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No. 11497

GOEWERMENSKENNISGEWINGS

DEPARTEMENT VAN HANDEL EN NYWERHEID

No. R. 1794 9 September 1988

WET OP REISAGENTE EN REISAGENTSKAPPE, 1983
(WET 58 VAN 1983)

Ek, Daniël Wynand Steyn, Minister van Ekonomiese Sake en Tegnologie, wysig hierby Goewermentskennisgewing R. 600 van 27 Maart 1986, uitgevaardig kragtens artikel 43 van die Wet op Reisagente en Reisagentskappe, 1983 (Wet 58 van 1983), soos in die Bylae uiteengesit.

D. W. STEYN,

Minister van Ekonomiese Sake en Tegnologie.

BYLAE

1. Subregulasie (3) van regulasie 8 word hierby gewysig deur dit met die volgende subregulasie te vervang:

“(3) 'n Aansoek om 'n nuwe lisensie of registrasiesertifikaat om 'n beskadigde, vernietigde, verlore lisensie of registrasiesertifikaat te vervang of om 'n verandering in 'n handelsnaam, moet vergesel word van 'n bedrag van R20.”

DEPARTEMENT VAN JUSTISIE

No. R. 1804 9 September 1988

AANWYSING VAN KOMMISSARISSE VAN EDE Kragtens ARTIKEL 6 VAN DIE WET OP VREDE-REGTERS EN KOMMISSARISSE VAN EDE, 1963 (WET 16 VAN 1963)

Kragtens die bevoegdheid my verleen by artikel 6 van die Wet op Vrederegters en Kommissarisse van Ede, 1963 (Wet 16 van 1963), wysig ek, Hendrik Jacobus Coetsee, Minister van Justisie, hierby die Bylae by Goewermentskennisgewing R. 2477 van 16 November 1984 soos in die Bylae hiervan uiteengesit.

H. J. COETSEE,

Minister van Justisie.

GOVERNMENT NOTICES

DEPARTMENT OF TRADE AND INDUSTRY

No. R. 1794 9 September 1988

TRAVEL AGENTS AND TRAVEL AGENCIES ACT,
1983 (ACT 58 OF 1983)

I, Daniël Wynand Steyn, Minister of Economic Affairs and Technology, do hereby amend Government Notice R. 600 of 27 March 1986, promulgated in terms of section 43 of the Travel Agents and Travel Agencies Act, 1983 (Act 58 of 1983), as set out in the Schedule.

D. W. STEYN,

Minister of Economic Affairs and Technology.

SCHEDULE

1. Subregulation (3) of regulation 8 is hereby amended by the substitution thereof of the following subregulation:

“(3) An application for a new licence or registration certificate to replace a damaged, destroyed, lost licence or registration certificate or for a change of a trading name, shall be accompanied by an amount of R20.”

DEPARTMENT OF JUSTICE

No. R. 1804 9 September 1988

DESIGNATION OF COMMISSIONERS OF OATHS IN TERMS OF SECTION 6 OF THE JUSTICES OF THE PEACE AND COMMISSIONERS OF OATHS ACT, 1963 (ACT 16 OF 1963)

Under the powers vested in me by section 6 of the Justices of the Peace and Commissioners of Oaths Act, 1963 (Act 16 of 1963), I, Hendrik Jacobus Coetsee, Minister of Justice, hereby amend the Schedule to Government Notice R. 2477 of 16 November 1984 as set out in the Schedule hereto.

H. J. COETSEE,

Minister of Justice.

BYLAE

Die Bylae by Goewermentskennisgewing R. 2477 van 16 November 1984 word hierby gewysig deur na item 59 die volgende item in te voeg:

“60. WNNR

Strategiese Eenhede: Direkteur, Republiek
Hoof, Hoofbestuurder

Regsadviseur Republiek

Senior Sekerheidsbeampte en Republiek
hoër rang

Strategiese Eenhede: Personeel- Republiek”
bestuurder, Finansiële Be-
stuurder, Senior Personeel-
beampte en Programbestuur-
der

DEPARTEMENT VAN MANNEKRAG

No. R. 1791

9 September 1988

REGULASIES KRAGTENS DIE WET OP MASJINERIE EN BEROEPSVEILIGHEID, 1983 (WET 6 VAN 1983)

Die Minister van Mannekrag het kragtens artikel 35 van die Wet op Masjinerie en Beroepsveiligheid, 1983 (Wet 6 van 1983), die regulasies in die Bylae uitgevaardig.

BYLAE**WYSIGING VAN DIE ALGEMENE VEILIGHEIDSR
REGULASIES****Woordomskrywing**

1. In hierdie Regulasies beteken “die Regulasies” die Algemene Veiligheidsregulasies, afgekondig by Goewermentskennisgewing R. 1031 van 30 Mei 1986.

Wysiging van regulasie 1 van die Regulasies

2. Regulasie 1 van die Regulasies word hierby gewysig deur die volgende omskrywings in te voeg:

“ ‘boksteier’, ’n werkplatform wat op bokke, traplere, driepote en iets soortgelyks ondersteun word;”;

“ ‘bootmanstoel’, ’n hangende platformsitplek wat bedoel is om een persoon op ’n hoë plek te ondersteun;”;

“ ‘hangsteier’, ’n werkplatform wat hang aan oorhoofse ondersteuningspunte deur middel van een of meer afsonderlike suspensies vanaf elke ondersteuningspunt;”;

“ ‘kortelingsteier’, ’n steier wat deur ’n enkele ry staanders en die struktuur in verband waarmee dit gebruik word, ondersteun word;”;

“ ‘steier’ ’n tydelike verhewe platform en ondersteunende struktuur wat vir die ondersteuning van werksmense of materiaal of albei gebruik word;”.

Wysiging van regulasie 4 van die Regulasies

3. Regulasie 4 van die Regulasies word hierby gewysig deur die woorde “. . . met ’n brandweerstand van twee ure . . .” in subregulasie (2), te skrap.

Invoeging van regulasies 13A, 13B, 13C, 13D, 13E, 13F en 13G in die Regulasies

4. Die Regulasies word hierby gewysig deur die volgende regulasies na regulasie 13 in te voeg:

“Lere

13A. (1) ’n Werkgewer moet toesien dat elke leer van stewige materiaal gemaak is en geskik is vir die doel waarvoor dit gebruik word, en—

(a) toegerus is met glyvrye toestelle aan die onderente en hake of soortgelyke toestelle aan die bo-ente van die style wat die stabiliteit van die lere gedurende normale gebruik sal verseker; of

SCHEDULE

The Schedule to Government Notice R. 2477 of 16 November 1984 is hereby amended by the insertion after item 13 of the following item:

“13A. CSIR

Strategic Units: Director, Head, Republic
General Manager

Legal Adviser..... Republic

Senior Security Officer and Republic
higher rank

Strategic Units: Personnel Ma- Republic”
nager, Financial Manager, Se-
nior Personnel Officer and
Programme Manager

DEPARTMENT OF MANPOWER

No. R. 1791

9 September 1988

REGULATIONS UNDER THE MACHINERY AND OCCUPATIONAL SAFETY ACT, 1983 (ACT 6 OF 1983)

The Minister of Manpower has under section 35 of the Machinery and Occupational Safety Act, 1983 (Act 6 of 1983), made the regulations in the Schedule.

SCHEDULE**AMENDMENT OF THE GENERAL SAFETY REGULATIONS****Definitions**

1. In these Regulations “the Regulations” means the General Safety Regulations, published under Government Notice R. 1031 of 30 May 1986.

Amendment of regulation 1 of the Regulations

2. Regulation 1 of the Regulations is hereby amended by the addition of the following definitions:

“ ‘boatswain’s chair’ means a suspended platform seat intended for supporting one person in an elevated position;”;

“ ‘putlog scaffold’ means a scaffold supported by a single row of standards and the structure in connection with which it is being used;”;

“ ‘scaffold’ means any temporary elevated platform and supporting structure used for supporting workmen or materials or both;”;

“ ‘Suspended scaffold’ means a working platform suspended from supports by means of one or more separate suspensions from each support;”;

“ ‘trestle scaffold’ means a working platform supported on trestles, stepladders, tripods and the like;”.

Amendment of regulation 4 of the Regulations

3. Regulation 4 of the Regulations is hereby amended by the deletion of the words “. . . with a fire-resistance of two hours . . .” in subregulation (2).

Insertion of regulations 13A, 13B, 13C, 13D, 13E, 13F and 13G in the Regulations

4. The Regulations are hereby amended by the insertion of the following regulations after regulation 13:

“Ladders

13A. (1) An employer shall ensure that every ladder is constructed of sound material and is suitable for the purpose for which it is used, and—

(a) is fitted with non-skid devices at the bottom ends and hooks or similar devices at the upper ends of the stiles which shall ensure the stability of the ladder during normal use; or

(b) so vasgebind, vasgehou of vasgemaak is terwyl dit gebruik word dat dit die stabiliteit van die leer onder alle toestande en te alle tye sal verseker.

(2) Geen werkgewer mag 'n leer gebruik of toelaat dat dit gebruik word nie, indien dit—

(a) (i) sporte het wat slegs deur middel van spykers, skroewe, penne of op soortgelyke wyse aan die style vasgeheg is; of

(ii) sporte het wat nie behoorlik in die style ingelaat is nie: Met dien verstande dat in die geval van gesweiste lere of lere waarvan die sporte deur middel van boute of klinknaels aan die style vasgeheg is, die sporte nie in die style ingelaat hoef te wees nie; of

(b) beskadigde style, of beskadigde of ontbrekende sporte het.

(3) Geen werkgewer mag toelaat dat—

(a) 'n leer wat vir stutting teen 'n voorwerp geleun word en langer as 9 m is, gebruik word nie; en

(b) behalwe met die goedkeuring van 'n inspekteur, 'n leer se bereik verleng word deur twee of meer lere aanmekaar vas te heg nie:

Met dien verstande dat die bepalings van hierdie subregulasie nie van toepassing is op skuif- of vrystaande lere nie.

(4) In die geval van houtlere moet die werkgewer toesien dat—

(a) die lere gemaak is van hout met reguit grein, vry van defekte, en met die grein wat in die lengte van die style en sporte loop; en

(b) die lere nie geveer of op enige wyse bedek is nie, tensy dit vasgestel is dat daar geen barste of ander inherente swakhede is nie: Met dien verstande dat lere met olie behandel of met helder vernis of houtpreservermiddel bedek mag word.

