERLOF

(1) (a) Behoudens subklousule (2), moet 'n werkgewer aan sy werknemer, uitgesonderd 'n los werknemer, ten opsigte van elke voltooide tydperk van 12 maande diens by die werkgewer verlof verleen en die werknemer moet die verlof neem soos volg:

(i) in die geval van 'n kampongbestuurder wat gewoonlik op—

(aa) nie meer as vyf dae per week werk nie, 20 agtereenvolgende werkdade;

(ab) meer as vyf dae per week werk, 24 agtereenvolgende werkdade;

(ii) in die geval van 'n sekuriteitswag of 'n wag wie se gewone werkure 48 in 'n week oorskry en wat gewoonlik op—

(aa) nie meer as vyf dae per week werk nie, 20 agtereenvolgende werkdade;

(ab) meer as vyf dae per week werk, 24 agtereenvolgende werkdade;

(iii) behoudens die voorbehoudsbepaling by paragraaf (b), in die geval van 'n sekuriteitswag of 'n wag wie se gewone werkure nie 48 in 'n week oorskry nie, wat gewoonlik op—

(aa) nie meer as vyf dae per week werk nie, 15 agtereenvolgende werkdade;

(ab) meer as vyf dae per week werk, 18 agtereenvolgende werkdade;

(iv) in die geval van enige ander werknemer wat gewoonlik op—

(aa) nie meer as vyf dae per week werk nie, 15 agtereenvolgende werkdade;

(ab) meer as vyf dae per week werk, 18 agtereenvolgende werkdade.

(b) Die werkgewer moet die werknemer ten opsigte van sodanige verlof betaal, in die geval van 'n werknemer in paragraaf (a) (i) of (ii) bedoel, 'n bedrag van minstens vier maal en, in die geval van 'n werknemer in paragraaf (a) (iii) of (iv) 'n bedrag van minstens drie maal die weekloon wat die werknemer onmiddellik voor die aanvangsdatum van die verlof ontvang het: Met dien verstande dat 'n werknemer wat voordat paragraaf (a) (iii) in werking getree het geregtig geword het op ten minste 20 agtereenvolgende werkdade verlof of 24 agtereenvolgende werkdade verlof afhangende daarvan of hy onderskeidelik vyf dae in 'n week gewerk het of meer, sodanige verlof sal behou terwyl hy by dieselfde werkgewer in diens was.

(2) Die verlof by subklousule (1) voorgeskryf, moet toegestaan en geneem word, na gelang van die geval, op 'n tyd wat die werkgewer bepaal: met dien verstande dat—

(a) as sodanige verlof nie eerder toegestaan is nie, dit, behoudens subklousule (3), so toegestaan en geneem moet word dat dit binne vier maande begin na voltooiing van die 12 maande diens waarop dit betrekking het of, as 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 met ingang van 'n datum nie later nie as twee maande na die verstryking van genoemde tydperk van vier maande;

(b) die tydperk van verlof nie mag saamval nie met enige tydperk—

(i) wat 'n werknemer afwesig is met siekteverlof ingevolge klousule 7 of weens ongeskiktheid in die omstandighede uiteengesit in klousule 7 (1) (a) of (b), en wat altesaam hoogstens 15 weke in 'n tydperk van 12 maande beloop;

- (ii) any period during which the employee is under notice of termination of employment in terms of clause 11;
 - (iii) any period 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.
 - (3) (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: 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.
 - (b) Subclause (2) shall *mutatis mutandis* apply to the leave referred to in this subclause.
 - (4) The remuneration in respect of the leave prescribed in subclause (1), read with subclause (3), and with subclause (8), 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.
 - (5) 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 and been taken 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 in the case of an employee referred to in—
 - (a) subclause (1) (a) (iii) or (iv), one fourth; and
 - (b) subclause (1) (a) (i) or (ii), one third,
 of the weekly wage he was receiving immediately before the date of such termination: Provided that an employer may make a proportionate deduction in respect of any period of occasional leave granted to an employee on full pay at the employee's written request: Provided further that an employee shall not be entitled to any payment by virtue of this subclause if he leaves his employment without having given and served the period of notice prescribed in clause 11, unless—
 - (i) 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
 - (ii) in failing to give and serve such notice he was acting within his legal rights.
 - (6) An employee who has become entitled to a period of leave prescribed in subclause (1), read with subclause (3), and whose employment terminates before such leave has been granted and been taken, shall 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.
 - (7) For the purposes of this clause the expressions 'employment' and 'period of employment' shall be deemed to include—
 - (a) 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;
 - (b) any period amounting in the aggregate in any period of 12 months, to not more than 15 weeks during which an employee is absent—
 - (i) on leave in terms of this clause;
 - (ii) on sick leave in terms of clause 7 or owing to incapacity in the circumstances set out in clause 7 (4) (a) or (b);
 - (iii) at the instance of his employer; and
 - (c) 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 one period of 12 months' employment, more than four months of such service;
- and employment shall be deemed to commence, in the case of—
- (aa) an employee who, before these amendments 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) an employee who was in employment before these amendments became binding and to whom any law providing for annual leave applied but who had not become entitled to a period of leave in terms thereof, on the date on which such employment commenced;
 - (ac) any other employee, on the date on which such employee entered his employer's service or on the date on which these amendments became binding, whichever is the later.

- (ii) waartydens die werknemer onder kennisgewing van diensbeëindiging ingevolge klousule 11 is; of
 - (iii) wat 'n werknemer vir militêre diens afwesig is;
 - (c) 'n werkgewer al die dae geleentheidsverlof wat op die skriftelike versoek van sy werknemer met volle besoldiging aan hom toegestaan is gedurende die tydperk van diens waarop die jaarlikse verlof betrekking het, van sodanige verloftydperk kan aftrek.
 - (3) (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 so 'n versoek rig binne vier maande na verstryking van die eerste tydperk van 12 maande diens waarop die verlof betrekking het; en
 - (ii) die werkgewer die datum van ontvangs van sodanige versoek daarop aanbring en dit onderteken en die versoek tot minstens na verstryking van die verloftydperk bewaar.
 - (b) Subklousule (2) is *mutatis mutandis* van toepassing op die verlof in hierdie subklousule bedoel.
 - (4) Die besoldiging ten opsigte van die verlof voorgeskryf by subklousule (1), gelees met subklousule (3) en met subklousule (8), moet nie later nie as op die laaste werkdag voor die aanvangsdatum van die verlof of, op die skriftelike versoek van die werknemer, uiterlik op die eerste betaaldag na verstryking van die verlof, betaal word.
 - (5) Aan 'n werknemer wie se diens gedurende enige dienstermyn van 12 maande eindig voordat die verloftydperk voorgeskryf by subklousule (1) ten opsigte van so 'n termyn opgeloop het en geneem is, moet daar by sodanige diensbeëindiging, benewens enige ander besoldiging wat aan hom verskuldig is, vir elke voltooide maand van sodanige dienstermyn 'n bedrag betaal word van minstens, in die geval van, 'n werknemer in—
 - (a) subklousule (1) (a) (iii) of (iv) bedoel, een kwart, en
 - (b) subklousule (1) (a) (i) of (ii) bedoel, een derde
 van die weekloon wat hy onmiddellik voor die datum van sodanige diensbeëindiging ontvang het: Met dien verstande dat 'n werkgewer ten opsigte van al die tydperk geleentheidsverlof wat op die skriftelike versoek van sy werknemer met volle besoldiging aan hom toegestaan is, 'n eweredige bedrag kan aftrek: Met dien verstande voorts dat 'n werknemer op geen besoldiging uit hoofde van hierdie subklousule geregtig is nie indien hy sy diens verlaat sonder om die kennis te gee en die kennisgewings-termyn uit te dien wat by klousule 11 voorgeskryf word, tensy—
 - (i) die werkgewer van sodanige kennisgewing afgesien het of tensy die werknemer sy werkgewer betaal het in plaas daarvan om aldus kennis te gee; of
 - (ii) hy versuim het om sodanige kennis te gee of gedurende die tydperk te werk, hy binne sy wetlike regte gehandel het.
 - (6) 'n Werknemer wat geregtig geword het op 'n tydperk van verlof voorgeskryf by subklousule (1), gelees met subklousule (3), en wie se diens eindig voordat sodanige verlof toegestaan en geneem is, moet 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 is.
 - (7) By die toepassing van hierdie klousule word die uitdrukkinge 'diens' en 'dienstermyn' geag te omvat—
 - (a) enige tydperk ten opsigte waarvan 'n werkgewer 'n werknemer ingevolge klousule 11 betaal in plaas van kennis gee;
 - (b) enige tydperk van altesaam hoogstens 15 weke in enige tydperk van 12 maande wat 'n werknemer afwesig is—
 - (i) met verlof ingevolge hierdie klousule;
 - (ii) met siekteverlof ingevolge klousule 7 of weens ongeskiktheid in die omstandighede uiteengesit in klousule 7 (4) (a) of (b);
 - (iii) met die toedoen van sy werkgewer; en
 - (c) enige tydperk wat 'n werknemer afwesig is vir militêre diens: Met dien verstande dat 'n werknemer nie daarop geregtig is om in enige tydperk van 12 maande diens meer as vier maande van sodanige afwesigheid as diens te eis nie;
- en word diens geag te begin, in die geval van—
- (aa) 'n werknemer wat, voordat hierdie vasstelling van krag 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) 'n werknemer wat, voordat hierdie vasstelling van krag 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) enige ander werknemer, op die datum waarop sodanige werknemer by sy werkgewer in diens getree het of op die datum waarop hierdie wysigings van krag geword het, en wel op die jongste van die twee datums.

(8) (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 (1) or in terms of paragraph (c) hereof, as the case may be.

(b) Whenever a public holiday as defined falls on a day which otherwise would be a work-day for an employee and such public holiday falls within the closed or suspension period referred to in paragraph (a), another work-day 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 (5), 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 suspension of the activity.

7. SICK LEAVE

(1) subject to subclause (2), an employer shall grant to his employee, other than a casual employee, who is absent from work through incapacity, in the case of—

- (a) an employee who normally works on not more than five days per week, not less than 30 work days', and
- (b) any other employee, not less than 36 work days',

sick leave during each cycle of 36 consecutive months of employment with him, plus any sick leave accumulated in terms of subclause (3) 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 months of employment an employee shall not be entitled to sick leave on full pay at the 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) where, in such first cycle of employment with the employer, an employee is absent owing to incapacity for a period in excess of any sick leave accrued at the time of such incapacity, he shall be entitled to be paid in respect of only such leave as has so accrued; but his employer shall, if he has not previously done so, at the expiration of the said cycle of employment or on termination of employment before such expiration, pay him in respect of such excess period of absence owing to incapacity to the extent to which sick leave accrued at such expiration or termination, had not been taken, at the rate of the employee's wage at the commencement of the 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.

(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;
- (b) on the work-day immediately preceding or the work-day immediately succeeding a Sunday or a public holiday as defined,

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 when an employee has, during any period of up to eight weeks, received payment in terms of this clause on two or more occasions without producing such a certificate, his employer may, during the period of eight weeks immediately succeeding the last such occasion require him to produce such a certificate in respect of any absence from work.

(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) at the instance of his employers;
 - (ac) on sick leave in terms of subclause (1) or owing to incapacity in the circumstances set out in subclause (4);

(8) (a) Ondanks andersluidende bepalings in hierdie klousule, kan 'n werkgever 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 aktiwiteit vir 21 agtereenvolgende dae staak en in daardie geval moet hy sy werknemer kragtens subklousule (1) of kragtens paragraaf (c) hiervan na gelang van die geval, besoldig.

(b) Wanneer 'n openbare feesdag, soos omskryf, op 'n dag val wat andersins vir die werknemer 'n werkdag sou gewees het en wat binne die geslote tydperk bedoel in paragraaf (a) val, moet nog 'n werkdag by die genoemde geslote of stakingstydperk gevoeg word as 'n verdere verloftyd en die werknemer moet 'n bedrag van minstens sy dagloon betaal word ten opsigte van elke sodanige dag bygevoeg.

(c) 'n Werknemer wat op die datum waarop 'n bedryfsinrigting of 'n aktiwiteit waarin hy werksaam is, sluit of gestaak word, nie geregtig is nie op die volle tydperk van die jaarlikse verlof voorgeskryf by subklousule (1), moet, ten opsigte van enige verlof wat aan hom verskuldig is, deur sy werkgever betaal word op die grondslag in subklousule (5) vermeld, en vir die doel van jaarlikse verlof daarna word sy diens geag te begin op die datum waarop die bedryfsinrigting of aktiwiteit aldus sluit of gestaak word.

7. SIEKTEVERLOF

(1) Behoudens subklousule (2), moet 'n werkgever aan sy werknemer, uitgesonderd 'n los werknemer, wat weens ongeskiktheid van die werk afwesig is, siekteverlof toestaan van, in die geval van—

- (a) 'n werknemer wat normaalweg hoogstens vyf dae per week werk minstens 30 werkdade, en
- (b) enige ander werknemer, minstens 36 werkdade,

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 besoldiging geregtig is nie as, in die geval van 'n werknemer wat nie meer as vyf dae per week werk nie, 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) wanneer 'n werknemer gedurende sodanige eerste tydkring by dieselfde werkgever weens ongeskiktheid vir 'n langer tydperk afwesig is as die siekteverlof wat hom ten tyde van sodanige ongeskiktheid toekom, hy geregtig is op besoldiging vir slegs dié siekteverlof wat hom dan toekom, maar sy werkgever moet, as hy dit nie reeds gedoen het nie, by verstryking van gemelde dienstrydkring of by diensbeëindiging voor sodanige verstryking, hom ten opsigte van sodanige langer tydperk van afwesigheid weens ongeskiktheid uitbetaal teen die loon waarop die werknemer by die aanvang van die ongeskiktheid geregtig was, vir sover die siekteverlof wat hom ten tyde van sodanige verstryking of beëindiging toekom, nog nie geneem is nie;
- (iii) wanneer 'n werkgever ingevolge enige wet gelde vir mediese- of hospitaalbehandeling ten opsigte van 'n werknemer moet betaal en sodanige gelde wel betaal, die bedrag wat aldus betaal is, afgetrek kan word van die bedrag wat ingevolge hierdie klousule ten opsigte van afwesigheid weens ongeskiktheid verskuldig is;

(2) 'n Werkgever 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) vir langer as twee agtereenvolgende werkdade, of
- (b) op die werkdag onmiddellik voor of die werkdag onmiddellik na 'n Sondag of 'n openbare vakansiedag, soos omskryf,

van die werknemer vereis om 'n sertifikaat voor te lê wat deur 'n geregistreerde mediese praktisyn onderteken is en waarin die aard en duur van die werknemer se ongeskiktheid vermeld word: Met dien verstande dat, wanneer 'n werknemer gedurende enige tydperk van hoogstens agt weke by twee of meer geleenthede besoldiging ingevolge hierdie klousule ontvang het sonder om so 'n sertifikaat voor te lê, sy werkgever gedurende die tydperk van agt weke onmiddellik na die laaste sodanige geleentheid nie gebind hoef te wees om bedoelde bedrag ten opsigte van enige afwesigheid van werk aan die werknemer te betaal nie tensy hy so 'n sertifikaat voorlê.

(3) By die toepassing van hierdie klousule—

(a) word die uitdrukking 'diens' geag te omvat—

- (i) enige tydperk van altesaam hoogstens 30 weke in enige tydkring van 36 maande wat 'n werknemer afwesig is—
 - (aa) met verlof ingevolge klousule 6;
 - (ab) met die toedoen van sy werkgever;
 - (ac) met siekteverlof ingevolge subklousule (1) of weens ongeskiktheid weens omstandighede uiteengesit in subklousule (4);

- (ii) any period during which an employee is absent 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 these amendments 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 or 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 as defined in section 2 of the Workmen's Compensation Act, 1941 (Act 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.
- (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 wage payable in terms of subclause (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 his full wage.

8. PUBLIC HOLIDAYS AND SUNDAYS

(1) *Compensation for work on a public holiday.*—(a) Whenever an employee, other than a casual employee, does not work on a public holiday as defined 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 which is not less than the wage payable to him in respect of the time (excluding overtime) ordinarily worked by him on that day of the week.

(b) Whenever an employee, other than a casual employee, works on a public holiday as defined 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 the amount which he would have had to pay him in terms of paragraph (a) had the employee not worked on that day, plus—

- (i) an amount calculated at a rate of not less than his wage rate in respect of the whole time worked by him on that day or an amount equal to at least the wage payable to him in respect of the time (excluding overtime) ordinarily worked by him on that day of the week, whichever amount is the greater; or
- (ii) an amount calculated at a rate of not less than one third of his wage rate in respect of the whole time 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 the wage payable to him in respect of the time (excluding overtime) ordinarily worked by him on that day of the week.

(c) Whenever an employee, other than a casual employee, works on a public holiday as defined and such day falls on a day which otherwise is not an ordinary work-day for the employee, his employer shall pay him in respect of that day an amount which is not less than the wage payable to him in respect of the time (excluding overtime) ordinarily worked by him on a work-day, plus—

- (i) an amount calculated at a rate of not less than his wage rate in respect of the whole time worked by him on such day or an amount equal to at least the wage payable to him in respect of the time (excluding overtime) ordinarily worked by him on a work-day, whichever amount is the greater; or
- (ii) an amount calculated at a rate of not less than one third of his wage rate in respect of the whole time worked by him on such day, and grant to him within seven days of such day, one day's leave and pay to him in respect of such leave an amount of not less than the wage payable to him in respect of the time (excluding overtime) ordinarily worked by him on a work-day.

(d) Whenever an employee, other than a casual employee, works on a public holiday as defined and such day falls on a Sunday, he shall be remunerated for such work on the basis set out in paragraph (c).

(2) *Compensation for work on a Sunday.*—Subject to subclause (1) (d), whenever an employee, other than a casual employee, works on a Sunday, his employer shall pay him—

- (a) if he so works for not more than four hours, an amount of not less than the wage payable in respect of the time (excluding overtime) ordinarily worked by him on a week-day; or

- (ii) enige tydperk wat 'n werknemer afwesig is vir militêre diens: Met dien verstande dat 'n werknemer nie geregtig is om in enige tydperk van 12 maande diens meer as vier maande van sodanige afwesigheid as diens te eis nie;
- (iii) enige tydperk van diens by dieselfde werkgewer onmiddellik voor die datum waarop hierdie vasstelling van krag geword het en alle siekteverlof wat met volle besoldiging aan so 'n werknemer gedurende sodanige tydperk toegestaan is, word geag ingevolge hierdie vasstelling toegestaan te gewees het;
- (b) beteken 'ongeskiktheid' die onvermoë om te werk weens siekte of besering, behalwe siekte of besering wat deur 'n werknemer se eie wangedrag veroorsaak is: Met dien verstande dat sodanige onvermoë om te werk wat veroorsaak is deur 'n ongeval of vergoedingspligtige siekte soos omskryf in artikel 2 van die Ongevalwet, 1941 (Wet 30 van 1941), as ongeskiktheid beskou word slegs gedurende enige tydperk ten opsigte waarvan geen betaling vir arbeidsongeskiktheid ingevolge daardie wet betaalbaar is nie.
- (4) *Voorbehoudsbepalings.*—Hierdie klousule is nie van toepassing nie—
 - (a) op 'n werknemer op wie se skriftelike versoek 'n werkgewer bydraes wat minstens gelyk is aan dié van die werknemer, betaal aan 'n fonds of organisasie wat deur die werknemer aangewys is, welke fonds of organisasie in die geval van ongeskiktheid in die omstandighede in hierdie klousule uiteengesit, aan die werknemer die betaling waarborg van 'n bedrag wat nie minder is nie as die loon betaalbaar ingevolge subklousule (1);
 - (b) ten opsigte van 'n tydperk van ongeskiktheid van 'n werknemer ten opsigte waarvan daar kragtens 'n ander wet van die werkgewer vereis word om die werknemer sy volle loon te betaal.

8. OPENBARE VAKANSIEDAE EN SONDAE

(1) *Vergoeding vir werk op 'n openbare vakansiedag.*—(a) Wanneer 'n werknemer, uitgesonderd 'n los werknemer, nie op 'n openbare vakansiedag, soos omskryf, werk nie, en sodanige dag op 'n dag val wat vir hom andersins 'n gewone werkdag is, moet sy werkgewer hom ten opsigte van daardie dag 'n bedrag betaal wat nie minder is nie as die loon aan hom betaalbaar ten opsigte van die tyd (uitgesonderd oortyd) wat hy gewoonlik op daardie dag van die week werk.

(b) Wanneer 'n werknemer, uitgesonderd 'n los werknemer, op 'n openbare vakansiedag, soos omskryf, werk en sodanige dag op 'n dag val wat vir hom andersins 'n gewone werkdag is, moet sy werkgewer hom ten opsigte van daardie dag 'n bedrag betaal minstens gelyk aan die bedrag wat hy ingevolge paragraaf (a) aan die werknemer sou moes betaal het as die werknemer nie op daardie dag gewerk het nie, plus—

- (i) 'n bedrag bereken teen minstens sy loonskaal ten opsigte van die volle tyd wat hy op daardie dag werk of 'n bedrag minstens gelyk aan die loon aan hom betaalbaar ten opsigte van die tyd (uitgesonderd oortyd) wat hy gewoonlik op daardie dag van die week werk, watter bedrag ook al die grootste is; of
- (ii) 'n bedrag bereken teen 'n skaal van minstens een derde van sy loonskaal ten opsigte van die volle tyd wat hy op daardie dag werk en aan hom, binne sewe dae na daardie dag, een dag verlof toestaan en ten opsigte van sodanige verlof 'n bedrag aan hom betaal wat nie minder is nie as die loon aan hom betaalbaar ten opsigte van die tyd (uitgesonderd oortyd) wat hy gewoonlik op daardie dag van die week werk.

(c) Wanneer 'n werknemer, uitgesonderd 'n los werknemer, op 'n openbare vakansiedag, soos omskryf, werk en sodanige dag op 'n dag val wat nie vir hom andersins 'n gewone werksdag is nie, moet die werkgewer hom ten opsigte van daardie dag 'n bedrag betaal wat nie minder is nie as die loon aan hom betaalbaar ten opsigte van die tyd (uitgesonderd oortyd) wat hy gewoonlik op 'n werkdag werk, plus—

- (i) 'n bedrag bereken teen 'n skaal van minstens sy loon ten opsigte van die volle tyd wat hy op daardie dag werk of 'n bedrag gelyk aan minstens die loon aan hom betaalbaar ten opsigte van die tyd (uitgesonderd oortyd) wat hy gewoonlik op 'n werkdag werk, watter bedrag ook al die grootste is; of
- (ii) 'n bedrag bereken teen 'n skaal van minstens een derde van sy loon ten opsigte van die volle tyd wat hy op daardie dag werk, en aan hom, binne sewe dae na daardie dag, een dag verlof toestaan en ten opsigte van sodanige verlof 'n bedrag aan hom betaal wat nie minder is nie as die loon aan hom betaalbaar ten opsigte van die tyd (uitgesonderd oortyd) wat hy gewoonlik op 'n werkdag werk.

(d) Wanneer 'n werknemer, uitgesonderd 'n los werknemer, op 'n openbare vakansiedag, soos omskryf, werk en dié dag op 'n Sondag val, moet hy vir sodanige werk vergoed word op die basis in paragraaf (c) uiteengesit.

(2) *Vergoeding vir werk op 'n Sondag.*—Behoudens subklousule (1) (d), wanneer 'n werknemer, uitgesonderd 'n los werknemer, op 'n Sondag werk, moet sy werkgewer hom—

- (a) indien hy hoogstens vier uur gewerk het, 'n bedrag betaal wat nie minder is nie as die loon betaalbaar ten opsigte van die tyd (uitgesonderd oortyd) wat hy gewoonlik op 'n weekdag werk; of

(b) if he so works for longer than four hours, an amount of not less than either an amount calculated at a rate of double his wage rate in respect of the whole time worked by him on such Sunday, or an amount equal to at least double the wage payable to him in respect of the time (excluding overtime) ordinarily worked by him on a week-day, whichever amount is the greater; or

(c) an amount calculated at a rate of not less than one and a third times his wage rate in respect of the whole time worked by him on such Sunday and grant 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 the wage payable to him in respect of the time (excluding overtime) ordinarily worked by him on that day of the week.

(3) *Compensation to a casual employee for work on a public holiday or a Sunday.*—Whenever a casual employee works on a public holiday as defined or on a Sunday, his employer shall pay him in respect of that day an amount calculated at a rate of not less than double his hourly wage in respect of the whole time worked by him on that day: Provided that for the purposes of this subclause a casual employee in an establishment in which the employees normally work on—

(a) not more than five days in a week, shall be deemed to have worked at least nine and a quarter hours on that day; and

(b) more than five days in a week, shall be deemed to have worked at least eight and a half hours on that day.