(5) Wanneer werk vanaf 'n leer gedoen word, moet die werkgewer—

(a) spesiale voorsorgmaatreëls tref om te voorkom dat artikels afval; en

(b) geskikte omhulsels of houers voorsien waarin handgereedskap gehou moet word wanneer dit nie in gebruik is nie.

(6) 'n Werkgewer moet toesien dat 'n vaste leer wat 5 m in hoogte oorskry en aan 'n vertikale struktuur aangeheg is, met 'n helling van 75° of meer vanaf die horisontale vlak—

(a) se sporte minstens 150 mm weg is van die struktuur waaraan die leer aangeheg is; en

(b) van 'n hok voorsien is wat—

(i) strek van 'n punt hoogstens 2,5 m vanaf die onderste vlak tot op 'n hoogte van minstens 900 mm bo die boonste vlak wat deur die leer bedien word; en

(ii) stewige ondersteuning langs sy hele lengte bied vir die rug van die persoon wat met die leer opklim, en vir hierdie doel mag geen deel van die hok meer as 700 mm weg wees van die vlak van die sporte nie:

Met dien verstande dat die voorgaande bepalings van paragraaf (b) nie van toepassing is nie indien platforms wat nie meer as 8 m uitmekaar gespaseer is nie, en geskik is vir persone om op te rus, voorsien is.

Hellingsteiers

13B. (1) 'n Werkgewer moet toesien dat elke hellingsteier—

(a) volgens aanvaarde tegniese standaard gemaak is;

(b) is so lashed, held or secured whilst being used as to ensure the stability of the ladder under all conditions and at all times.

(2) No employer shall use a ladder, or permit it to be used, if it—

(a) (i) has rungs fastened to the stiles only by means of nails, screws, spikes or in like manner; or

(ii) has rungs which have not been properly let into the stiles: Provided that in the case of welded ladders or ladders of which the rungs are bolted or rivetted to the stiles, the rungs need not be let into the stiles; or

(b) has damaged stiles, or damaged or missing rungs.

(3) No employer may permit that—

(a) a ladder which is required to be leaned against an object for support be used which is longer than 9 m; and

(b) except with the approval of an inspector, the reach of a ladder be extended by fastening together two or more ladders:

Provided that the provisions of this subregulation shall not apply to extension or free-standing ladders.

(4) In the case of wooden ladders the employer shall ensure that—

(a) the ladders are constructed of straight grained wood, free from defects, and with the grain running in the length of the stiles and rungs; and

(b) the ladders are not painted or covered in any manner, unless it has been established that there are no cracks or other inherent weaknesses: Provided that ladders may be treated with oil or covered with clear varnish or wood preservative.

(5) When work is done from a ladder, the employer shall—

(a) take special precautionary measures to prevent articles from falling off; and

(b) provide suitable sheaths or receptacles in which handtools shall be kept when not being used.

(6) An employer shall ensure that a fixed ladder which exceeds 5 m in length and is attached to a vertical structure with an inclination to the horizontal level of 75° or more—

(a) has its rungs at least 150 mm away from the structure to which the ladder is attached; and

(b) is provided with a cage which—

(i) extends from a point not exceeding 2,5 m from the lower level to a height of at least 900 mm above the top level served by the ladder; and

(ii) shall afford firm support along its whole length for the back of the person climbing the ladder, and for which purpose no part of the cage shall be more than 700 mm away from the level of the rungs:

Provided that the foregoing provisions of paragraph (b) shall not apply if platforms, which are spaced not more than 8 m apart and suitable for persons to rest on, are provided.

Ramps

13B. (1) An employer shall ensure that every ramp—

(a) is constructed in accordance with accepted technical standards;

(b) 'n veiligheidsfaktor van minstens twee het ten opsigte van die las wat dit ver wag word om te dra: Met dien verstande dat die ontwerp genoegsame voorsiening maak vir die las op die hellingsteier as gevolg van die draaiing, remming en versnelling van voertuie indien die hellingsteier vir voertuie gebruik word; en

(c) 'n helling van nie meer as 34° tot die horisontale vlak het nie of wat nie een vertikaal tot een en 'n half horisontaal oorskry nie.

(2) 'n Werkgewer moet toesien dat elke hellingsteier—

(a) waarvan die helling bykomende vastrapplek nodig maak, maar in elke geval waar die helling meer as 14° is of een vertikaal tot vier horisontaal is, van behoorlike trapplatte voorsien is wat—

(i) op geskikte tussenruimtes geplaas is; en

(ii) oor die volle wydte van die hellingsteier strek: Met dien verstande dat die trapplatte oor 'n wydte van hoogstens 230 mm onderbreek mag word om die beweging van kruiwaens te vergemaklik; en

(b) wat hoër as 2 m is en aan beide kante voorsien is van—

(i) stewige skutrelings wat minstens 900 mm en hoogstens 1 000 mm in hoogte is; en

(ii) toonborde wat minstens 150 mm hoog is en so vasgesit is dat daar geen oop ruimte tussen die toonborde en die hellingsteier bestaan nie.

Bootsmanstoel

13C. 'n Werkgewer moet toesien dat elke bootsmanstoel of soortgelyke toestel veilig hang en so gemaak is dat dit sal verhoed dat enige insittende daaruit val.

Steierraamwerk

13D. (1) 'n Werkgewer moet toesien dat—

(a) steierstaanders behoorlik gestut is teen verskuiwing en loodreg op stewige fondamente vasgesit is: Met dien verstande dat kortelingsteiers effens na die struktuur moet oorhel;

(b) (i) staal steierstaanders met "swaar", "middel-slag", "ligte", of "baie ligte" platformladings wat nie, onderskeidelik, 320, 240, 160 en 80 kg/m² mag oorskry nie, nie meer as, onderskeidelik, 1,8 m, 2 m, 2,5 m en 3 m uitmekaar gespaseer is nie; en

(ii) hout steierstaanders nie meer as 3 m uitmekaar gespaseer is nie;

(c) steierbalke vertikaal nie meer as 2,1 m uitmekaar gespaseer is nie;

(d) kortelings of dwarsbalke—

(i) wat nie 'n platform ondersteun nie, op dieselfe afstande gespaseer is as die afstande wat in paragraaf (b) ten opsigte van steierstaanders voorgeskryf is; en

(ii) wat 'n platform ondersteun, nie meer as 1,25 m uitmekaar gespaseer is nie indien die platform van soliede hout planke gemaak is; en

(e) elke deel van 'n houtsteierraam 'n diameter van minstens 75 mm of 'n deursnee van gelyke sterkte het.

(2) Geen werkgewer mag 'n steier gebruik, of toelaat dat dit gebruik word nie, tensy dit—

(a) stewig en doeltreffend verspan is om stewigheid in alle rigtings te verseker;

(b) op geskikte vertikale en horisontale afstande vasgesit is aan die struktuur waaraan gewerk word, tensy dit ontwerp is om heeltemal vry te kan staan;

(c) so gebou is dat dit deurgaans 'n veiligheidsfaktor van minstens twee het; en

(b) has a safety factor of at least two with respect to the load it is expected to carry: Provided that the design makes sufficient provision for the load on the ramp as a result of the turning, braking and acceleration of vehicles, if the ramp is used for vehicles; and

(c) has an inclination to the horizontal level of not more than 34° or one vertical to one and one half horizontal.

(2) An employer shall ensure that every ramp—

(a) the inclination of which renders additional foothold necessary, but in every case where the inclination is more than 14° or one vertical to four horizontal, is provided with stepping laths which—

(i) are placed at suitable intervals; and

(ii) extend the full width of the ramp: Provided that the stepping laths may be interrupted over a width not exceeding 230 mm to facilitate the movement of barrows; and

(b) which is higher than 2 m and is provided on both sides with—

(i) substantial guard rails which are at least 900 mm and not exceeding 1 000 mm in height, and

(ii) toe-boards which are at least 150 mm high and so affixed that no open space exists between the toe-board and the ramp.

Boatswain's chairs

13C. An employer shall ensure that every boatswain's chair or similar device is securely suspended and is so constructed as to prevent any occupant from falling therefrom.

Scaffold framework

13D. (1) An employer shall ensure that—

(a) scaffold standards are properly propped against displacement and are secured vertically on firm foundations: Provided that putlog scaffolds shall incline slightly towards the structure;

(b) (i) steel scaffold standards with "heavy", "medium", "light" or "very light" platform loadings which shall not exceed 320, 240, 160 and 80 kg/m², respectively, are spaced not more than 1,8 m, 2 m, 2,5 m and 3 m apart, respectively; and

(ii) wooden scaffold standards are spaced not more than 3 m apart;

(c) ledgers are spaced vertically not more than 2,1 m apart;

(d) putlogs or transoms—

(i) which do not support a platform, are spaced at the same distances as the distances prescribed in paragraph (b) in respect of scaffold standards;

(ii) which support a platform, are spaced not more than 1,25 m apart if the platform is constructed of solid timber boards; and

(e) every part of a wooden scaffold frame has a diameter of at least 75 mm or a section of similar strength.

(2) No employer shall use a scaffold, or permit it to be used unless it—

(a) is securely and effectively braced to ensure stability in all directions;

(b) is secured at suitable vertical and horizontal distances to the structure to which work is being done, unless it is designed to be completely free-standing;

(c) is so constructed that it has a throughout factor of safety of at least two; and

(d) minstens een keer per week en elke keer na slegte weer nagesien word deur 'n persoon wat voldoende ondervinding in die oprigting en instandhouding van steiers het, en alle bevindings aangeteken word in 'n register of verslagboek.

(3) Geen werkgewer mag vereis of toelaat dat—

(a) 'n Steier met 'n ondersteunende hout raamwerk 'n hoogte van 10 m oorskry nie; en

(b) 'n steier deur of onder die toesig van 'n ander persoon as 'n persoon wat die nodige opleiding en ondervinding van sodanige werk het en wat skriftelik deur die werkgewer vir hierdie doel aangestel is opgerig, verander of afgetakel word nie.