(4) *Compensation for work partly on a public holiday or a Sunday.*—Whenever an employee works for a period which falls—

(a) partly on a public holiday as defined or on a Sunday and partly on any other day; or

(b) partly on a public holiday as defined and partly on a Sunday, the whole period shall, for the purpose of calculating the compensation payable to such employee, be deemed to have been worked on the day on which the major portion of that work period falls.

(5) *Remuneration.*—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 next succeeding the day in respect of which such remuneration is payable. A casual employee shall be remunerated as set out in clause 4 (2).

(6) *Savings.*—Subclauses (1) (b) to (d), (2) and (4) shall not apply to an employee referred to in clause 5 (7) (a).

9. PROHIBITION OF EMPLOYMENT

An employer shall not—

(a) employ any person under the age of 15 years;

(b) require or permit any female employee to work during the period commencing four weeks prior to the expected date of her confinement and ending eight weeks after the date of her confinement.

10. UNIFORMS, OVERALLS AND PROTECTIVE CLOTHING

An employer shall—

(1) supply and maintain in serviceable and clean condition free of charge, any uniform, overall, gumboots or other protective clothing which he requires his employee to wear or which by any law he is required to provide for his employee; and any such uniform, overall, gumboots or other protective clothing shall remain the property of the employer;

(2) provide free of charge to his employee who is engaged in lifting, loading, unloading or carrying bags of coal or firewood, suitable material as protection for his head, neck and shoulders.

11. TERMINATION OF CONTRACT OF EMPLOYMENT

(1) An employer or his employee, other than casual employee, who desires to terminate the contract of employment, shall give—

(a) during the first four weeks of employment, not less than one work-day's,

(b) after the first four weeks of employment, not less than one week's

notice of termination of contract, which shall be in writing except when given by an employee who is unable to write, or an employer or employee may terminate the contract without notice by paying the employee or paying the employer, as the case may be, in lieu of such notice not less than, in the case of—

(i) one work-day's notice, the daily wage;

(ii) one week's notice, the weekly wage,

the employee is receiving at the time of such termination: Provided that this shall not affect—

(aa) the right of an employer or his employee to terminate the contract without notice for any cause recognised by law as sufficient;

(ab) any written agreement between an employer and his employee which provides for a period of notice of equal duration on both sides and for longer than that prescribed in this clause;

(b) indien hy langer as vier uur gewerk het, 'n bedrag betaal wat nie minder is nie as of 'n bedrag teen 'n skaal van dubbel sy loon ten opsigte van die volle tyd wat hy op daardie Sondag werk, of 'n bedrag gelyk aan minstens dubbel die loon aan hom betaalbaar ten opsigte van die tyd (uitgesonderd oortyd) wat hy gewoonlik op 'n weekdag werk, watter bedrag ook al die grootste is; of

(c) 'n bedrag betaal bereken teen 'n skaal van minstens een en een derde maal sy loon ten opsigte van die volle tyd wat hy op daardie Sondag werk en aan hom, binne sewe dae na daardie Sondag, een dag verlof toestaan en ten opsigte van sodanige verlof hom 'n bedrag betaal wat nie minder is nie as die loon aan hom betaalbaar ten opsigte van die tyd (uitgesonderd oortyd) wat hy gewoonlik op daardie dag van die week werk.

(3) *Vergoeding aan 'n los werknemer vir werk op 'n openbare vakansiedag of 'n Sondag.*—Wanneer 'n los werknemer op 'n openbare vakansiedag, soos omskryf, of 'n Sondag werk moet sy werkgever hom ten opsigte van daardie dag 'n bedrag betaal, bereken teen 'n koers van minstens dubbel sy uurloon vir die volle tyd wat hy op daardie dag gewerk het: Met dien verstande dat vir die doeleindes van hierdie subklousule 'n los werknemer in 'n bedryfsinrigting waarin die werknemers gewoonlik werk op—

(a) hoogstens vyf dae per week, geag word minstens nege en 'n kwart uur op daardie dag te gewerk het; en

(b) meer as vyf dae per week, geag word minstens agt en 'n half uur op daardie dag te gewerk het.

(4) *Vergoeding vir werk gedeeltelik op 'n openbare vakansiedag of Sondag.*—Wanneer 'n werknemer vir 'n tydperk werk wat—

(a) gedeeltelik op 'n openbare vakansiedag, soos omskryf, of 'n Sondag en gedeeltelik op enige ander dag val, of

(b) gedeeltelik op 'n openbare vakansiedag, soos omskryf, en gedeeltelik op 'n Sondag val,

word daar by die berekening van sy vergoeding geag dat die hele tydperk wat hy gewerk het, op die dag val waarop die grootste gedeelte van die tydperk val.

(5) *Beloning.*—Die beloning wat ingevolge hierdie klousule aan 'n werknemer, uitgesonderd 'n los werknemer, betaalbaar is, moet aan hom uitbetaal word nie later nie as die eersvolgende betaaldag na die dag ten opsigte waarvan die beloning betaalbaar is. 'n Los werknemer moet uitbetaal word soos in klousule 4 (2) bepaal.

(6) *Voorbehoudsbepaling.*—Subklousules (1) (b) tot (d), (2) en (4) is nie van toepassing nie op 'n werknemer in klousule 5 (7) (a) vermeld.

9. VERBOD OP INDIENSNEMING

'n Werkgever mag nie—

(a) iemand onder die ouderdom van 15 jaar in diens neem nie;

(b) van 'n swanger werknemer vereis of haar toelaat om te werk gedurende die tydperk wat vier weke voor die verwagte datum van haar bevalling begin en agt weke na die bevallingsdatum eindig nie.

10. UNIFORMS, OORPAKKE EN BESKERMENDE KLERE

'n Werkgever moet—

(1) enige uniform, oorpak, rubberstewels of ander beskermende klere wat hy van sy werknemer vereis om te dra of wat hy ingevolge enige wet verplig is om aan sy werknemer te verskaf, gratis verskaf en in 'n bruikbare en sindelike toestand hou; en enige sodanige artikel bly die eiendom van die werkgever;

(2) 'n werknemer wat sakke steenkool of brandhout moet optel, laai, aflaai of dra, gratis voorsien van geskikte materiaal om kop, nek en skouers te beskerm.

11. BEÏNDIGING VAN DIENSKONTRAK

(1) 'n Werkgever of sy werknemer, uitgesonderd 'n los werknemer, wat die dienskontrak wil beëindig, moet—

(a) gedurende die eerste vier weke diens, minstens een werkdag, en

(b) na die eerste vier weke diens, minstens een week

kennis van die beëindiging van die kontrak gee, wat skriftelik gedoen moet word uitgesonderd in die geval van 'n werknemer wat nie kan skryf nie, of 'n werkgever of 'n werknemer kan die kontrak sonder kennisgewing beëindig deur, in plaas van sodanige kennisgewing, aan die werknemer of die werkgever, na gelang van die geval, te betaal, in die geval van—

(i) een werkdag kennisgewing, minstens die dagloon, en

(ii) een week kennisgewing, minstens die weekloon

wat die werknemer ten tyde van sodanige beëindiging ontvang: Met dien verstande dat—

(aa) die reg van die werkgever of sy werknemer om die kontrak op 'n regsgeldige grond sonder kennisgewing te beëindig;

(ab) 'n skriftelike ooreenkoms tussen die werkgever en sy werknemer waarin voorsiening gemaak word vir 'n kennisgewingstermyn wat vir beide partye ewe lank is en langer is as dié wat in hierdie klousule voorgeskryf word;

(ac) the operation or any forfeitures or penalties which by law may be applicable in respect of an employee who deserts:

Provided further that where the wage of an employee at the date of termination has been reduced by deductions in respect of short-time, the expression 'is receiving at the time of such termination' shall, when an employer pays an employee in lieu of notice, be deemed to mean 'would have received at the time of such termination had no deduction been made in respect of short-time'.

(2) Where there is an agreement in terms of proviso (ab) to subclause (1), the payment in lieu of notice shall be commensurate with the period of notice agreed upon.

(3) The notice prescribed in subclause (1) shall be given on any work-day: Provided that the period of notice shall not run concurrently with nor shall notice be given during an employee's absence—

(a) on leave granted in terms of clause 6 or on sick leave granted in terms of clause 7 or owing to incapacity in the circumstances set out in clause 7 (4) (a) or (b) where such absences amount in the aggregate to not more than 15 weeks in any period of 12 consecutive months' employment with the same employer;

(b) on military service, except where an employee otherwise requests and his employer agrees thereto in writing.

(4) Unless an employer has waived the notice prescribed in subclause (1) or an employee leaves his employment without having given and served such notice or without having paid his employer in lieu of notice and in so doing the employee was acting within his legal rights, the employer may appropriate to himself, from any moneys which he owes to such employee by virtue of any provision of this determination, an amount of not more than that which the employee would have had to pay him in lieu of notice: Provided that where an employer has so appropriated an amount in lieu of notice the employee shall be deemed to have paid the employer to that extent in lieu of notice.

12. CERTIFICATE OF SERVICE

Except where an employee deserts or where the employee is a casual employee, the employer shall, upon termination of any contract of employment, furnish the employee with a certificate of service substantially in the following form, showing the full names of the employer and of the employee, the class of the employee, the date of commencement and the date of termination of the contract and the wage of the employee on the date of such termination.

CERTIFICATE OF SERVICE

I.....
carrying on business in the Coal Trade at.....
.....
hereby certify that....., Identity No.
was employed by me from the.....' day
of..... 19.... to the..... day
of..... 19.... as (*).....
.....
At the termination of employment this employee's wage was R.....
.....
Signature of employer or authorised
representative
Date.....

* State class in which employee was wholly or mainly engaged, eg clerk, grade I employee.

13. LOG-BOOK

(1) An employer shall provide his driver with a log-book as nearly as practicable in the following form:

DAILY LOG

Name of employer.....
Name of driver.....
Date.....
Time of starting work.....
Time of finishing work.....
Number of hours worked.....
Meal intervals from..... to.....
Particulars of any accident or delay.....
Name(s) of employee(s) accompanying driver.....
.....
Signature of driver
Date.....

(ac) die werking van 'n verbeuring of boete wat regtens van toepassing is op 'n werknemer wat dros;

nie hierdeur geraak word nie: Met dien verstande voorts dat, indien die loon van sy werknemer op die datum van die beëindiging verminder is deur aftrekkings ten opsigte van korttyd en die werkgewer hom betaal in plaas van kennis te gee, die uitdrukking 'ten tyde van sodanige beëindiging ontvang' geag word te beteken 'ten tyde van sodanige beëindiging sou ontvang het as geen bedrag weens korttyd afgetrek was nie'.

(2) Indien daar 'n ooreenkoms ingevolge voorbehoudsbepaling (ab) van subklousule (1) bestaan, moet die betaling in plaas van kennisgewing eweredig wees aan die kennisgewingstermyn waarvoor daar ooreengekom is.

(3) Die kennisgewing by subklousule (1) voorgeskryf, moet op 'n werkdag geskied: Met dien verstande dat die kennisgewingstermyn nie mag saamval nie met, en die kennisgewing nie mag geskied nie gedurende 'n werknemer se afwesigheid—

(a) met verlof ingevolge klousule 6 of siekteverlof ooreenkomstig klousule 7 of afwesigheid weens ongeskiktheid in die omstandighede uiteengesit in klousule 7 (4) (a) of (b), waar sodanige afwesighede altesaam hoogstens 15 weke in enige tydperk van 12 agtereenvolgende maande diens by dieselfde werkgewer beloop; en

(b) vir militêre diens, behalwe waar die werknemer anders versoek en die werkgewer skriftelik daartoe instem.

(4) Tensy 'n werkgewer van die kennisgewing wat in subklousule (1) voorgeskryf is, afgesien het of 'n werknemer verlaat sy diens sonder om kennis te gee en uit te dien of sonder om sy werkgewer te betaal in plaas van kennis te gee en deur sodanige optrede hy binne sy wetlike regte gehandel het, mag 'n werkgewer uit enige geld wat hy sodanige werknemer uit hoofde van enige bepaling van hierdie vasstelling skuld, hom 'n bedrag toeëien van hoogstens dit wat die werknemer hom sou moes betaal het in plaas van kennis te gee: Met dien verstande dat wanneer die werkgewer hom aldus 'n bedrag toeëien het in plaas van kennisgewing, geag word dat die werknemer die werkgewer in dié mate betaal het in plaas van kennis te gee.

12. DIENSSERTIFIKAAT

Behalwe, waar 'n werknemer dros of waar die werknemer 'n los werknemer is, moet die werkgewer by beëindiging van enige dienskontrak die werknemer van 'n dienssertifikaat voorsien wat wesenlik onderstaande vorm het en waarin die volle name van die werkgewer en die werknemer, die klas van die werknemer, die aanvangsdatum en die datum van beëindiging van die kontrak en die loon van die werknemer op die datum van sodanige beëindiging vermeld word.

DIENSSERTIFIKAAT

Ek..... wat die Steenkoolbedryf beoefen te.....
verklaar hierby dat....., identiteitsnommer.....
....., in my diens was vanaf die..... dag
van..... 19.... tot die..... dag van
..... 19.... as (*)..... By diensbeëindiging was hierdie werknemer se loon R.....

Handtekening van werkgewer of gemagtigde
vertegenwoordiger

Datum.....

* Meld die klas waarin die werknemer uitsluitlik of hoofsaaklik in diens was, bv. klerk, werknemer graad I.

13. LOGBOEK

(1) 'n Werkgewer moet sy drywer voorsien van 'n logboek wat so na as moontlik die volgende vorm het:

DAAGLIKSE LOG

Naam van werkgewer.....
Naam van drywer.....
Datum..... Registrasienommer van voertuig.....
Tyd waarop werk begin word.....
Tyd waarop werk beëindig word.....
Aantal ure gewerk.....
Etenspouse van..... tot.....
Besonderhede van 'n ongeluk of vertraging.....
.....
Naam (Name) van werknemer(s) wat drywer vergesel.....
.....
.....
Handtekening van drywer
Datum.....

(2) Every driver shall, in the log-book referred to in subclause (1), keep a daily log in duplicate in respect of each day's work and shall within 24 hours of the completion of the work to which it relates deliver a copy thereof to his employer.

(3) The employer shall retain the copy of the daily log which has, in terms of subclause (2), been delivered to him, for a period of at least three years subsequent to such delivery.

14. ATTENDANCE REGISTER

(1) An employer shall provide in his establishment an attendance register substantially in the following form, in which he shall record in ink or indelible pencil the name and class of each of his employees, and if such employee is unable to write his employer shall on his behalf for each day worked and of that day make the necessary entries in respect of items (i) to (vi) inclusive of subclause (3) (a), and sign such entries:

(2) Elke drywer moet in die logboek bedoel in subklousule (1), 'n daaglikse log in tweevoud hou ten opsigte van elke dag se werk en moet binne 24 uur na voltooiing van die werk waarop dit betrekking het, 'n kopie daarvan aan sy werkgever lewer.

(3) Die werkgever moet die kopie van die daaglikse log wat kragtens subklousule (2) aan hom gelewer is, vir 'n tydperk van minstens drie jaar na sodanige lewering bewaar.

14. PRESENSIEREGISTER

(1) 'n Werkgever moet in sy bedryfsinrigting 'n presensieregister wat wesenlik die onderstaande vorm het, voorsien, waarin hy in ink of inktlood die naam en klas van elk van sy werknemers moet aanteken, en indien sodanige werknemer nie in staat is om te skryf nie, moet sy werkgever namens hom vir elke dag gewerk en op daardie dag die vereiste inskrywings ten opsigte van punte (i) tot en met (vi) van subklousule (3) (a) maak, en sodanige inskrywings onderteken.

12/11/86

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Wages for workers fall behind the cost of living

Labour Reporter

WAGES for thousands of workers set by Wage Board determinations have consistently failed to keep pace with the cost of living, a research group has found.

The South African Labour and Development Research Unit, at the University of Cape Town, says in many cases new minimum wages have not been set for up to two years.

The latest monitor of minimum wage levels by the unit shows that rates set by the board are falling even further behind rises in the cost of living than rates set by industrial councils.

For labourers, the median wage in September was 87c an hour, 10,1 percent up since September 1984. But in that time the cost of living has risen by about 38 percent.

Real terms

The survey covers 204 wage determinations ranked from highest to lowest. The median wage is midway in the ranking.

For artisans, the median wage at the end of September was R2,70 an hour, unchanged from three months earlier and nominally 3,4 percent up on the median one year ago.

In real terms the average minimum wage for artisans fell by 13 percent in a year.

In the previous year a drop of 11 percent in real terms was calculated, the unit said.

Industrial councils

Minimum wage rates for labourers set by industrial councils were also lagging behind cost of living increases, the survey of 135 agreements showed.

The median wage for labourers was R1,36 an hour, representing a nominal rise of 12,4 percent from September 1985, during which time the cost of living rose by 18,7 percent.

For artisans the median showed a considerable real increase after declining since 1982.

Although the survey said the downward trend had been arrested, the latest increase still failed to restore the median even to its real level of January last year.

UIF legislation to be tabled

By JOSHUA RABOROKO

DRAFT legislation that will make it possible for husbands to draw benefits from the Unemployment Fund after their wives' death is to be tabled in Parliament this year.

This was announced by the director-general of the Department of Manpower, Dr Piet van der Merwe, who said that the decision follows recommendations from employers and the employees' organisations to the Unemployment Insurance Board.

However, Dr van der Merwe added, the wives of such husbands would have to be contributors to the UIF before their death.

Mothers

Dr van der Merwe also announced that Parliament was still to approve a draft law that would make it possible for mothers who adopt minor children to draw unemployment insurance benefits.

He said Parliament

was also to consider legislation that will permit unemployment insurance benefits to be paid to the spouse of a dead contributor instead of limiting such payment to a widow or an invalid widower as is presently the case, on condition that the interests of the dead contributor's minor children are protected.

These draft laws are the results of an investigation of the UIF Act of 1966 and the administration of the UIF by the UIB. The board's report was released last week.

Dr van der Merwe said of the 35 recommendations referred to the Minister of Manpower, Mr P T C du Plessis, 29 had been approved. The remaining six could not be considered without further investigation.

Problems

The recommendations have been referred to the Departmental Work Study Division, the Commission for Administration and the Human Sciences Research Council for study.

He said among them

was a recommendation that a special commission be appointed to investigate the problems of structural unemployment.

Referring to the adoption benefits, he said the board recommended that benefits be paid to an adoptive mother on condition that the child was younger than two years at the date of adoption. The adoption must be legal and the maximum period of payment should be 26 weeks from the date of adoption.



Mr du PLESSIS

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16/2/82
Sowetan

Union demanding mammoth wage hike for SA miners

Post
4/3/87

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Post Correspondent
JOHANNESBURG — South Africa's mining industry — the country's largest employer of black labour — faces a mammoth 55% wage increase demand.

The National Union of Mineworkers (NUM) general secretary, Mr Cyril Ramaphosa, yesterday gave notice it would seek the 55% increase for its 360 000 members this year.

Individual mining houses at their discretion pass on the increase negotiated with the NUM to the estimated 500 000 black mine employees in South Africa.

The Chamber of Mines would not comment on the union demand. A spokesman for the chamber, Mr John Imrie, said: "We do not negotiate in public."

The demand — 10% more than last year — was among resolutions taken at the union's fifth annual congress at the weekend.

The demand is the first in what is expected to be a year of tough demands made by unions throughout the country.

The NUM and the giant Congress of South African Trade Unions (Cosatu) have this year launched a "living wage" campaign.

The average pay of NUM members is reported to be R345 a month and Mr Ramaphosa said he believed the mines could afford to pay their workers a 55% increase.

(284) (347) 5002 19/3/87

Rates for domestic workers

Bureau sets wage guide

The minimum recommended wage for full-time domestic workers in the Pretoria area is R150 a month.

But domestic workers with special skills or responsibilities such as cooking, or tending children and invalids should be earning at least R200 a month.

These are the latest recommended minima set by the Citizens' Advice Bureau at the end of 1986.

"They are only guidelines," a spokesman stressed, "and if you cannot afford to pay a full-time maid this amount you should consider employing someone on a part-time basis."

The recommended part-time

rates for a relatively unskilled domestic worker or gardener were R2 an hour or R16 a day, and for those with skills, the recommended wage was R2,50 an hour or R18 a day.

Babysitting and overtime should be paid at the rate of R2,50 an hour and all full-day workers should receive breakfast and a nourishing midday meal from their employers.

A further suggestion from the bureau was that living out domestic workers be paid transport expenses, and that those who live-in be provided with working clothes and work a maximum of a 44-hour week. They should get three meals a day.

9M. Times 2/4/88
**R300 wage
rise demand**

(286) Staff Reporter *(347)*

THE Vukani Guards and Allied Workers' Union has demanded a R300 across-the-board monthly wage increase for its 10 030 members, a union spokesman said yesterday.

In a memorandum presented to the Wage Board, the union demanded a national minimum hourly rate of R2 for its members who earn between 86c and R1,08 an hour.

ST. A officer die

...the "mutually acceptable" position in the civil...
...that he was aware of...
...and available in the civil...
...n der Merve said there was...
...was now "unemployable" in...
...m compensation...
...the "mutually acceptable" position in the civil...

ARGUS 26/10/87

Shop workers call for more pay, holidays

Labour Reporter

A MAJOR union of shop workers has called for paid holidays on May 1 and June 16.

The National Union of Distributive and Allied Workers (Nudaw), which represents about 9 000 workers in the distributive trade, said in representations to a Wage Board hearing in Cape Town that they rejected Workers' Day, the first Friday in May, created as a public holiday by President Botha this year.

Further demands were for six months' maternity leave with a guaranteed job and stricter limitations on overtime and the employment of casual workers on a regular basis.

Uncontrolled hours

Nudaw also argued for the inclusion of black towns and townships in determinations.

"The workers employed in shops in those areas should not have to pay for the racial jigsaw of our country by working uncontrolled hours for low wages.

"If they received a reasonable wage

their areas would become more economically viable and better able to support their populations," the union said.

A strong protest was lodged about the exclusion of certain establishments from the wage provisions of the determination.

The union called for a minimum wage of R550 a month in the trade.

Making a case for substantial wage increases in all categories, Nudaw said that real wages had been seriously eroded by inflation, that food prices and other costs had increased drastically, and that personal taxation was expected to rise.

"We are convinced that higher wages — and that means high wage increases for workers — are necessary to improve the quality of life in our country for the majority of our people, to create a demand for the goods we produce and which the shops sell, and thus help to create jobs," said the union's memorandum.

The union asked for a 40-hour, five-day week from Monday to Saturday morning on a roster basis.

W.R - WAGE DET. / BOARD
1991 - 1999

NUM wins court order in bid to resolve wage dispute

Pretoria Correspondent

The National Union of Mine-workers has obtained a court order directing that a conciliation board be established to facilitate the wage dispute between union members and Iscor.

The NUM launched an urgent application in the Pretoria Supreme Court yesterday against Iscor and the regional director of the Department of Manpower.

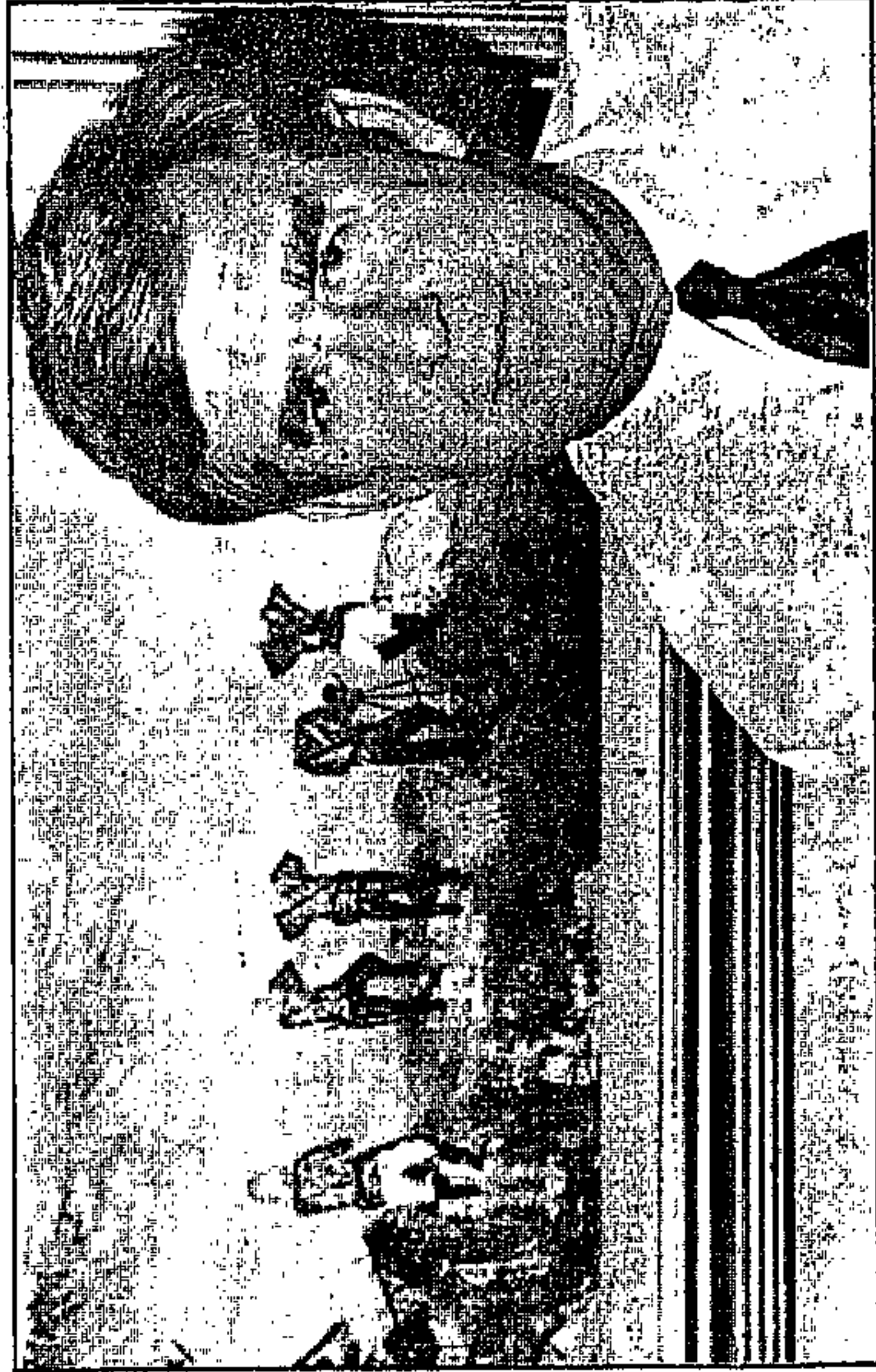
Mr Justice de Klerk ruled unlawful the refusal or failure by the department to appoint a conciliation board as applied for by the NUM, and ordered the regional director to appoint such a board.