Steierplatforms

13E. (1) 'n Werkgewer moet toesien dat—

(a) elke plank van 'n soliede hout steierplatform minstens 275 mm wyd en 38 mm dik is;

(b) elke plank wat deel van 'n steierplatform uitmaak, ondersteun word op afstande wat nie 1,25 m oorskry nie, en sy ente nie minder as 70 mm en nie meer as 200 mm verby die laaste stut verbystek nie;

(c) elke plank van 'n steierplatform stewig vasgesit is om verskuiwing daarvan te voorkom; en

(d) elke platform so gemaak is dat materiaal en gereedskap nie kan deurval nie.

(2) 'n Werkgewer moet toesien dat elke steierplatform—

(a) met 'swaar', 'middelslag', 'ligte' of 'baie ligte' platformladings soos bedoel in regulasie 13D (1) (b) (i) nie minder as, onderskeidelik 1 125 mm en nie meer as 1 380 mm, nie minder as 1 125 mm en nie meer as 1 150 mm, nie minder as 900 mm en nie meer as 1 150 mm, en nie minder as 675 mm en nie meer as 1 150 mm wyd is nie: Met dien verstande dat waar 'n platform slegs as 'n loopgang gebruik word, 'n platform wydte van 450 mm voldoende sal wees;

(b) wat meer as 2 m bokant die grond is aan alle kante, behalwe aan die kant teenoor die struktuur, voorsien is van—

(i) stewige skutrelings van minstens 900 mm en hoogstens 1 000 mm in hoogte; en

(ii) toonborde wat vanaf die vlak van die steierplatform minstens 150 mm hoog is en so vasgesit is dat daar geen oop ruimte tussen die toonborde en die steierplatform bestaan nie: Met dien verstande dat indien die toonborde van hout gemaak is, dit minstens 25 mm dik moet wees;

(c) nie meer as 75 mm vanaf die struktuur is nie: Met dien verstande dat waar werkers moet sit om te werk, hierdie afstand na nie meer as 300 mm vergroot mag word nie; en

(d) vry van afval, spykers wat uitsteek of enige ander obstrukties is, en in 'n glyvrye toestand gehou word.

(3) Geen werkgewer mag vereis of toelaat dat 'n werkplatform wat hoër as 600 mm is op 'n steierplatform ondersteun word nie, en moet 'n bykomende skutreling van minstens 900 mm en hoogstens 1 000 mm in hoogte bokant elke sodanige werkplatform voorsien.

(4) 'n Werkgewer moet toesien dat gerieflike en veilige toegang tot elke steierplatform verskaf word, en waar die toegang 'n leer is, moet die leer minstens 900 mm verby die bokant van die platform verbystek.

Hangsteiers

13F. (1) 'n Werkgewer moet toesien dat die kraanbalke van elke hangsteier—

(a) van staal of enige ander materiaal van gelyke sterkte gemaak is en 'n veiligheidsfaktor van minstens vier het ten opsigte van die las wat dit moet dra;

(d) is inspected at least once a week and every time after bad weather by a person who has adequate experience in the erection and maintenance of scaffolds, and all findings are recorded in a register or report book.

(3) No employer shall require or permit that—

(a) a scaffold with a supporting wooden framework exceeds a height of 10 m; and

(b) a scaffold is erected, altered or dismantled by or under the supervision of a person other than a person who has had the necessary training and experience of such work and who has been appointed by the employer in writing for this purpose.

Scaffold platforms

13E. (1) An employer shall ensure that—

(a) every plank of a solid wooden scaffold platform is at least 275 mm wide and 38 mm thick;

(b) every plank which forms part of a scaffold platform is supported at distances not exceeding 1,25 m, and its ends are projected not less than 70 mm and not more than 200 mm beyond the last prop;

(c) every plank of a scaffold platform is firmly secured to prevent its displacement; and

(d) every platform is so constructed as to prevent materials and tools from falling through.

(2) An employer shall ensure that every scaffold platform—

(a) with 'heavy', 'medium', 'light' or 'very light' platform loadings as referred to in regulation 13D (1) (b) (i) is not less than 1 125 mm and not more than 1 380 mm, not less than 1 125 mm and not more than 1 150 mm, and not less than 900 mm and not more than 1 150 mm, and not less than 675 mm and not more than 1 150 mm, respectively, wide: Provided that where a platform is used only as a gangway, a platform width of 450 mm shall be sufficient;

(b) which is more than 2 m above the ground is on all sides, except the side facing the structure, provided with—

(i) substantial guard rails of at least 900 mm and not exceeding 1 000 mm in height; and

(ii) toe-boards which are at least 150 mm high from the level of the scaffold platform and so affixed that no open space exists between the toe-boards and the scaffold platform: Provided that if the toe-boards are constructed of timber, they shall be at least 25 mm thick;

(c) is not more than 75 mm from the structure: Provided that where workmen must sit to work, this distance may be increased to not more than 300 mm; and

(d) is kept free of waste, projecting nails or any other obstructions, and is kept in a non-slip state.

(3) No employer shall require or permit that a working platform which is higher than 600 mm be supported on a scaffold platform, and shall provide an additional guard rail of at least 900 mm and not exceeding 1 000 mm in height above every such working platform.

(4) An employer shall ensure that convenient and safe access is provided to every scaffold platform, and where the access is a ladder, the ladder shall project at least 900 mm beyond the top of the platform.

Suspended scaffolds

13F. (1) An employer shall ensure that the outriggers of each suspended scaffold—

(a) are constructed of steel or any other material of similar strength and have a factor of safety of at least four with respect to the load it is to carry;

(b) 'n oorhang van nie meer as 1,8 m verby die kant van die struktuur het nie en so lank moet wees dat die teenwerkende lengte veilig geanker kan word;

(c) andersins as deur middel van gewigte aan die binne-ente, behoorlik gestut, paslik gespaseer en stewig geanker is: Met dien verstande dat 'n inspekteur toestemming kan verleen dat kraanbalke deur middel van gewigte geanker mag word; en

(d) van 'n stop- of ander doeltreffende toestelle aan die buite-ente voorsien is om die verskuiwing van toue te voorkom.

(2) 'n Werkgewer moet toesien dat die werkplatform van elke hangsteier hang aan—

(a) katrolblokke, katrolwiele, windasse of hysmasjiene van die regte grootte vir die toue wat gebruik word;

(b) minstens twee onafhanklike staaldraadtoue in die geval van 'n werkplatform wat nie wyer as 912 mm is nie, en minstens vier onafhanklike staaldraadtoue in die geval van 'n werkplatform wat 912 mm en wyer is; en

(c) staaldraadtoue waarvan die veiligheidsfaktor minstens tien is ten opsigte van die maksimum las wat elke tou moet dra.

(3) 'n Werkgewer moet toesien dat—

(a) die hand- of kragaangedrewe masjinerie wat vir die oplog of aflaaf van die werkplatform van 'n hangsteier gebruik word so gemaak en onderhou word dat onbeheerde beweging van die werkplatform nie kan plaasvind nie;

(b) die masjinerie bedoel in paragraaf (a) so geleë is dat dit maklik vir inspeksie toeganklik is;

(c) die touverbindinge aan die kraanbalke loodreg bokant die verbindinge aan die werkplatform is; en

(d) in die geval van 'n werkplatform wat net aan twee toue hang, die verbindinge van die toue aan die werkplatform van so 'n hoogte bokant die werkplatformvlak is dat dit die stabiliteit van die werkplatform verseker.

(4) 'n Werkgewer moet toesien dat die werkplatform van elke hangsteier—

(a) minstens 456 mm en hoogstens 1,8 m in wydte is;

(b) so naby as moontlik aan die struktuur waarvan gewerk word, gehang is en, uitgesonderd wanneer ligte werk gedoen word, by elke werksposisie vasgemaak is om horisontale beweging tussen die werkplatform en die struktuur te voorkom;

(c) aan alle kante, behalwe aan die kant teenoor die struktuur, van stewige skutrelings van minstens 900 mm en hoogstens 1 000 mm in hoogte bokant die werkplatformvlak voorsien is: Met dien verstande dat in die geval van 'n werkplatform wat slegs aan twee toue hang, die skutrelings aan alle kante moet wees; en

(d) vanaf die vlak van die werkplatform aan alle kante van toonborde wat minstens 150 mm hoog is, voorsien is en so vasgesit is dat daar geen oop ruimte tussen die toonborde en die platform bestaan nie: Met dien verstande dat indien die toonborde van hout gemaak is, dit minstens 25 mm dik moet wees.

Boksteiers

13G. (1) Geen werkgewer mag 'n boksteier gebruik, of toelaat dat die gebruik word nie, tensy—

(a) dit deeglik van stewige materiaal gemaak is; en

(b) alle redelike voorsorgmaatreëls getref is om die onverwagse uitspreiding van sy ondersteunende bene te voorkom wanneer dit in gebruik is.

(b) have an overhang of not more than 1,8 m beyond the edge of the structure and are of such length that the counteracting length can be anchored securely;

(c) are, otherwise than by means of weights at the inner-ends, properly propped, suitably spaced and firmly anchored: Provided that an inspector may grant permission that outriggers may be anchored by means of weights; and

(d) are provided with stop or other effective devices at the outer-ends to prevent the displacement of ropes.

(2) An employer shall ensure that the working platform of every suspended scaffold is suspended by—

(a) pulley-blocks, sheaves, winches or hoists of the correct size for the ropes being used;

(b) at least two independent steel wire ropes in the case of a working platform which is not wider than 912 mm, and at least four independent steel wire ropes in the case of a working platform which is 912 mm and wider; and

(c) steel wire ropes of which the factor of safety is at least ten with respect to the maximum load which each rope is to carry.

(3) An employer shall ensure that—

(a) the hand or power-driven machinery used for the lifting or lowering of the working platform of a suspended scaffold is so constructed and maintained that an uncontrolled movement of the working platform cannot occur;

(b) the machinery referred to in paragraph (a) is so situated that it is easily accessible for inspection;

(c) the rope connections to the outriggers are vertically above the connections to the working platform; and

(d) in the case of a working platform suspended by two ropes only, the connections of the ropes to the working platform are of such height above the level of the working platform as to ensure the stability of the working platform.

(4) An employer shall ensure that the working platform of every suspended scaffold—

(a) is at least 456 mm and not exceeding 1,8 m in width;

(b) is suspended as near as possible to the structure to which work is being done and, except when light work is being done, is secured at every working position to prevent horizontal movement between the working platform and the structure;

(c) is on all sides, except the side facing the structure, provided with substantial guard rails of at least 900 mm and not exceeding 1000 mm in height above the level of the working platform: Provided that in the case of a working platform suspended by two ropes only, the guard rails shall be on all sides; and

(d) is on all sides provided with toe-boards which are at least 150 mm high from the level of the working platform and so affixed that no open space exists between the toe-boards and the working platform: Provided that if the toe-boards are constructed of timber, they shall be at least 25 mm thick.

Trestle scaffolds

13G. (1) No employer shall use a trestle scaffold, or permit it to be used, unless—

(a) it is soundly constructed of solid material; and

(b) all reasonable precautionary measures have been taken to prevent the unexpected spreading of its supporting legs when it is in use.

(2) Geen werkgewer mag 'n boksteier gebruik, of toelaat dat dit gebruik word nie, indien dit—

(a) hoër as 3 m is; of

(b) uit meer as twee reekse bestaan.”

Wysiging van regulasie 14 van die Regulasies

5. Regulasie 14 van die Regulasies word hierby gewysig deur die woorde wat die voorbehoudsbepaling voorafgaan deur die volgende woorde te vervang:

“Enigiemand wat 'n bepaling van regulasie 2 (1), 2 (2) [saamgelees met 2 (3)], 2 (4), 2 (5), 2 (6), 3, 4, 5, 6, 7, 8 (1), 8 (2), 8 (3), 8 (4), 9, 10 (1), 10 (2), 10 (3), 10 (4), 11 (1), 12, 13, 13A, 13B, 13C, 13D, 13E, 13F of 13G oortree of versuim om aan 'n bepaling daarvan te voldoen, begaan 'n misdryf, en is by skuldigbevinding strafbaar met 'n boete van hoogstens R1 000 of met gevangenisstraf vir 'n tydperk wat nie ses maande te bowe gaan nie en, in die geval van 'n aanhoudende misdryf, met 'n bykomende boete van R5 vir elke dag waarop die misdryf voortduur of met bykomende gevangenisstraf van een dag vir elke dag waarop die misdryf voortduur: Met dien verstande dat die tydperk van sodanige bykomende gevangenisstraf in geen geval 90 dae te bowe mag gaan nie.”

Herroeping van regulasies

6. Die volgende regulasies word hierby herroep:

(a) Regulasies C.13, C.13B, C.13C, C.13D, C.13E en C.13F van die Regulasies afgekondig by Goewermentskennisgewing R. 929 van 28 Junie 1963, soos gewysig; en

(b) regulasies D.1, D.6, D.7, D.8, D.9, D.10, D.11, D.12, D.21 en D.22 van die Regulasies afgekondig by Goewermentskennisgewing R. 1934 van 13 Desember 1963, soos gewysig.

No. R. 1797

9 September 1988

WET OP ARBEIDSVERHOUDINGE, 1956

KLEINHANDELVLEISBEDRYF (WITWATERSRAND).—WYSIGING VAN HOOFOORENKOMS

Ek, Pieter Theunis Christiaan du Plessis, Minister van Mannekrag, verklaar hierby—

(a) kragtens artikel 48 (1) (a) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings van die Ooreenkoms (hierna die Wysigingsooreenkoms genoem) wat in die Bylae hiervan verskyn en betrekking het op die Onderneming, Nywerheid, Bedryf of Beroep in die opskrif by hierdie kennisgewing vermeld, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Desember 1991 eindig, bindend is vir die werkgewersorganisasie en die vakvereniging wat die Wysigingsooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasie of vereniging is; en

(b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalings van die Wysigingsooreenkoms, uitgesonderd dié vervat in klousule 1 (1), met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Desember 1991 eindig, bindend is vir alle ander werkgewers en werknemers as dié genoem in paragraaf (a) van hierdie kennisgewing wat betrokke is by of in diens is in genoemde Onderneming, Nywerheid, Bedryf of Beroep in die gebiede in Klousule 1 van die Wysigingsooreenkoms gespesifiseer.

P. T. C. DU PLESSIS,
Minister van Mannekrag.

(2) No employer shall use a trestle scaffold or permit it to be used, if it—

(a) is higher than 3 m; or

(b) consists of more than two tiers.”

Amendment of regulation 14 of the Regulations

5. Regulation 14 of the Regulations is hereby amended by the substitution for the words preceding the proviso of the following words:

“Any person who contravenes or fails to comply with any provision of regulation 2 (1), 2 (2) [read with 2 (3)], 2 (4), 2 (5), 2 (6), 3, 4, 5, 6, 7, 8 (1), 8 (2), 8 (3), 8 (4), 9, 10 (1), 10 (2), 10 (3), 10 (4), 11 (1), 12, 13, 13A, 13B, 13C, 13D, 13E, 13F or 13G shall be guilty of an offence and liable, on conviction, to a fine not exceeding R1 000 or to imprisonment for a period not exceeding six months and, in the case of a continuous offence, to an additional fine of R5 for each day on which the offence continues or to additional imprisonment of one day for each day on which the offence continues: Provided that the period of such additional imprisonment shall in no case exceed 90 days.”

Repeal of regulations

6. The following regulations are hereby repealed:

(a) Regulation C.13, C.13B, C.13C, C.13D, C.13E and C.13F of the Regulations published under Government Notice R. 929 of 28 June 1963, as amended; and

(b) regulations D.1, D.6, D.7, D.8, D.9, D.10, D.11, D.12, D.21 and D.22 of the Regulations published under Government Notice R. 1934 of 13 December 1963, as amended.

No. R. 1797

9 September 1988

LABOUR RELATIONS ACT, 1956

RETAIL MEAT TRADE (WITWATERSRAND).—AMENDMENT OF MAIN AGREEMENT

I, Pieter Theunis Christiaan du Plessis, Minister of Manpower, hereby—

(a) in terms of section 48 (1) (a) of the Labour Relations Act, 1956, declare that the provisions of the Agreement (hereinafter referred to as the Amending Agreement) which appears in the Schedule hereto and which relates to the Undertaking, Industry, Trade or Occupation referred to in the heading to this notice, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 31 December 1991, upon the employers' organisation and the trade union which entered into the Amending Agreement and upon the employers and employees who are members of the said organisation or union; and

(b) in terms of section 48 (1) (b) of the said Act, declare that the provisions of the Amending Agreement, excluding those contained in clause 1 (1), shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 31 December 1991, upon all employers and employees, other than those referred to in paragraph (a) of this notice, who are engaged or employed in the said Undertaking, Industry, Trade or Occupation in the areas specified in clause 1 of the Amending Agreement.

P. T. C. D. DU PLESSIS,
Minister of Manpower.

BYLAE

**NYWERHEIDSRAAD VIR DIE KLEINHANDELVLEISBEDRYF
(WITWATERSRAND)**

OOREENKOMS

ooreenkomstig die Wet op Arbeidsverhoudinge, 1956, gesluit deur en aangegaan tussen die

Witwatersrand Retail Master Butchers' Association

(hierna die "werkgewers" of die "werkgewersorganisasie" genoem), aan die een kant, en die

Transvaal Retail Meat Trade Employees' Union

(hierna die "werknemers" of die "vakvereniging" genoem), aan die ander kant,

wat die partye is by die Nywerheidsraad vir die Kleinhandelvleisbedryf (Witwatersrand),

om die Ooreenkoms gepubliseer by Goewermetskennisgewing R. 1880 van 31 Augustus 1984 soos gewysig en hernieu deur Goewermetskennisgewings R. 930 van 26 April 1985, R. 1991 van 11 September 1987 en R. 332 van 26 Februarie 1988, te wysig.

1. TOEPASSINGSBESTEK VAN OOREENKOMS

Hierdie Ooreenkoms moet in die Kleinhandelvleisbedryf (Witwatersrand nagekom word—

(a) deur alle werkgewers wat lede van die werkgewersorganisasie is en deur alle werknemers wat lede van die vakvereniging is en wat onderskeidelik by die Bedryf betrokke of daarin werksaam is;

(b) in die landdrostrikte Alberton, Benoni, Boksburg (uitgesonderd daardie gedeelte wat ingevolge Goewermetskennisgewing 1779 van 6 November 1964 vanaf die landdrostrik Heidelberg oorgeplaas is), Brakpan (uitgesonderd daardie gedeeltes wat ingevolge Goewermetskennisgewings 498 van 1 April 1966 en 871 van 26 Mei 1972 vanaf die landdrostrik Nigel en ingevolge Goewermetskennisgewing 1779 van 6 November 1964 vanaf die landdrostrik Heidelberg oorgeplaas is), Germiston, Johannesburg, Kempton Park (uitgesonderd daardie gedeeltes wat ingevolge Goewermetskennisgewing 556 van 29 Maart 1956, soos gewysig deur Goewermetskennisgewings 962 van 1 Junie 1956 en 1618 van 2 Oktober 1970, vanaf die landdrostrik Pretoria oorgeplaas is), Krugersdorp (uitgesonderd daardie gedeeltes wat ingevolge Goewermetskennisgewings 749 van 19 Mei 1961 en 894 van 26 Mei 1972 vanaf onderskeidelik die landdrostrikte Randfontein en Brits oorgeplaas is), Roodepoort en Springs, daardie gedeelte van die landdrostrik Delmas wat voor die publikasie van Goewermetskennisgewing 2880 van 12 Desember 1952 binne die landdrostrik Springs geval het, daardie gedeelte van die landdrostrik Heidelberg wat voor die publikasie van Goewermetskennisgewing 2095 van 27 November 1970 binne die landdrostrik Brakpan geval het, daardie gedeelte van die landdrostrik Krugersdorp wat voor die publikasie van Goewermetskennisgewing 1105 van 26 Julie 1963 binne die landdrostrik Randburg wat voor die publikasie van Goewermetskennisgewing 2152 van 22 November 1974 binne die landdrostrikte Johannesburg, Kempton Park, Krugersdorp en Roodepoort geval het, daardie gedeelte van die landdrostrik Randfontein wat voor die publikasie van Goewermetskennisgewing 2546 van 5 Desember 1947 binne die landdrostrik Krugersdorp geval het (maar uitgesonderd die plaas Holfontein 17) en daardie gedeelte van die landdrostrik Westonaria wat voor die publikasie van Goewermetskennisgewing 1476 van 30 September 1966 binne die landdrostrik Roodepoort geval het.