In court papers, the NUM said annual wage negotiations began in April between the union and Iscor, but in spite of several meetings over three months, an agreement could not be reached and a dispute declared on July 8.

The NUM said it then applied for the establishment of a conciliation board in accordance with the Act, but was advised by the department that it had no jurisdiction in the matter and could not make such an appointment.

In papers, the union expressed fear that "industrial unrest may break out as tension increased" unless a board was appointed.

LABOUR



TML's Barrie Harris ... CB methods outdated Photo: JOHN HIGGINSON

TML on collision course with journalists' union

W/mail 8/5-14/5/92

Newspaper giant Times

Media Limited has earned

the wrath of its journalists by

its decision to pull out of the

press conciliation board,

reports **FERIAL HAFFAJEE**

crucial unemployment fund with it.

The SAUJ admits that the CB is not without its faults: for this reason, the union is taking a lengthy proposal on restructuring the CB to its congress later this month.

Among the proposals is one for a two-tier bargaining system: one to be conducted with TML and the other to be conducted with the Argus Group and South African Press Association.

But Harris seems adamant about the TML decision and says "in the long term it will lead to better relations with our staff". He is adamant that the CB is inefficient and points to the way the strike earlier this year was carried out.

"The union insists on a national conciliation board but then goes on a selective strike." Only *Cape Times* journalists went on strike because the union did not achieve a majority of all its members in other ballots.

He alleges that the CB also means that groups are brought into arguments that they are not involved with.

Harris says that TML has attempted to discuss the issue with the union since June 1991 and has even given it concrete proposals on alternatives but that the union has never come back to the company.

TIMES Media Limited (TML) may soon face its second strike this year if it does not hastily review its decision to pull out of the South African Press Conciliation Board.

The South African Union of Journalists (SAUJ) has an unambiguous precedent behind it should it decide to take the matter to court.

The 1983 case of *Bleazard v Argus* and others found firstly that major newspaper companies had a duty to negotiate salaries with the then South African Society of Journalists and secondly that pulling out of the conciliation board (CB) amounted to an unfair labour practice.

"It was an early judgment and regarded as a breakthrough," says Edwin Cameron, a labour lawyer from the Centre for Applied Legal Studies.

Earlier this week, TML group secretary Barrie Harris informed the union that the company would withdraw from the CB on July 31.

Harris says the company has had problems with the CB for a long time: negotiating alongside its major competitors was not good for the company; the CB's negotiating methods were outdated and ineffec-

tive and the company would prefer to negotiate with its own staff instead of union representatives from other companies.

Harris also says that it has received petitions from *Sunday Times* staffers who want to negotiate directly with management and not through a union to which they do not belong.

"It is arrogant of TML to tell journalists who will negotiate for them," says SAUJ general secretary Karen Stander. "Negotiating teams represent regions not individual companies," she adds.

Stander says that in the 51 years the CB has existed, there has only been a one-day strike earlier this year. This track record is the only evidence needed to prove that the CB has been effective.

Stander says that should TML go ahead and pull out of the CB, it would fall apart and take the union's

Court rules for Times Media against union

AN APPLICATION by the SA Union of Journalists to compel Times Media Ltd to participate in the media industry's collective bargaining forum, known as the Conciliation Board, has been turned down by the Industrial Court. *RAY 23/10/92*

SAUJ president Dirk Hartford said yesterday the application had been brought to force TML to participate in the board until

RAY HARTLEY

a final court ruling was made next year. The court ruled that TML could remain outside the board, from which it withdrew in April.

TML group secretary Barrie Harris said negotiations were still under way with the union over ways in which the conciliation board could be used in future.

NEWS

LABOUR *It will act for domestic and farm workers*

Government firm about new minimum wage act

CT(BR) 30/3/99

(354)

FRANK NXUMALO

LABOUR EDITOR

Johannesburg — The government could and would set down minimum wages for domestic and farm workers, Membathisi Mdladlana, the labour minister, said yesterday.

"I will continue to pursue the issue of a sectoral determination, including the setting of a minimum wage, for domestic and farm workers," he said.

"We cannot tolerate slave labour in our homes and on our farms."

Mdladlana said farm and domestic workers had been denied basic rights under apartheid but baasskap and paternalistic attitudes still prevailed.

He said the struggles of the workers had brought about changes, and amendments to labour laws since the early 1990s had put these workers on a par with others.

"The department has enacted a new Basic Conditions of Employment Act," he said. "The new act provides basic protection for the most vulnerable workers on the one hand while setting a framework for collective bargaining to vary and improve



NO QUICK FIX Membathisi Mdladlana, the labour minister, says the issue of minimum wages will be looked at carefully to ensure workers do not lose their jobs

PHOTO: SEIWYN TAIT

basic conditions on the other.

"It increases the floor of rights for all workers.

"Annual leave is 21 consecutive days, the overtime rate is time and a half, you are entitled to protection when working at night and also to family responsibility leave."

He said he was mindful of concerns about the effect of a minimum wage on job creation.

"There are no quick-fix solutions for this.

"A sectoral determination for the agricultural and domestic sector needs to be based on significant and extensive research, consultation and debate. This will lay a sound basis for achieving an appropriate balance between protecting workers from gross exploitation and starvation wages ... yet ensuring that they do not

lose their jobs."

He said the debate around minimum wages needed to begin as soon as possible. He had asked the Employment Conditions Commission to begin the investigation.

Within the next month, a notice will be published in the Government Gazette and in all of the country's larger newspapers, calling on the public to give their views on the topic.

WAGE REGULATION - Wage determination &
WAGE Board.

1989 - 1990

Spot checks to detect subsidised wage fraud

By Charles Guild and
Helen Grange

Spot audits are being sprung on subsidised industries after allegations by workers that some employers are paying wages far less than the subsidy paid by the Board for the Decentralisation of Industry.

The board, which offers industrial entrepreneurs a subsidy of up to R105 a month for each employee, is tightening its supervision of companies, especially in the independent national states.

Mr Pine Pienaar, a director of the board, warned that any industrialist caught contravening rules would be prosecuted.

Ways had been found for a company to pay a worker less than R105 a month, then to claim the full subsidy.

It had been claimed that in some cases workers signed the wage register before the amount had been filled in.

Anger over poor pay is widespread in Thaba'Nchu, Bophuthatswana.

Employees in one factory said they received only R18,82 a week for five nine-hour days.

Employees at a Taiwanese-run factory said they were paid about R35 for two weeks' work. They were reluctant to complain because employment in the area was scarce.

Mr Pienaar said: "It must be remembered that while there are a few companies contravening the rules, there are thousands of good worker-conscious companies which provide great opportunities for people in the independent states."

Mr J R Masisi, the Bophuthatswana consular representative for the Free State and Thaba'Nchu, said that employers were asked two years ago to rectify low wage scales.

First Door

"Lugvaartuig"	Tarief (R/km)
Cessna T210N ZS-MKP	1,00
Beech C90 ZS-KMA	3,20
Beech C90 ZS-LOL	3,20
Seneca II of III	1,65
Beech A36	1,00

Bogenoemde soort lugvaartuig op voorwaarde dat die lugvaartuig ZS-geregistreer en A-gekatégoriseer is".

(A) Tropair Charter (Edms.) Bpk., Posbus 182, Bon Accord, 0009. (B) Tropair Charter (Edms.) Bpk. (C) Handelslugdienslisensie W184. Onder "Lugvaartuie wat gebruik gaan word" en "Tariefskaal" skrap huidige en voeg by:

"Lugvaartuig"	Tarief	
	R/km	R/uur
Piper PA-30 ZS-LVP	1,50-2,00	350-480
Beech B58 ZS-LEN	2,00-2,50	500-650
Piper PA-34-200T ZS-KFL	2,00-2,50	500-650
Bell 206B ZS-HGR		950-1 050
Enstrom F280C ZS-HTA		500-600
Robinson R22 ZS-HNR		475-575".

(26 Januarie 1990)

KENNISGEWING 64 VAN 1990

LOONWET, 1957

LOONRAADONDERSOEK.—HERSIENING VAN LOONVASSTELLING 452: PADPASSASIERS-VERVOERBEDRYF, SEKERE GEBIEDE

Na aanleiding van 'n versoek 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 geleger 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 26 Februarie 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 Loonvasstelling 452, Padpassasiersvervoerbedryf, Sekere Gebiede, gepubliseer by Goewermentskennisgewing No. R. 1403 van 15 Julie 1988, 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 nie vraelyste binne 14 dae na die datum van hierdie kennisgewing ontvang nie, moet asseblief die Sekretaris van die Loonraad in kennis stel.

(26 Januarie 1990)

"Aircraft"	Tariff (R/km)
Cessna T210N ZS-MKP	1,00
Beech C90 ZS-KMA	3,20
Beech C90 ZS-LOL	3,20
Seneca II or III	1,65
Beech A36	1,00

The above types of aircraft provided such aircraft is ZS registered and categorised A".

(A) Tropair Charter (Pty) Ltd, P.O. Box 182, Bon Accord, 0009. (B) Tropair Charter (Pty) Ltd. (C) Aerial Work Air Service Licence W184. Under "Aircraft to be used" and "Tariff of charges" delete existing and add:

"Aircraft"	Tariff	
	R/km	R/hour
Piper PA-30 ZS-LVP	1,50-2,00	350-480
Beech B58 ZS-LEN	2,00-2,50	500-650
Piper PA-34-200T ZS-KFL	2,00-2,50	500-650
Bell 206B ZS-HGR		950-1 050
Enstrom F280C ZS-HTA		500-600
Robinson R22 ZS-HNR		475-575".

(26 January 1990)

NOTICE 64 OF 1990

WAGE ACT, 1957

WAGE BOARD INVESTIGATION.—REVISION OF WAGE DETERMINATION 452: ROAD PASSENGER TRANSPORTATION 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 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 26 February 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 452, Road Passenger Transportation Trade, Certain Areas, published under Government Notice No. R. 1403 of 15 July 1988, in order to adjust the wages prescribed therein; and
- (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.

(26 January 1990)

KENNISGEWING 65 VAN 1990**LOONWET, 1957****LOONRAADONDERSOEK.—HERSIENING VAN LOONVASSTELLING**

Na aanleiding van 'n versoek 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 geleener 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 26 Februarie 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 Loonvasstelling 456, Huisvestigingsrigting, Sekere Gebiede, gepubliseer by Goewermentskennisgewing No. R. 2589 van 23 Desember 1988, 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 nie vraelyste binne 14 dae na die datum van hierdie kennisgewing ontvang nie, moet asseblief die Sekretaris van die Loonraad in kennis stel.

(26 Januarie 1990)

KENNISGEWING 66 VAN 1990**DEPARTEMENT VAN HANDEL EN NYWERHEID****KATEGORIEË A- EN B-UITVOER AANSPORINGSTELSEL**

Kennis word hierby gegee dat die Minister van Handel en Nywerheid en Toerisme 'n wysiging van beleid goedgekeur het met betrekking tot die Kategorieë A- en B-uitvoeraansporingstelsel, soos in die Bylae uiteengesit.

BYLAE

Goewermentskennisgewing No. R. 2219 van 31 Oktober 1980 soos gewysig deur Kennisgewing 889 van 24 April 1987, Kennisgewing 127 van 26 Februarie 1988 en Kennisgewing 458 van 19 Mei 1989, word hierby gewysig deur die invoeging van 'n subparagraaf (d) in paragraaf 1.3.1 soos volg:

“(d) nieteenstaande die bepalings in hierdie kennisgewing vervat, indien hy van oordeel is dat grondige redes bestaan, bepaal dat Kategorie B bystand op die produkte en vanaf die datum as wat hy mag bepaal, betaal kan word.”.

(26 Januarie 1990)

NOTICE 65 OF 1990**WAGE ACT, 1957**

347

WAGE BOARD INVESTIGATION.—REVISION OF WAGE DETERMINATION

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 26 February 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 456, Accommodation Establishment Trade, Certain Areas, published under Government Notice No. R. 2589 of 23 December 1988, in order to adjust the wages prescribed therein; and
- (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.

(26 January 1990)

NOTICE 66 OF 1989**DEPARTMENT OF TRADE AND INDUSTRY****CATEGORIES A AND B SYSTEM OF EXPORT INCENTIVES**

Notice is hereby given that the Minister of Trade and Industry and Tourism has approved a change of policy in regard to the Categories A and B Export Incentive System, as set out in the Schedule.

SCHEDULE

Government Notice No. R. 2219 of 31 October 1980 as amended by Notice 889 of 24 April 1987, Notice 127 of 26 February 1988 and Notice 458 of 19 May 1989, is hereby amended by the insertion of a subparagraph (d) in paragraph 1.3.1 as follows:

“(d) notwithstanding the provisions contained in this notice, if he is of the opinion that valid reasons exist, grant Category B assistance in respect of such products and from such date as he may determine.”.

(26 January 1990)

KENNISGEWING 258 VAN 1990

DEPARTEMENT VAN MANNEKRAG

LOONWET, 1957

LOONRAADONDERSOEK.—HERSIENING VAN LOONVASSTELLING 452—PADPASSASIERS-VERVOERBEDRYF, 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. 12263 (by Kennisgewing 64) van 26 Januarie 1990 gepubliseer is, toe te laat om mondelinge vertoë tot die Raad te rig. Vir dié doel sal die Raad vergaderings hou op die plekke, datums en tye hieronder aangedui:

(a) *Paarl*: In die kantoor van die Nywerheidsinspekteur, Departement van Mannekrag, Hoofstraat 175 om 09:00 op 23 Mei 1990;

(b) *George*: Departement van Mannekrag, Konferensiekamer, Landdroskantoorgebou, Yorkstraat 130 om 10:30 op 30 Mei 1990;

(c) *Durban*: Departement van Mannekrag, Kamer 317, Masoniclaninggebou, Masoniclaning om 14:30 op 5 Junie 1990;

(d) *Pietersburg*: Departement van Mannekrag, Konferensiekamer, 20ste Laan 8, Industria om 14:00 op 2 Julie 1990;

(e) *Johannesburg*: Departement van Mannekrag, Kamer 703, Conlyngebou, Presidentstraat 156 om 14:00 op 12 Julie 1990.

M. J. DELPORT,
Sekretaris: Loonraad.
(5 April 1990)

KENNISGEWING 259 VAN 1990

DEPARTEMENT VAN MANNEKRAG

LOONWET, 1957

LOONRAADONDERSOEK.—HERSIENING VAN LOONVASSTELLING 456—HUISVESTIGINGSIN-RIGTINGSBEDRYF, 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. 12263 (by Kennisgewing 65) van 26 Januarie 1990 gepubliseer is, toe te laat om mondelinge vertoë tot die Raad te rig. Vir dié doel sal die Raad vergaderings hou op die plekke, datums en tye hieronder aangedui:

(a) *Paarl*: In die kantoor van die Nywerheidsinspekteur, Departement van Mannekrag, Hoofstraat 175 om 14:00 op 7 Mei 1990;

(b) *Kaapstad*: Departement van Mannekrag, Thomas Boydellgebou, Kamer 222, Paradestraat om 14:00 op 8 Mei 1990;

(c) *Oos-Londen*: Departement van Mannekrag, Raadsaal, Hillstraat 3 om 11:00 op 14 Mei 1990;

(d) *Port Elizabeth*: Departement van Mannekrag, Eben Döngesgebou, Kamer 181, Hancockstraat om 14:00 op 15 Mei 1990;

(e) *Pietermaritzburg*: Departement van Mannekrag, Davis Alexandergebou (voorheen Trust Bankgebou), Sewende Verdieping, Kerkstraat 143 om 14:00 op 6 Junie 1990;

NOTICE 258 OF 1990

DEPARTMENT OF MANPOWER

WAGE ACT, 1957

WAGE BOARD INVESTIGATION.—REVISION OF WAGE DETERMINATION 452—ROAD PASSENGER TRANSPORTATION TRADE, 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. 12263 (under Notice 64) of 26 January 1990 to submit oral representations to the Board. For the purpose of hearing representations, the Board will hold meetings at the places, dates and times indicated below:

(a) *Paarl*: Department of Manpower, 175 Main Street at 09:00 on 23 May 1990;

(b) *George*: Department of Manpower, Conference Room, Magistrate's Office Building, 130 York Street at 10:30 on 30 May 1990;

(c) *Durban*: Department of Manpower, Room 317, Masoniclaning Building, Masonic Lane at 14:30 on 5 June 1990;

(d) *Pietersburg*: Conference Room, Department of Manpower, 8 20th Avenue, Industria at 14:00 on 2 July 1990;

(e) *Johannesburg*: Department of Manpower, Room 703, Conlyn House, 156 President Street at 14:00 on 12 July 1990.

M. J. DELPORT,
Secretary: Wage Board.
(5 April 1990)

NOTICE 259 OF 1990

DEPARTMENT OF MANPOWER

WAGE ACT, 1957

WAGE BOARD INVESTIGATION.—REVISION OF WAGE DETERMINATION 456—ACCOMMODATION ESTABLISHMENT TRADE, 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. 12263 (under Notice 65) of 26 January 1990, to submit oral representations to the Board. For the purpose of hearing representations, the Board will hold meetings at the places, dates and times indicated below:

(a) *Paarl*: In the office of the Regional Inspector, Department of Manpower, 175 Main Street, at 14:00 on 7 May 1990;

(b) *Cape Town*: Department of Manpower, Room 222, Thomas Boydell Building, Parade Street, at 14:00 on 8 May 1990;

(c) *East London*: Department of Manpower, Conference Room, 3 Hill Street, at 11:00 on 14 May 1990;

(d) *Port Elizabeth*: Department of Manpower, Room 181, Eben Dönges Building, Hancock Street, at 14:00 on 15 May 1990;

(e) *Pietermaritzburg*: Department of Manpower, Sewenth Floor, Davis Alexander Building (previously the Trust Bank Building), 143 Church Street, at 14:00 on 6 June 1990;

(f) *Durban*: Departement van Mannekrag, Masoniclaninggebou, Kamer 317, Masoniclaning om 11:00 op 7 Junie 1990;

(g) *Kimberley*: Departement van Mannekrag, Marksteadgebou, Kamer 102, Markplein om 14:00 op 19 Junie 1990;

(h) *Bloemfontein*: Departement van Mannekrag, Civiliagebou, In die Raadsaal, Elizabethstraat 14 om 15:00 op 20 Junie 1990;

(i) *Pretoria*: In die Raadsaal, Departement van Mannekrag, Kamer 102, Mannekraggebou, Schoemanstraat 215 om 14:00 op 10 Julie 1990;

(j) *Johannesburg*: Departement van Mannekrag, Conlyngebou, Kamer 703, Presidentstraat 156 om 14:00 op 11 Julie 1990.

M. J. DELPORT,

Sekretaris: Loonraad.

(5 April 1990)

KENNISGEWING 260 VAN 1990

DEPARTEMENT VAN MANNEKRAG

LOONWET, 1957

LOONRAADONDERSOEK.—HERSIENING VAN LOONVASSTELLING 441—KLERASIE- EN BREI-NYWERHEID, REPUBLIEK VAN SUID-AFRIKA

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. 12321 (by Kennisgewing 172) van 9 Maart 1990 gepubliseer is, toe te laat om mondelinge vertoë tot die Raad te rig. Vir dié doel sal die Raad 'n vergadering hou om 14:00 op 15 Junie 1990 te Departement van Mannekrag, Lady Keategebou, Keatestraat, Ladysmith.

M. J. DELPORT,

Sekretaris: Loonraad.

(5 April 1990)

(f) *Durban*: Department of Manpower, Room 317, Masoniclaning Building, Masonic Lane, at 11:00 on 7 June 1990;

(g) *Kimberley*: Department of Manpower, Room 102, Markstead Building, Market Square at 14:00 on 19 June 1990;

(h) *Bloemfontein*: Department of Manpower, Conference Room, Civilia Building, 14 Elizabeth Street, at 15:00 on 20 June 1990;

(i) *Pretoria*: Conference Room, Department of Manpower, Room 102, Manpower Building, 215 Schoeman Street, at 14:00 on 10 July 1990;

(j) *Johannesburg*: Department of Manpower, Room 703, Conlyn House, 156 President Street, at 14:00 on 11 July 1990.

M. J. DELPORT,

Secretary: Wage Board.

(5 April 1990)

NOTICE 260 OF 1990

DEPARTMENT OF MANPOWER

WAGE ACT, 1957

WAGE BOARD INVESTIGATION.—REVISION OF WAGE DETERMINATION 441—CLOTHING AND KNITWEAR INDUSTRY, REPUBLIC OF SOUTH AFRICA

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. 12321 (under Notice 172) of 9 March 1990 to submit oral representations to the Board. For the purpose of hearing representations, the Board will hold a meeting at 14:00 on 15 June 1990 at the Department of Manpower, Lady Keate Building, Keate Street, Ladysmith.

M. J. DELPORT,

Secretary: Wage Board.

(5 April 1990)

Werk mooi daarmee.

Ons leef  daarvan.

water is kosbaar

Use it.

Don't abuse  it.

water is for everybody

BYLAE

Die regulasies gepubliseer by Goewermentskennisgewing No. R. 1449 van 1 Julie 1983, soos gewysig by Goewermentskennisgewings Nos. R. 96 van 20 Januarie 1984, R. 2055 van 14 September 1984 en R. 1053 van 3 Junie 1988, word hierby verder gewysig deur Tabel 1 daarvan deur die volgende tabel te vervang:

"TABEL 1"

Doel	Bedrag betaalbaar per aansoek
1	2
A. Aansoek om die registrasie van—	
(a) 'n misstof, veevoedsel of steriliseringsinstallasie	R190,00
(b) 'n landboumiddel of veemiddel	R380,00
(c) 'n plaagbeheeroperateur	R 95,00
B. Aansoek om die hernuwing van die registrasie van—	
(a) 'n misstof, veevoedsel of steriliseringsinstallasie	R 95,00
(b) 'n landboumiddel of veemiddel	R190,00
(c) 'n plaagbeheeroperateur	R 45,00
C. Betaling bykomend tot dié in paragraaf B vermeld, in die geval van 'n laat-aansoek om die hernuwing van die registrasie van—	
(a) 'n misstof, veevoedsel of steriliseringsinstallasie	R 50,00
(b) 'n landboumiddel of veemiddel	R 95,00
(c) 'n plaagbeheeroperateur	R 45,00
D. 'n Appèl ingevolge artikel 6 van die Wet	R500,00".

DEPARTEMENT VAN MANNEKRAG

No. R. 1201

8 Junie 1990

LOONWET, 1957**INTREKKING VAN LOONVASSTELLING 458.—RUBBER- EN RUBBERPRODUKTENYWERHEID, SEKERE GEBIEDE**

Die Minister van Mannekrag is van voorneme om kragtens artikel 16 van die Loonwet, 1957, Loonvasstelling 458: Rubber- en Rubberproduktenywerheid, Sekere Gebiede, gepubliseer by Goewermentskennisgewing No. R. 434 van 17 Maart 1989, in te trek.