2. KLOUSULE 3.—WOORDOMSKRYWING

(1) Vervang die omskrywing "arbeider graad I" deur die volgende:

" 'arbeider graad I' 'n werknemer, uitgesonderd 'n leerling-vleissnytegnikus, wat onder toesig van 'n vleissnytegnikus of 'n werkgewer wat werklik die werk van 'n vleissnytegnikus doen beeskwaar, karkasse van skape, lammers, varke en kalwers verdeel slegs in die besondere stukke waaruit dit bestaan, maar wat nie toegelaat moet word om die gereedskap van die Bedryf verder daarop te gebruik nie, behalwe om wors te maak, vleis te ontbeen en vleisrolle te maak, en wat daarbenevens die pligte van 'n arbeider graad II kan uitvoer maar nie klante kan bedien nie;".

SCHEDULE

**INDUSTRIAL COUNCIL FOR THE RETAIL MEAT TRADE
(WITWATERSRAND)**

AGREEMENT

in accordance with the provisions of the Labour Relations Act, 1956, made and entered into by and between the

Witwatersrand Retail Master Butchers' Association

(hereinafter referred to as the "employers" or the "employers' organisation"), of the one part, and the

Transvaal Retail Meat 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 Retail Meat Trade (Witwatersrand),

to amend the Agreement published under Government Notice R. 1880 of 31 August 1984, as amended and renewed by Government Notices R. 930 of 26 April 1985, R. 1991 of 11 September 1987 and R. 332 of 26 February 1988.

1. SCOPE OF APPLICATION OF AGREEMENT

The terms of this Agreement shall be observed in the Retail Meat Trade (Witwatersrand)—

(a) by all employers who are members of the employers' organisation and by all employees who are members of the trade union, who are engaged or employed therein;

(b) in the Magisterial Districts of Alberton, Benoni, Boksburg (excluding that portion which was transferred from the Magisterial District of Heidelberg in terms of Government Notice 1779 of 6 November 1964), Brakpan (excluding those portions which were transferred from the Magisterial District of Nigel in terms of Government Notices 498 of 1 April 1966 and 871 of 26 May 1972 and from the Magisterial District of Heidelberg in terms of Government Notice 1779 of 6 November 1964), Germiston, Johannesburg, Kempton Park (excluding those portions which were transferred from the Magisterial District of Pretoria in terms of Government Notice 556 of 29 March 1956, as amended by Government Notices 962 of 1 June 1956 and 1618 of 2 October 1970), Krugersdorp (excluding those portions which were transferred from the Magisterial Districts of Randfontein and Brits in terms of Government Notices 749 of 19 May 1961 and 894 of 26 May 1972, respectively), Roodepoort and Springs, that portion of the Magisterial District of Delmas which, prior to the publication of Government Notice 2880 of 12 December 1952, fell within the Magisterial District of Springs, that portion of the Magisterial District of Heidelberg which, prior to the publication of Government Notice 2095 of 27 November 1970, fell within the Magisterial District of Brakpan, that portion of the Magisterial District of Krugersdorp which, prior to the publication of Government Notice 1105 of 26 July 1963, fell within the Magisterial District of Krugersdorp, those portions of the Magisterial District of Randburg which, prior to the publication of Government Notice 2152 of 22 November 1974, fell within the Magisterial Districts of Johannesburg, Kempton Park, Krugersdorp and Roodepoort, that portion of the Magisterial District of Randfontein which, prior to the publication of Government Notice 2546 of 5 December 1947, fell within the Magisterial District of Krugersdorp (but excluding the farm Holfontein 17) and that portion of the Magisterial District of Westonaria which, prior to the publication of Government Notice 1476 of 30 September 1966, fell within the Magisterial District of Roodepoort.

2. CLAUSE 3.—DEFINITIONS

(1) Substitute the following for the definition "labourer, Grade I,":

" 'labourer, Grade I,' means an employee, other than a trainee meat-cutting technician, who, under the supervision of a meat-cutting technician or an employer who is actually engaged in the work of a meat-cutting technician, is engaged in breaking up quarters of beef, carcasses of mutton, lamb, pork and veal into component cuts only, but shall not be permitted to use the tools of the Trade further thereon except to make sausages and bone and roll meat, and who, in addition, may perform the duties of a labourer, Grade II, but may not serve customers;".

(2) Vervang die omskrywing "arbeider graad II" deur die volgende:
 " 'arbeider graad II' 'n werknemer wat uitsluitlik een of meer van die volgende werksaamhede verrig:

- (a) Persele, voertuie, lewendende diere, werktuie, gereedskap of masjinerie skoonmaak;
- (b) goedere, vleis of pluimvee in voertuie laai of daarvan aflaai;
- (c) briewe, boodskappe of goedere te voet of per fiets, driewiel, voet- of handvoertuig, met inbegrip van 'n meganies aangedrewe fiets of driewiel met 'n enjinkapasiteit van minder as 50 cm aflewer of vervoer;
- (d) bestellings neem en geld invorder van klante buite die bedryfsinrigting;
- (e) sopvleis met die hand opsaag;
- (f) bene skoonmaak en stukkend kap;
- (g) vet vir braaivet opсны en smelt;
- (h) gereedskap skoon- en skerpmmaak;
- (i) pluimvee pluk en skoonmaak;
- (j) vleis pomp;
- (k) vleis maal en opсны om gemaal te word en om wors en boerwors te maak;
- (l) wild en kalwers afslag en skoonmaak;
- (m) tee of soortgelyke drank maak;
- (n) die werksaamhede in klausule 25 genoem, indien aangewys om sodanige werk ingevolge sodanige klausule in ooreenstemming met die vereistes daarvan te verrig;".

(3) Skrap die omskrywing "arbeider graad III".

3. KLOUSULE 4.—BESOLDIGING

Vervang klausule 4 (1) deur die volgende:

"(1) Geen laer lone as die volgende mag deur 'n werkgewer betaal of deur 'n werknemer aangeneem word nie:

(a) Gedurende die eerste 12 maande na die inwerkingtreding van hierdie Ooreenkoms:

	<i>Per maand</i>
	R
Vleissnytegnikus graad I.....	1 163,80
Vleissnytegnikus graad II.....	629,90
Vleissnytegnikus in perdevleisbedryfsinrigting.....	629,90
Bestuurder.....	1 448,93
Winkelkontroleur toesighouer.....	2 362,51
Boekhouer.....	872,85
Kassier.....	378,23
Kassier en faktuurklerk.....	581,90
Arbeider graad I.....	327,31
Arbeider graad II.....	218,20
Leerling-vleissnytegnikus:	
Gedurende eerste jaar.....	408,78
Leerling-winkelkontroleur.....	1 163,80
Massameter en/of prysbepaler.....	327,31
Toedraaier en/of verpakker.....	283,66
Verkoopspersoon.....	654,63
Drywer van 'n motorvoertuig waarvan die onbelaste massa, tesame met die onbelaste massa van alle sleepwaens wat deur sodanige voertuig getrek word—	
hoogstens 450 kg is.....	292,40
hoogstens 2 700 kg is.....	440,78
hoogstens 4 500 kg is.....	503,33

(b) Gedurende die tweede 12 maande na die inwerkingtreding van hierdie Ooreenkoms:

	<i>Per maand</i>
	R
Vleissnytegnikus graad I.....	1 280,18
Vleissnytegnikus graad II.....	692,89
Vleissnytegnikus in perdevleisbedryfsinrigting.....	692,89
Bestuurder.....	1 593,82
Winkelkontroleur toesighouer.....	2 598,76
Boekhouer.....	960,13
Kassier.....	416,05
Kassier en faktuurklerk.....	640,09
Arbeider graad I.....	360,04
Arbeider graad II.....	240,02

(2) Substitute the following for the definition "labourer, Grade II,":

" 'labourer, Grade II' means an employee exclusively engaged on one or more of the following operations—

- (a) cleaning premises, vehicles, live animals, utensils, implements or machinery;
- (b) loading or unloading goods, meat or poultry into or from vehicles;
- (c) delivering or conveying letters, messages or goods on foot or by means of a bicycle, tricycle, foot or hand-propelled vehicle, including a mechanically propelled bicycle or tricycle of under 50 cm engine capacity;
- (d) collecting orders and money from customers beyond the establishment;
- (e) sawing up soup meat by handsaw;
- (f) cleaning and chopping bones;
- (g) cutting up and melting fat for dripping;
- (h) cleaning and grinding tools;
- (i) plucking and dressing poultry;
- (j) pumping meat;
- (k) mincing meat and cutting up meat for the purpose of mincing, making sausages and boerwors;
- (l) skinning and cleaning game and calves;
- (m) making tea or similar beverages;
- (n) the operations enumerated in clause 25, if designated to perform such work in terms of such clause in accordance with the requirements thereof;".

(3) Delete the definition "labourer, Grade III".