Enige persoon wat kommentaar oor die voorgestelde intrekking wil lewer, moet sodanige kommentaar binne 30 dae vanaf die datum van publikasie hiervan aan die Direkteur-generaal: Mannekrag, Privaatsak X117, Pretoria, 0001, voorlê.

SCHEDULE

The regulations published by Government Notice No. R. 1449 of 1 July 1983, as amended by Government Notices Nos. R. 96 of 20 January 1984, R. 2055 of 14 September 1984 and R. 1053 of 3 June 1988, are hereby further amended by the substitution for Table 1 thereof of the following table:

"TABLE 1"

Purpose	Amount payable per application
1	2
A. Application for the registration of—	
(a) a fertilizer, farm feed or sterilizing plant	R190,00
(b) an agricultural remedy or a stock remedy	R380,00
(c) a pest control operator	R 95,00
B. Application for the renewal of the registration of—	
(a) a fertilizer, farm feed or sterilizing plant	R 95,00
(b) an agricultural remedy or a stock remedy	R190,00
(c) a pest control operator	R 45,00
C. Payment in addition to that specified in paragraph B, in the case of a late application for the renewal of the registration of—	
(a) a fertilizer, farm feed or sterilizing plant	R 50,00
(b) an agricultural remedy or a stock remedy	R 95,00
(c) a pest control operator	R 45,00
D. An appeal in terms of section 6 of the Act ..	R500,00".

DEPARTMENT OF MANPOWER

No. R. 1201

8 June 1990

WAGE ACT, 1957

(347)

CANCELLATION OF WAGE DETERMINATION 458.—RUBBER AND RUBBER PRODUCTS INDUSTRY, CERTAIN AREAS

The Minister of Manpower proposes, in terms of section 16 of the Wage Act, 1957, to cancel Wage Determination 458: Rubber and Rubber Products Industry, Certain Areas, published under Government Notice No. R. 434 of 17 March 1989.

Any person who desires to comment on the proposed cancellation should submit such comment within 30 days from the date of publication hereof to the Director-General: Manpower, Private Bag X117, Pretoria, 0001.

No. R. 1202

8 Junie 1990

LOONWET, 1957

INTREKKING VAN LOONVASSTELLING 446. — CHEMIESE- EN VERWANTE PRODUKTE- NYWERHEID, REPUBLIEK VAN SUID-AFRIKA

Die Minister van Mannekrag is van voorneme om kragtens artikel 16 van die Loonwet, 1957, Loonvasstelling 446: Chemiese- en Verwante Produktenywerheid, Republiek van Suid-Afrika, gepubliseer by Goewermentskennisgewing No. R. 2531 van 8 November 1985, in te trek.

Enige persoon wat kommentaar oor die voorgestelde intrekking wil lewer, moet sodanige kommentaar binne 30 dae vanaf die datum van publikasie hiervan aan die Direkteur-generaal: Mannekrag, Privaatsak X117, Pretoria, 0001, voorleë.

No. R. 1269

8 Junie 1990

WET OP ARBEIDSVERHOUDINGE, 1956

HOTEL-, DRANK- EN SPYSENIERSBEDRYF, GRENS. — OOREENKOMS

Ek, Eli van der Merwe Louw, Minister van Mannekrag, verklaar hierby —

(a) kragtens artikel 48 (1) (a) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings van die Ooreenkoms wat in die Bylae hiervan verskyn en betrekking het op die Onderneming, Nywerheid, Bedryf of Beroep in die opskrif by hierdie kennisgewing vermeld, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 April 1992 eindig, bindend is vir die werkgewersorganisasie en die vakvereniging wat genoemde Ooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasie of vereniging is; en

(b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalings van genoemde Ooreenkoms, uitgesonderd dié vervat in klousules 1 (1) (a), 2 en 14, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 April 1992 eindig, bindend is vir alle ander werkgewers en werknemers as dié genoem in paragraaf (a) van hierdie kennisgewing wat betrokke is by of in diens is in genoemde Onderneming, Nywerheid, Bedryf of Beroep in die gebiede in klousule 1 van die genoemde Ooreenkoms gespesifiseer.

E. VANDER M. LOUW,
Minister van Mannekrag.

NYWERHEIDSRAAD VIR DIE HOTEL-, DRANK- EN
SPYSENIERSBEDRYF, GRENS

OOREENKOMS

ooreenkomstig die Wet op Arbeidsverhoudinge, 1956, gesluit deur en aangegaan tussen die

Fedhasa Employers' Association (East London and Border)
(hierna die "werkgewers" of die "werkgewersorganisasie" genoem), aan die een kant, en die

East London and Border Liquor and Catering Trades
Employees' Union

(hierna die "werknemers" of die "vakvereniging" genoem),
aan die ander kant,
wat die partye is by die Nywerheidsraad vir die Drank- en
Spyseniersbedryf, Grens.

No. R. 1202

8 June 1990

WAGE ACT, 1957

(347)

1990

CANCELLATION OF WAGE DETERMINATION
446. — CHEMICAL AND ALLIED PRODUCTS IN-
DUSTRY, REPUBLIC OF SOUTH AFRICA

The Minister of Manpower proposes, in terms of section 16 of the Wage Act, 1957, to cancel Wage Determination 446: Chemical and Allied Products Industry, Republic of South Africa, published under Government Notice No. R. 2531, of 8 November 1985.

Any person who desires to comment on the proposed cancellation should submit such comment within 30 days from the date of publication hereof to the Director-General: Manpower, Private Bag X117, Pretoria, 0001.

No. R. 1269

8 June 1990

LABOUR RELATIONS ACT, 1956

286

HOTEL, LIQUOR AND CATERING TRADE,
BORDER. — AGREEMENT

I, Eli van der Merwe Louw, Minister of Manpower, hereby —

(a) in terms of section 48 (1) (a) of the Labour Relations Act, 1956, declare that the provisions of the Agreement which appears in the Schedule hereto and which relates to the Undertaking, Industry, Trade or Occupation referred to in the heading to this notice, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 30 April 1992, upon the employers' organisation and the trade union which entered into the said Agreement and upon the employers and employees who are members of the said organisation or union; and

(b) in terms of section 48 (1) (b) of the said Act, declare that the provisions of the said Agreement, excluding those contained in clauses 1 (1) (a), 2 and 14, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 30 April 1992, upon all employers and employees, other than those referred to in paragraph (a) of this notice, who are engaged or employed in the said Undertaking, Industry, Trade or Occupation in the areas specified in clause 1 of the said Agreement.

E. VANDER M. LOUW,
Minister of Manpower.

INDUSTRIAL COUNCIL FOR THE HOTEL, LIQUOR AND
CATERING TRADE, BORDER

AGREEMENT

in accordance with the provisions of the Labour Relations Act, 1956, made and entered into by and between the

Fedhasa Employers' Association (East London and Border)

(hereinafter referred to as the "employers" or the "employers' organisation"), of the one part, and the

East London and Border Liquor and Catering Trade
Employees' Union

(hereinafter referred to as the "employees" or the "trade union"), of the other part,

being the parties to the Industrial Council for the Hotel, Liquor and Catering Trade, Border.

In hierdie opdrag beteken—

(1) (a) 'Goederevervoer- en Opbergingsbedryf' die bedryf waarin werkgewers [behalwe klein werkgewers soos in paragraaf (2) hieronder omskryf, wat nie deur hierdie opdrag geraak word nie] en werknemers met mekaar geassosieer is met die doel om een of meer van die volgende werksaamhede teen vergoeding of huur te verrig:

(i) Die vervoer van goedere deur motorvervoer hetsy sodanige goedere vir verkoop bedoel is, al dan nie;

(ii) die opberging van goedere, en sluit in die ontvangs, oopmaak, uitpak, inpak, versending, inklaring, uitklaring van of verantwoording doen vir goedere; en

(iii) die aflewering of vervoer van nuwe voertuie, waar dit nie deur die vervaardiger self of 'n motorhandelaar onderneem word nie;

en dit omvat alle werksaamhede wat met enigeen van voornoemde bedrywighede in verband staan of daaruit voortspruit.

(b) 'Goedere' enige artikel, kommoditeit of stof en omvat ook sand, grond, gruis, klip, steenkool, water of ander vloeistof, gasagtige of soliede stof, houers en houergoedere en enige ander roerende eiendom.

(2) 'Klein werkgewer' 'n werkgewer wat as sodanig in hierdie bedryf betrokke is en wat te alle tye minder as drie drywers en minder as ses werknemers altesaam in diens het.

Vir die doel van hierdie ondersoek gee die Minister opdrag dat ondersoek ingestel word na alle klasse werknemers in hierdie Nywerheid. 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 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.
(8 Junie 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.

In these terms of reference—

(1) (a) 'Goods Transportation and Storage Trade' means the trade in which employers [excluding small employers as defined in paragraph (2) below, and in paragraph (2) below, who are not affected by these terms of reference] and their employees are associated for the purpose of carrying out one or more of the following activities for hire or reward:

(i) The transportation of goods by means of motor transport, whether or not such goods are intended for sale;

(ii) the storage of goods, including the receiving, opening, unpacking, packing, despatching and clearing of or accounting for of goods; and

(iii) the delivery or transport of new vehicles where this is not undertaken by the manufacturer himself or a motor dealer;

and includes all operations incidental to or consequent on any of the aforesaid activities.

(b) 'Goods' means any article, commodity or substance and includes sand, soil, gravel, stone, coal, water or other liquid matter, gaseous or solid matter, containers or containerised goods and any movable property.

(2) 'Small employer' means an employer who as such is engaged in this Trade and who at all times employs less than three drivers and less than six employees in all.

For the purpose of this investigation the Minister directs that the investigation shall be in respect of all classes of employees in this Industry. 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.
(8 June 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.

KENNISGEWING 457 VAN 1990

LOONWET, 1957

LOONRAADONDERSOEK. — LOONVASSTELLING 400—GOEDEREVERVOER- EN OPBERGINGSBEDRYF, 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 geleger tydens '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, Private Bag X108, Pretoria, 0001, nie later as 9 Julie 1990 bereik.

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 *Goederevervoer- en Opbergingsbedryf* in die volgende gebiede:

Kaapprovinsie: Die landdrostdistrikte Albany, Barkly-Wes, Beaufort-Wes, Bellville, Caledon, Ceres, Cradock, Die Kaap, George, Goodwood, Gordonia, Graaff-Reinet, Hermanus, Kimberley, King William's Town, Knysna, Kuilsrivier, Kuruman, Malmesbury, Montagu, Moorreesburg, Mosselbaai, Oos-Londen, Oudtshoorn, Paarl, Port Elizabeth, Postmasburg, Riversdale, Robertson, Simonstad, Somerset-Wes, Stellenbosch, Strand, Swellendam, Tulbagh, Uitenhage, Vredenburg, Vryburg, Wellington, Worcester en Wynberg;

Natal: Die landdrostdistrikte Camperdown, Chatsworth, Dannhauser, Dundee, Durban, Eshowe, Estcourt, Glencoe, Inanda, Kliprivier, Lionsrivier, Lower Tugela, Lower Umfolozi, Mooirivier, Newcastle, Paulpietersburg, Pietermaritzburg, Pinetown, Port Shepstone, Umzinto en Vryheid;

Oranje-Vrystaat: Die landdrostdistrikte Bethlehem, Bloemfontein, Bothaville, Brandfort, Frankfort, Harrismith, Heilbron, Hennenman, Kroonstad, Lindley, Parys, Reitz, Sasolburg, Senekal, Theunissen, Viljoenskroon, Virginia, Vrede, Vredefort, Welkom, Wesselsbron en Winburg;

Transvaal: Die landdrostdistrikte Amersfoort, Balfour, Barberton, Belfast, Bethal, Boksburg, Brakpan, Brits, Bronkhorstspuit, Carolina, Cullinan, Ermelo, Groblersdal, Heidelberg, Hoëveldrif, Kempton Park, Klerksdorp, Koster, Letaba, Lichtenburg, Lydenburg, Middelburg, Nelspruit, Nigel, Oberholzer, daardie gedeelte van die landdrostdistrik Phalaborwa wat voor 1 Januarie 1983 (Goewermentskennisgewing No. 2644 van 10 Desember 1982) binne die landdrostdistrik Letaba geval het en die landdrostdistrikte Piet Retief, Pietersburg, Potchefstroom, Potgietersrus, Pretoria, Randburg, Rustenburg, Soutpansberg, Standerton, Ventersdorp, Volksrust, Warmbad, Waterberg, Waterval-Boven, Witbank, Witrivier en Wonderboom;

Met dien verstande dat die versoek daardie gedeeltes van enige van bogenoemde landdrostdistrikte uitsluit wat binne die gebiedsbestek val van enige nywerheidsraad wat kragtens die Wet op Arbeidsverhoudinge, 1956, vir dieselfde belange geregistreer is of geag geregistreer te wees.