3. CLAUSE 4.—REMUNERATION

Substitute the following for clause 4 (1):

"(1) No employer shall pay and no employee shall accept wages lower than the following:

(a) During the first 12 months of operation of this Agreement:

	<i>Per month</i>
	R
Meat-cutting technician, Grade I.....	1 163,80
Meat-cutting technician, Grade II.....	629,90
Meat-cutting technician in horse meat establishment.....	629,90
Manager.....	1 448,93
Shop controller/supervisor.....	2 362,51
Bookkeeper.....	872,85
Cashier.....	378,23
Cashier and invoice clerk.....	581,90
Labourer, Grade I.....	327,31
Labourer, Grade II.....	218,20
Trainee meat-cutting technician:	
During first year.....	408,78
Trainee shop controller.....	1 163,80
Mass-measurer and/or pricer.....	327,31
Wrapper and/or packer.....	283,66
Salesperson.....	654,63
Driver of motor vehicle, the unladen mass of which, together with the unladen mass of any trailers drawn by such vehicle—	
does not exceed 450 kg.....	292,40
does not exceed 2 700 kg.....	440,78
does not exceed 4 500 kg.....	503,33

(b) During the second 12 months of operation of this Agreement:

	<i>Per month</i>
	R
Meat-cutting technician, Grade I.....	1 280,18
Meat-cutting technician, Grade II.....	692,89
Meat-cutting technician in horse meat establishment.....	692,89
Manager.....	1 593,82
Shop controller/supervisor.....	2 598,76
Bookkeeper.....	960,13
Cashier.....	416,05
Cashier and invoice clerk.....	640,09
Labourer, Grade I.....	360,04
Labourer, Grade II.....	240,02

	Per maand
	R
Leerling-vleissnytegnikus:	
Gedurende tweede jaar	449,66
Leerling-winkelkontroleur	1 280,18
Massameter en/of prysbepaler	360,04
Toedraaier en/of verpakker	312,03
Verkoopspersoon	720,09
Drywer van 'n motorvoertuig waarvan die onbelaste massa, tesame met die onbelaste massa van alle sleepwaens wat deur sodanige voertuig getrek word—	
hoogstens 450 kg is	321,64
hoogstens 2 700 kg is	484,85
hoogstens 4 500 kg is	553,67

(c) Gedurende die derde 12 maande na die inwerkingtreding van hierdie Ooreenkoms:

	Per maand
	R
Vleissnytegnikus graad I	1 408,19
Vleissnytegnikus graad II	762,18
Vleissnytegnikus in perdevleisbedryfsinrigting	762,18
Bestuurder	1 753,20
Winkelkontroleur toesighouer	2 858,64
Boekhouer	1 056,14
Kassier	457,66
Kassier en faktuurklerk	704,09
Arbeider graad I	396,05
Arbeider graad II	264,03
Leerling-vleissnytegnikus:	
Gedurende derde jaar	494,62
Leerling-winkelkontroleur	1 408,19
Massameter en/of prysbepaler	396,05
Toedraaier en/of verpakker	343,23
Verkoopspersoon	792,10
Drywer van 'n motorvoertuig waarvan die onbelaste massa, tesame met die onbelaste massa van alle sleepwaens wat deur sodanige voertuig getrek word—	
hoogstens 450 kg is	353,80
hoogstens 2 700 kg is	533,34
hoogstens 4 500 kg is	609,03"

4. KLOUSULE 7.—WERKURE EN OORTYD

(1) Skrap subklousule (3).

(2) In subklousule (4), vervang paragraaf (a) deur die volgende:

“(a) Alle tyd wat 'n werknemer langer werk as 46 uur per week of langer as die ure voorgeskryf in subklousule (1), moet geag word oortydwerk te wees.”

(3) In subklousule (6) (b), vervang die uitdrukking “arbeider graad III” deur die uitdrukking “arbeider graad II”.

(4) In subklousule (7), vervang die syfer “R996,00” deur die syfer “R1 600”.

5. KLOUSULE 10.—SIEKTEVERLOF

Vervang subklousule 1 deur die volgende:

“(1) 'n Werkgewer moet aan 'n werknemer wat van sy werk afwesig is weens ongeskiktheid—

(a) in die geval van 'n werknemer wat hoogstens vyf dae per week werk, altesaam minstens 30 werkdag; of

(b) in die geval van 'n ander werknemer, altesaam minstens 30 werkdag.

siekteverlof met volle besoldiging toestaan gedurende elke tydperk van 36 agtereenvolgende maande wat die werknemer by hom in diens is (hieronder 'n siekteverlofsiklus genoem):

Met dien verstande dat 'n werknemer gedurende die eerste 12 agtereenvolgende maande diens nie geregtig is nie op siekteverlof met volle besoldiging teen 'n skaal van meer as, in die geval van 'n werknemer wat hoogstens vyf dae per week werk, een werkdag ten opsigte van elke voltooide tydperk van vyf weke diens, en, in die geval van elke ander werknemer, een werkdag ten opsigte van elke voltooide maand diens.”

	Per month
	R
Trainee meat-cutting technician:	
During second year	449,66
Trainee shop controller	1 280,18
Mass-measurer and/or pricer	360,04
Wrapper and/or packer	312,03
Salesperson	720,09
Driver of motor vehicle, the unladen mass of which, together with the unladen mass of any trailers drawn by such vehicle—	
does not exceed 450 kg	321,64
does not exceed 2 700 kg	484,85
does not exceed 4 500 kg	553,67

(c) During the third 12 months of operation of this Agreement:

	Per month
	R
Meat-cutting technician, Grade I	1 408,19
Meat-cutting technician, Grade II	762,18
Meat-cutting technician in horse meat establishment	762,18
Manager	1 753,20
Shop controller/supervisor	2 858,64
Bookkeeper	1 056,14
Cashier	457,66
Cashier and invoice clerk	704,09
Labourer, Grade I	396,05
Labourer, Grade II	264,03
Trainee meat-cutting technician:	
During third year	494,62
Trainee shop controller	1 408,19
Mass-measurer and/or pricer	396,05
Wrapper and/or packer	343,23
Salesperson	792,10
Driver of motor vehicle, the unladen mass of which, together with the unladen mass of any trailers drawn by such vehicle—	
does not exceed 450 kg	353,80
does not exceed 2 700 kg	533,34
does not exceed 4 500 kg	609,03"

4. CLAUSE 7.—HOURS OF WORK AND OVERTIME

(1) Delete subclause (3).

(2) In subclause (4), substitute the following for paragraph (a):

“(a) All time worked by an employee in excess of 46 hours in any week or in excess of the hours prescribed in subclause (1), shall be deemed to be overtime.”

(3) In subclause (6) (b), substitute the expression “labourer, Grade II,” for the expression “labourer, Grade III.”

(4) In subclause (7), substitute the figure “R1 600” for the figure “R996,00”.

5. CLAUSE 10.—SICK LEAVE

Substitute the following for subclause (1):

“(1) an employer shall grant an employee who is absent from work through incapacity—

(a) in the case of an employee who works not more than five days a week, not less than 30 working days; or

(b) in the case of any other employee, not less than 36 working days,

sick leave in the aggregate on full pay during each period of 36 consecutive months for which the employee is employed by him (hereinafter referred to as a sick leave cycle):

Provided that during the first 12 consecutive months of employment an employee shall not be entitled to sick leave on full pay at a rate of more than, in the case of an employee who works not more than five days a week, one working day in respect of each completed period of five weeks of employment, and, in the case of every other employee, one working day in respect of each completed month of employment.”

6. KLOUSULE 12.—RAADSFONDSE

(1) In paragraaf (a), vervang die syfer "R3,00" deur die syfer "R7,00".

(2) In paragraaf (b), vervang die syfer "R2,50" deur die syfer "R4,00".

7. KLOUSULE 15.—GETALSVERHOUDING VAN WERKNEMERS

Skrap subklousule (1) (b).

8. KLOUSULE 24.—BEËINDIGING VAN DIENSKONTRAK

In subklousule (1) (a), vervang die uitdrukking "arbeiders graad III" deur die uitdrukking "arbeiders graad II".

9. KLOUSULE 25.—BEDIENING VAN BANDSAAG DEUR "ARBEIDERS GRAAD III"

In die opskrif sowel as die teks, vervang die uitdrukking "arbeider graad III" deur die uitdrukking "arbeider graad II".

10. KLOUSULE 30 WERKNEMERSOPLEIDINGSKEMA

(1) In subklousules (2) (a) (i) en (ii), (b) en (3), vervang die syfer "12" deur die syfer "36".

(2) Voeg die volgende subklousule 6 in:

"(6) Vir die toepassing van hierdie klousule beteken 'leerling-vleissny-technikus 'n leerling-vleissnytechnikus wat die pligte van 'n vleissnytechnikus graad I kan verrig."

Namens die partye by die Nywerheidsraad vir die Kleinhandelvleisbedryf (Witwatersrand) op hede die sewende dag van April 1988 te Johannesburg onderteken.

E. N. DEFTEREOS,

Voorsitter van die Raad.

E. M. BIELOVICH,

Ondervoorsitter van die Raad.

S. A. VAN JAARSVELD,

Sekretaris van die Raad.

No. R. 1798

9 September 1988

WET OP ARBEIDSVERHOUDINGE, 1956**KLEINHANDELVLEISBEDRYF (WITWATERSRAND).—HERNUWING VAN HOOFOOREENKOMS**

Ek, Pieter Theunis Christiaan du Plessis, Minister van Mannekrag, verklaar hierby, kragtens artikel 48 (4) (a) (ii) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalinge van Goewermentskennisgewings R. 1880 van 31 Augustus 1984, R. 930 van 26 April 1985 en R. 728 van 15 April 1988, van krag is met ingang van 1 Januarie 1989 en vir die tydperk wat op 31 Desember 1991 eindig.

P. T. C. DU PLESSIS,

Minister van Mannekrag.

No. R. 1814

9 September 1988

WET OP ARBEIDSVERHOUDINGE, 1956**MOTORVERVOERONDERNEMING (GOEDERE).—WYSIGING VAN HOOFOOREENKOMS**

Ek, Pieter Theunis Christiaan du Plessis, Minister van Mannekrag, verklaar hierby—

(a) kragtens artikel 48 (1) (a) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalinge van die Ooreenkoms (hierna die Wysigingsooreenkoms genoem) wat in die Bylae hiervan verskyn en betrekking het op die Onderneming, Nywerheid, Bedryf of Beroep in die opskrif by hierdie kennisgewing vermeld, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Desember 1989 eindig, bindend is vir die werkgewersorganisasie en die vakverenigings wat die Wysigingsooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasie of verenigings is; en

6. CLAUSE 12.—COUNCIL FUNDS

(1) In paragraph (a), substitute the figure "R7,00" for the figure "R3,00".

(2) In paragraph (b), substitute the figure "R4,00" for the figure "R2,50".

7. CLAUSE 15.—PROPORTION OR RATIO OF EMPLOYEES

Delete subclause (1) (b).

8. CLAUSE 24.—TERMINATION OF CONTRACT OF UNEMPLOYMENT

In subclause (1) (a), substitute the expression "labourers, Grade II," for the expression "labourers, Grade III."

9. CLAUSE 25.—OPERATION OF BANDSAW BY LABOURERS, GRADE III

In the heading and text, substitute the expression "labourer, Grade II" for "labourer, Grade III".