NOTICE 457 OF 1990

WAGE ACT, 1957

347

WAGE BOARD INVESTIGATION.—WAGE DETERMINATION 400—GOODS TRANSPORTATION AND STORAGE TRADE, 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 9 July 1990.

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 *Goods Transportation and Storage Trade* in the following areas:

Cape Province: The Magisterial Districts of Albany, Barkly West, Beaufort West, Bellville, Caledon, Ceres, Cradock, East London, George, Goodwood, Gordonia, Graaff-Reinet, Hermanus, Kimberley, King William's Town, Knysna, Kuils River, Kuruman, Malmesbury, Montagu, Moorreesburg, Mossel Bay, Oudtshoorn, Paarl, Port Elizabeth, Postmasburg, Riversdale, Robertson, Simonstown, Somerset West, Stellenbosch, Strand, Swellendam, The Cape, Tulbagh, Uitenhage, Vredenburg, Vryburg, Wellington, Worcester and Wynberg;

Natal: The Magisterial Districts of Camperdown, Chatsworth, Dannhauser, Dundee, Durban, Eshowe, Estcourt, Glencoe, Inanda, Klip River, Lions River, Lower Tugela, Lower Umfolozi, Mooi River, Newcastle, Paulpietersburg, Pietermaritzburg, Pinetown, Port Shepstone, Umzinto and Vryheid;

Orange Free State: The Magisterial Districts of Bethlehem, Bloemfontein, Bothaville, Brandfort, Frankfort, Harrismith, Heilbron, Hennenman, Kroonstad, Lindley, Parys, Reitz, Sasolburg, Senekal, Theunissen, Viljoenskroon, Virginia, Vrede, Vredefort, Welkom, Wesselsbron and Winburg;

Transvaal: The Magisterial Districts of Amersfoort, Balfour, Barberton, Belfast, Bethal, Boksburg, Brakpan, Brits, Bronkhorstspuit, Carolina, Cullinan, Ermelo, Groblersdal, Heidelberg, Highveld Ridge, Kempton Park, Klerksdorp, Koster, Letaba, Lichtenburg, Lydenburg, Middelburg, Nelspruit, Nigel and Oberholzer that portion of the Magisterial District of Phalaborwa which prior to 1 January 1983 (Government Notice No. 2644 of 10 December 1982) fell within the Magisterial District of Letaba, and the Magisterial Districts of Pietersburg, Piet Retief, Potchefstroom, Potgietersrus, Pretoria, Randburg, Rustenburg, Soutpansberg, Standerton, Ventersdorp, Volksrust, Warmbaths, Waterberg, Waterval Boven, Witbank, White River and Wonderboom;

Provided that this request does not include those portions of any of the above-mentioned Magisterial Districts which fall within the jurisdiction of any Industrial Council which is registered for the same interests in terms of the Labour Relations Act, 1956, or is deemed to be so registered.

Union wage rises beat inflation

By Dick Usher
CAPE TOWN — Unionised wages, on average increased above the rate of inflation for the second half of 1988, says an analysis by the Labour Research Service.

Only 24 companies gave increases below 13 percent, approximately the inflation rate. These included several where wages were already quite high.

The average wage agreed was R120,66 a week for labourers.

The survey covers agreements negotiated between unions and management, industrial council agreements and wage determinations.

"After a first-half increase of 22,9 percent, the second-half average of 20,6 percent is highly creditable, given poorer economic conditions, tougher bargaining and increased anti-union

activities by employers and government," the survey says.

It says the inclusion of mining wage settlements at 16,5 percent contributed to the lower average increase for the second half.

Only four of the companies in the survey gave increases lower than 10 percent; 90 awarded 10 to 19 percent; 59 awarded 20 to 29 percent and 18 awarded 30 to 49 percent.

There were six companies where wages increased by more than 50 percent.

The best increase — nearly 73 percent — was negotiated by the National Union of Mineworkers (NUM) at Cullinan Minerals.

But the minimum weekly wage is still only R71,55. At Mintek, NUM negotiated a 72 percent increase to R138,46. El2

Only four companies paid labourers more than R200 a week,

72 paid less than R100 a week, 56 between R100 and R150, and 40 paid between R150 and R200. Of gazetted wages, the Cape clothing industry had the highest percentage increase, negotiated by the Garment & Allied Workers Union at 52,7 percent, bringing the minimum to R113 a week.

Bottom of the log was a wage determination for rural labourers, with a 10 percent increase, raising the minimum to R55 a week.

Industrial council and wage determination increases were 25,1 percent on average.

But many were well over a year old, so these are not comparable with the private sector's average of 20,6 percent over a year.

Only nine agreements, of those which provided figures, had a 40-hour week.

Subdistrik IV (bokant dam)

Die volgende plase geleë in die distrik Belfast:

Verlorenvallei 95 JT.
Ondervallei 96 JT.
Elandshoek 100 JT.
Palmietfontein 104 JT.
Groot-suikerboschkop 124 JT.
Elandslaagte 131 JT.
Valleyspruit 132 JT.
Hartbeesfontein 130 JT.
Roodekrans 133 JT.
Donkerhoek 138 JT.

Die volgende plase geleë in die distrik Lydenburg:

Welgedacht 137 JT.
Goedeheop 142 JT.
Roodewal 117 JT.

(8 Junie 1990)

Subdistrict IV (above dam)

The following farms situated in the Belfast District:

Verlorenvallei 95 JT.
Onvervallei 96 JT.
Elandshoek 100 JT.
Palmietfontein 104 JT.
Groot-suikerboschkop 124 JT.
Elandslaagte 131 JT.
Valleyspruit 132 JT.
Hartbeesfontein 130 JT.
Roodekrans 133 JT.
Donkerhoek 138 JT.

The following farms situated in the Lydenburg District:

Welgedacht 137 JT.
Goedeheop 142 JT.
Roodewal 117 JT.

(8 June 1990)

KENNISGEWING 456 VAN 1990**LOONWET, 1957****LOONRAADONDERSOEK.—HERSIENING VAN LONE: LOONVASSTELLING 457—HOTELBEDRYF, SEKERE GEBIEDE**

Na aanleiding van 'n versoek 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 geleener 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, Private Bag X108, Pretoria, 0001, nie later as 9 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 Loonvasstelling 457, Hotelbedryf, Sekere Gebiede, gepubliseer by Goewermentskennisgewing No. R. 329 van 3 Maart 1989, soos gewysig by Goewermentskennisgewing No. R. 1594 van 28 Julie 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 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.
(8 Junie 1990)

NOTICE 456 OF 1990**WAGE ACT, 1957****WAGE BOARD INVESTIGATION.—REVISION OF WAGES: WAGE DETERMINATION 457—HOTEL 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 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 9 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 457, Hotel Trade, Certain Areas, published under Government Notice No. R. 329 of 3 March 1989 as amended by Government Notice No. R. 1594 of 28 July 1989 in order to adjust the wages prescribed therein; and

(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 19 (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.
(8 June 1990)

DEPARTEMENT VAN MANNEKRAG

No. R. 2182

14 September 1990

LOONWET, 1957**WYSIGING VAN LOONVASSTELLING 448.—
SEMENTPRODUKTENYWERHEID, SEKERE
GEBIEDE**

Ek, Eli van der Merwe Louw, Minister van Mannekrag, wysig hierby kragtens artikel 15 (6) van die Loonwet, 1957, Loonvasstelling 448: Sementproduktenywerheid, Sekere Gebiede, gepubliseer by Goewermentskennisgewing No. R. 1616 van 31 Julie 1987, 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. VANDER 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 in paragrafe (b) en (c) hieronder bepaal: Met dien verstande dat—

(i) hierdie vereiste nie van toepassing is nie op 'n werkgewer wat te alle tye altesaam minder as 25 werknemers in of in verband met sy besigheid in die Nywerheid in diens het;

(ii) indien 'n werkgewer, anders as 'n werkgewer in subparagraaf (i) bedoel, langer as 12 maande maar nie langer nie as altesaam 24 maande by die Nywerheid betrokke is, sodanige lone met hoogstens 10 persent gedurende sodanige tydperk verminder mag word, waarna die minimum lone wat in paragrafe (b) en (c) bepaal word, betaalbaar word en betaal moet word.

DEPARTMENT OF MANPOWER

No. R. 2182

14 September 1990

WAGE ACT, 1957

(347)

**AMENDMENT OF WAGE DETERMINATION
448.—CEMENT PRODUCTS INDUSTRY, CER-
TAIN 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 448: Cement Products Industry, Certain Areas, published under Government Notice No. R. 1616 of 31 July 1987, 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. VANDER 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:

(i) this requirement shall not apply to an employer who at any time employs less than 25 employees in the aggregate in or in connection with his business in the Industry;

(ii) if an employer, other than an employer referred to in subparagraph (i), has been engaged in the Industry 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.

DEPARTEMENT VAN MANNEKRAG

No. R. 2124

7 September 1990

LOONWET, 1957**WYSIGING VAN LOONVASSTELLING 400.—GOEDEREVERVOER- EN OPBERGINGSBEDRYF, SEKERE GEBIEDE**

Ek, Eli van der Merwe Louw, Minister van Mannekrag, wysig hierby kragtens artikel 15 (6) van die Loonwet, 1957, Loonvasstelling 400: Goederevervoer- en Opbergingsbedryf, Sekere Gebiede, gepubliseer by Goewermentskennisgewing No. R. 1563 van 1 Augustus 1980, soos gewysig by Goewermentskennisgewings Nos. R. 2293 van 7 November 1980, R. 1395 van 9 Julie 1982, R. 1291 van 24 Junie 1983, R. 2140 van 17 Oktober 1986 en R. 645 van 7 April 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.

BYLAE

In klousule 5 (7), vervang die punt aan die einde van paragraaf (a) deur 'n komma en voeg daarna die volgende in:

“of wat as 'n drywer van 'n nuwe motorvoertuig in diens is.”.

No. R. 2130

7 September 1990

LOONWET, 1957**WYSIGING VAN LOONVASSTELLING 450.—WASSERY-, DROOGSKOONMAAK- EN KLEURBEDRYF, SEKERE GEBIEDE**

Ek, Eli van der Merwe Louw, Minister van Mannekrag, wysig hierby kragtens artikel 15 (6) van die Loonwet, 1957, Loonvasstelling 450: Wassery-, Droogskoonmaak- en Kleurbedryf, Sekere Gebiede, gepubliseer by Goewermentskennisgewing No. R. 2616 van 27 November 1987, ooreenkomstig die Bylae hiervan en bepaal die derde Maandag na die datum van publikasie van hierdie kennisgewing as die datum waarop 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 in paragrawe (b), (c) en (d) bepaal: Met dien verstande dat indien die werkgewer vir langer as 12 maande, maar minder as 24 maande altesaam in die Bedryf betrokke is, sodanige lone met hoogstens 10 persent gedurende sodanige tydperk verminder mag word tot dat hy aldus vir 'n tydperk van 24 maande altesaam betrokke is, waarna die minimum lone wat in paragrawe (b), (c) en (d) bepaal word, betaalbaar word en betaal moet word.

DEPARTMENT OF MANPOWER

No. R. 2124

7 September 1990

WAGE ACT, 1957**AMENDMENT OF WAGE DETERMINATION 400.—GOODS TRANSPORTATION AND STORAGE 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 400: Goods Transportation and Storage Trade, Certain Areas, published under Government Notice No. R. 1563 of 1 August 1980, as amended by Government Notices Nos. R. 2293 of 7 November 1980, R. 1395 of 9 July 1982, R. 1291 of 24 June 1983, R. 2140 of 17 October 1986 and R. 645 of 7 April 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.

SCHEDULE

In clause 5 (7), substitute a comma for the full stop at the end of paragraph (a) and insert the following thereafter:

“or who is employed as a driver of a new motor vehicle.”.

No. R. 2130

7 September 1990

WAGE ACT, 1957**AMENDMENT OF WAGE DETERMINATION 450.—LAUNDRY, DRY-CLEANING AND DYEING 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 450: Laundry, Dry-Cleaning and Dyeing Trade, Certain Areas, published under Government Notice No. R. 2616 of 27 November 1987, 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 an employer shall pay to his employees shall be as specified in paragraphs (b), (c) and (d): Provided that if the employer has been engaged in this Trade for more than 12 months but less than 24 months in the aggregate, such wages may be reduced by not more than 10 per cent during such period until he has been so engaged for a period of 24 months in the aggregate, whereupon the minimum wage specified in paragraphs (b), (c) and (d) shall become payable and be paid.