10. CLAUSE 30.—EMPLOYEE TRAINING SCHEME

(1) In subclauses (2) (a) (i) and (ii), (2) (b) and (3), substitute the figure "36" for the figure "12".

(2) Insert the following subclause 6:

"(6) For the purposes of this clause, 'trainee meat-cutting technician' means a trainee meat-cutting technician who may perform the duties of a meat-cutting technician, Grade I."

Signed at Johannesburg, on behalf of the parties to the Industrial Council for the Retail Meat Trade (Witwatersrand), this seventh day of April 1988.

E. N. DEFTEREOS,

Chairman of the Council.

E. M. BIELOVICH,

Vice-Chairman of the Council.

S. A. VAN JAARSVELD,

Secretary of the Council.

No. R. 1798

9 September 1988

LABOUR RELATIONS ACT, 1956**RETAIL MEAT TRADE (WITWATERSRAND).—RENEWAL OF MAIN AGREEMENT**

I, Pieter Theunis Christiaan du Plessis, Minister of Manpower, hereby, in terms of section 48 (4) (a) (ii) of the Labour Relations Act, 1956, declare the provisions of Government Notices R. 1880 of 31 August 1984, R. 930 of 26 April 1985 and R. 728 of 15 April 1988, to be effective with effect from 1 January 1989 and for the period ending 31 December 1991.

P. T. C. DU PLESSIS,

Minister of Manpower.

No. R. 1814

9 September 1988

LABOUR RELATIONS ACT, 1956**MOTOR TRANSPORT UNDERTAKING (GOODS).—AMENDMENT OF MAIN AGREEMENT**

I, Pieter Theunis Christiaan du Plessis, Minister of Manpower, hereby—

(a) in terms of section 48 (1) (a) of the Labour Relations Act, 1956, declare that the provisions of the Agreement (hereinafter referred to as the Amending Agreement) which appears in the Schedule hereto and which relates to the Undertaking, Industry, Trade or Occupation referred to in the heading to this notice, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 31 December 1989, upon the employers' organisation and the trade unions which entered into the Amending Agreement and upon the employers and employees who are members of the said organisation or unions; and

(b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepaling van die Wysigingsooreenkoms, uitgesonderd dié vervat in klousule 1 (1) (a), met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Desember 1989 eindig, bindend is vir alle ander werkgewers en werknemers as dié genoem in paragraaf (a) van hierdie kennisgewing wat betrokke is by of in diens is in genoemde Onderneming, Nywerheid, Bedryf of Beroep in die gebiede in klousule 1 van die Wysigingsooreenkoms gespesifiseer.

P. T. C. DU PLESSIS,
Minister van Mannekrag.

BYLAE

NYWERHEIDSRAAD VIR DIE MOTORVERVOER- ONDERNEMING (GOEDERE)

OOREENKOMS

ooreenkomstig die Wet op Arbeidsverhoudinge, 1956, gesluit deur en aangegaan tussen die

Motor Transport Owners' Association of South Africa

(hierna die "werkgewers" of die "werkgewersorganisasie" genoem), aan die een kant, en die

Motor Transport Workers' Union (South Africa), die

South African Transport Workers' Union, die

Transport Workers' Union of South Africa, en die

Transport and General Workers' Union

(hierna die "werknemers" of die "vakverenigings" genoem), aan die ander kant,

wat die partye is by die Nywerheidsraad vir die Motorvervoeronderneming (goedere),

om die Ooreenkoms gepubliseer by Goewermentskennisgewing R. 2253 van 14 Oktober 1983, soos hernieu en gewysig deur Goewermentskennisgewings R. 1131 van 8 Junie 1984, R. 2788 en R. 2789 van 20 Desember 1985, R. 578 van 27 Maart 1986, R. 2266 van 31 Oktober 1986, R. 2638 van 12 Desember 1986, R. 66 van 9 Januarie 1987, R. 1138 van 29 Mei 1987, en R. 318 van 26 Februarie 1988, te wysig.

1. TOEPASSINGSBESTEK

(1) Hierdie Ooreenkoms moet in die Motorvervoeronderneming (Goedere) nagekom word—

(a) deur alle werkgewers wat lede van die werkgewersorganisasie is en deur alle werknemers wat lede van die vakverenigings is, wat onderskeidelik by bogenoemde Onderneming betrokke of daarin werksaam is;

(b) in die landdrosdistrikte Alberton, Benoni, Boksburg, Brakpan [uitgesonderd daardie gedeeltes van die landdrosdistrikte Boksburg en Brakpan wat voor die publikasie van Goewermentskennisgewing 1779 van 6 November 1964 binne die landdrosdistrik Heidelberg geval het, en uitgesonderd daardie gedeeltes van die landdrosdistrik Brakpan wat voor 1 April 1966 en 1 Julie 1972 (Goewermentskennisgewings 498 en 871 van onderskeidelik 1 April 1966 en 26 Mei 1972) binne die landdrosdistrik Nigel geval het], Delmas, Germiston, Johannesburg, Kempton Park [uitgesonderd daardie gedeeltes wat voor 29 Maart 1956 en 1 November 1970 (Goewermentskennisgewings 556 en 1618 van onderskeidelik 29 Maart 1956 en 2 Oktober 1970) binne die landdrosdistrik Pretoria geval het], Krugersdorp [met inbegrip van daardie gedeeltes van die landdrosdistrikte Koster en Brits wat voor onderskeidelik 26 Julie 1963 en 1 Junie 1972 (Goewermentskennisgewings 1105 van 26 Julie 1963 en 872 van 26 Mei 1972) binne die landdrosdistrik Krugersdorp geval het], Oberholzer [uitgesonderd daardie gedeelte van die landdrosdistrik Oberholzer wat voor die publikasie van Goewermentskennisgewing 1745 van 1 September 1978 binne die landdrosdistrik Potchefstroom geval het], Randburg [uitgesonderd daardie gedeelte wat voor die publikasie van Goewermentskennisgewing 2152 van 22 November 1974 binne die landdrosdistrik Pretoria geval het], Randfontein (met inbegrip van daardie gedeelte van die landdrosdistrik Koster wat voor die publikasie van Goewermentskennisgewing 1105 van 26 Julie 1963 binne die landdrosdistrik Randfontein geval het, maar uitgesonderd die plase Moadowns 1, Holfontein 17, Leeuwpan 18, Ireton 19, Pahtiki 20, Bospan 21 en Rietfontein 48), Roodepoort, Springs, Vanderbijlpark, Vereeniging en Westonaria.

(b) in terms of section 48 (1) (b) of the said Act, declare that the provisions of the Amending Agreement, excluding those contained in clause 1 (1) (a), shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 31 December 1989, upon all employers and employees, other than those referred to in paragraph (a) of this notice, who are engaged or employed in the said Undertaking, Industry, Trade or Occupation in the areas specified in clause 1 of the Amending Agreement.

P. T. C. DU PLESSIS,
Minister of Manpower

SCHEDULE

INDUSTRIAL COUNCIL FOR THE MOTOR TRANSPORT UNDERTAKING (GOODS)

AGREEMENT

in accordance with the provisions of the Labour Relations Act, 1956, made and entered into by and between the

Motor Transport Owners' Association of South Africa

(hereinafter referred to as the "employers" or the "employers' organisation"), of the one part, and the

Motor Transport Workers' Union (South Africa), the

South African Transport Workers' Union, the

Transport Workers' Union of South Africa, and the

Transport and General Workers' Union

(hereinafter referred to as the "employees" or the "trade unions"), of the other part,

being the parties to the Industrial Council for the Motor Transport Undertaking (Goods),

to amend the Agreement published under Government Notice R. 2253 of 14 October 1983, as renewed and amended by Government Notices R. 1131 of 8 June 1984, R. 2788 and R. 2789 of 20 December 1985, R. 578 of 27 March 1986, R. 2266 of 31 October 1986, R. 2638 of 12 December 1986, R. 66 of 9 January 1987, R. 1138 of 29 May 1987. And R. 318 of 26 February 1988.

1. SCOPE OF APPLICATION

(1) The terms in this Agreement shall be observed in the Motor Transport Undertaking (Goods)—

(a) by all employers who are members of the employers' organisation and by all employees who are members of the trade unions, who are engaged or employed therein, respectively;

(b) in the Magisterial Districts of Alberton, Benoni, Boksburg, Brakpan [excluding those portions of the Magisterial Districts of Boksburg and Brakpan which, prior to the publication of Government Notice 1779 of 6 November 1964, fell within the Magisterial District of Heidelberg, and excluding those portions of the Magisterial District of Brakpan which, prior to 1 April 1966 and 1 July 1972 (Government Notices 498 and 871 of 1 April 1966 and 26 May 1972, respectively), fell within the Magisterial District of Nigel], Delmas, Germiston, Johannesburg, Kempton Park [excluding those portions which, prior to 29 March 1956 and 1 November 1970 (Government Notices 556 and 1618 of 29 March 1956 and 2 October 1970, respectively), fell within the Magisterial District of Pretoria], Krugersdorp [including those portions of the Magisterial Districts of Koster and Brits which, prior to 26 July 1963 and 1 June 1972, respectively (Government Notices 1105 of 26 July 1963 and 872 of 26 May 1972), fell within the Magisterial District of Krugersdorp], Oberholzer (excluding 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), Randburg (excluding that portion which, prior to the publication of Government Notice 2152 of 22 November 1974, fell within the Magisterial District of Pretoria), Randfontein (including that portion of the Magisterial District of Koster which, prior to the publication of Government Notice 1105 of 26 July 1963, fell within the Magisterial District of Randfontein, but excluding the farms Moadowns 1, Holfontein 17, Leeuwpan 18, Ireton 19, Pahtiki 20, Bospan 21 and Rietfontein 48), Roodepoort, Springs, Vanderbijlpark, Vereeniging and Westonaria.

(2) Ondanks subklousule (1) is hierdie Ooreenkoms slegs van toepassing op werknemers vir wie minimum lone in hierdie Ooreenkoms voorgeskryf word en op die werkgewers van sodanige werknemers.

(3) Ondanks subklousule (1) is hierdie Ooreenkoms nie van toepassing nie op—

(a) 'n eienaar wat sy eie voertuig dryf en die werknemers wat in verband met die gebruik van sodanige voertuig in diens is; en

(b) 'n werkgewer met een vragmotor en een drywer en die werknemers van sodanige werkgewer.

2. KLOUSULE 17.—DRYWEROPLEIDINGSKEMA

In subklousule 2 (a) vervang die syfer "25c" deur die syfer "35c".

Namens die partye by die Raad op hede die 30ste dag van Junie 1988 te Johannesburg onderteken.

J. A. SAGAR,

Namens Voorsitter van die Raad.

C. E. HADDEN (MEV.)

Namens Ondervoorsitter van die Raad.

E. NEL,

Sekretaris van die Raad.

No. R. 1815

9 September 1988

WET OP ARBEIDSVERHOUDINGE, 1956

LEKKERGOEDNYWERHEID, JOHANNESBURG.—WYSIGING VAN VOORSORGFONDSOOREENKOMS

Ek, Pieter Theunis Christiaan du Plessis, Minister van Mannekrag, verklaar hierby—

(a) kragtens artikel 48 (1) (a) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings van die Ooreenkoms (hierna die Wysigingsooreenkoms genoem) wat in die Bylae hiervan verskyn en betrekking het op die Onderneming, Nywerheid, Bedryf of Beroep in die opskrif by hierdie kennisgewing vermeld, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 12 Junie 1989 eindig, bindend is vir die werkgewersorganisasie en die vakvereniging wat die Wysigingsooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasie of vereniging is; en

(b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalings van die Wysigingsooreenkoms, uitgesonderd dié vervat in klousule 1 (1), met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 12 Junie 1989 eindig, bindend is vir alle ander werkgewers en werknemers as dié genoem in paragraaf (a) van hierdie kennisgewing wat betrokke is by of in diens is in genoemde Onderneming, Nywerheid, Bedryf of Beroep in die gebiede in klousule 1 van die Wysigingsooreenkoms gespesifiseer.

P. T. C. DU PLESSIS,

Minister van Mannekrag.

BYLAE

NYWERHEIDSRAAD VIR DIE LEKKERGOEDNYWERHEID, JOHANNESBURG.—VOORSORGFONDSOOREENKOMS

Ooreenkomsde die Wet op Arbeidsverhoudinge, 1956, gesluit deur en aangegaan tussen die

Sweet Industries Association (Transvaal)

(hierna die "werkgewers" of die "werkgewersorganisasie" genoem), aan die een kant, en die

Sweet Workers' Union

(hierna die "werknemers" of die "vakvereniging" genoem), aan die ander kant,

(2) Notwithstanding the provisions of subclause (1), the terms of this Agreement shall only apply to employees for whom minimum wages are prescribed in this Agreement and to the employers of such employees.

(3) Notwithstanding the provisions of subclause (1), the provisions of this Agreement shall not apply to—

(a) an owner who drives his own vehicle and the employees employed in connection with such a vehicle; and

(b) an employer who operates one truck with one driver and the employees employed by such an employer.

2. CLAUSE 17.—DRIVER TRAINING SCHEME.

In subclause 2 (a), substitute the figure "35" for the figure "25".

Signed at Johannesburg, for and on behalf of the parties to the Council, this 30th day of June 1988.

J. A. SAGAR,

for Chairman of the Council.

C. E. HADDEN (MRS)

for Vice-Chairman of the Council.

E. NEL,

Secretary of the Council.

No. R. 1815

9 September 1988

LABOUR RELATIONS ACT, 1956

SWEETMAKING INDUSTRY, JOHANNESBURG.—AMENDMENT OF PROVIDENT FUND AGREEMENT

I, Pieter Theunis Christiaan du Plessis, Minister of Manpower, hereby—

(a) in terms of section 48 (1) (a) of the Labour Relations Act, 1956, declare that the provisions of the Agreement (hereinafter referred to as the Amending Agreement) which appears in the Schedule hereto and which relates to the Undertaking, Industry, Trade or Occupation referred to in the heading to this notice, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 12 June 1989, upon the employers' organisation and the trade union which entered into the Amending Agreement and upon the employers and employees who are members of the said organisation or union; and

(b) in terms of section 48 (1) (b) of the said Act, declare that the provisions of the Amending Agreement, excluding those contained in clause 1 (1), shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 12 June 1989, upon all employers and employees, other than those referred to in paragraph (a) of this notice, who are engaged or employed in the said Undertaking, Industry, Trade or Occupation in the areas specified in clause 1 of the Amending Agreement.

P. T. C. DU PLESSIS,

Minister of Manpower.

SCHEDULE

INDUSTRY COUNCIL FOR THE SWEETMAKING INDUSTRY, JOHANNESBURG.—PROVIDENT FUND AGREEMENT

in accordance with the provisions of the Labour Relations Act, 1956, made and entered into by and between the

Sweet Industries Association (Transvaal)

(hereinafter referred to as the "employers" or the "employers' organisation"), of the one part, and the

Sweet Worker's Union

(hereinafter referred to as the "employees" or the "trade union"), of the other part,

wat die partye is by die Nywerheidsraad vir die Lekkergoednywerheid, Johannesburg.

om die Voorsorgfondsooreenkoms, gepubliseer by Goewermentskennisgewing R. 616 van 30 Maart 1979, soos gewysig en verleen deur Goewermentskennisgewings R. 1768 van 17 Augustus 1979, R. 1049 van 25 Mei 1984 en R. 2607 en R. 2608 van 30 November 1984, te wysig.

1. TOEPASSINGSBESTEK VAN OOREENKOMS

Hierdie Ooreenkoms moet in die Lekkergoednywerheid nagekom word—

(1) deur alle werkgewers wat lede van die werkgewersorganisasie is en deur alle werknemers wat lede van die vakvereniging is;

(2) in die landdrostdistrik Johannesburg (uitgesonderd daardie gedeeltes wat voor die publikasie van Goewermentskennisgewings 2448, 521 en 1383 van onderskeidelik 3 Desember 1954, 18 Maart 1955 en 11 September 1964, binne die landdrostdistrik Roodepoort geval het, uitgesonderd daardie gedeeltes wat ingevolge Goewermentskennisgewing 1618 van 2 Oktober 1970 vanaf die landdrostdistrikke Roodepoort, Kempton Park en Germiston oorgeplaas is, en uitgesonderd daardie gedeeltes wat ingevolge Goewermentskennisgewing 871 van 26 Mei 1972 vanaf die landdrostdistrik Kempton Park oorgeplaas is), en in daardie gedeeltes van die landdrostdistrikke Kempton Park en Randburg wat, onderskeidelik, voor die publikasie van Goewermentskennisgewing 553 van 29 Maart 1956 en voor 1 Januarie 1975 (Goewermentskennisgewing 2152 van 22 November 1974), binne die landdrostdistrik Johannesburg geval het.

2. KLOUSULE 4.—VOORSORGFONDS

Vervang subklousule (5) (a) deur die volgende:

“(5) *Bydraes.*—(a) Alle werknemers vir wie lone voorgeskryf word in 'n geldende ooreenkoms van die Raad wat ingevolge die Wet bindend is of, by gebrek aan sodanige ooreenkoms, in die jongste Ooreenkoms wat op die Nywerheid van toepassing is en wat 'n totaal van minstens ses maande ondervinding in die Nywerheid het, moet lede van die Fonds word en op die volgende grondslag tot die Fonds bydra:

(i) 2½ persent van hul weekloon in die geval waar die werkgewer 'n pensioenfonds gestig het wat deur die Raad goedgekeur is;

(ii) 3½ persent van hul weekloon in die geval waar 'n goedgekeurde pensioenfonds nie gestig is nie.”

Namens die partye op hede die 23ste dag van Maart 1988 te Johannesburg onderteken.

R. A. H. BENNETT,

Voorsitter.

L. C. SCHEEPERS,

Ondervoorsitter.

W. B. FLOWERS EN KIE.,

Sekretarisse:

No. R. 1840

9 September 1988

WET OP ARBEIDSVERHOUDINGE, 1956

PLAASLIKE BESTUURSONDERNEMING.—WYSIGING VAN HOOFOOREENKOMS

Ek, Pieter Theunis Christiaan du Plessis, Minister van Mannekrag, verklaar hierby, kragtens artikel 48 (1) (a) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings van die Ooreenkoms (hierna die Wysigingsooreenkoms genoem) wat in die Bylae hiervan verskyn en betrekking het op die Onderneming, Nywerheid, Bedryf of Beroep in die opskrif by hierdie kennisgewing vermeld, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Maart 1989 eindig, bindend is vir die werkgewersorganisasie en die vakvereniging wat die Wysigingsooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasie of vereniging is.

P. T. C. DU PLESSIS,
Minister van Mannekrag.

being the parties to the Industrial Council for the Sweetmaking Industry, Johannesburg.

to amend the Provident Fund Agreement published under Government Notice R. 616 of 30 March 1979, as amended and extended by Government Notices R. 1768 of 17 August 1979, R. 1049 of 25 May 1984 and R. 2607 and R. 2608 of 30 November 1984.

1. SCOPE OF APPLICATION OF AGREEMENT

The terms of this Agreement shall be observed in the Sweetmaking Industry—

(1) by all employers who are members of the employers' organisation and all employees who are members of the trade union;

(2) in the Magisterial District of Johannesburg (excluding those portions which, prior to the publication of Government Notices 2448, 521 and 1383 of 3 December 1954, 18 March 1955 and 11 September 1964, respectively, fell within the Magisterial District of Roodepoort, excluding those portions which were, in terms of Government Notice 1618 of 2 October 1970, transferred from the Magisterial Districts of Roodepoort, Kempton Park and Germiston, and excluding those portions which were in terms of Government Notice 871 of 26 May 1972, transferred from the Magisterial District of Kempton Park) and in those portions of the Magisterial Districts of Kempton Park and Randburg which, prior to the publication of Government Notice 553 of 29 March 1956 and prior to 1 January 1975 (Government Notice 2152 of 22 November 1974), respectively, fell within the Magisterial District of Johannesburg.

2. CLAUSE 4.—PROVIDENT FUND

Substitute the following for subclause (5) (a):

“(5) *Contributions.*—(a) All employees for whom wages are prescribed in any current agreement of the Council which is binding under the Act, or in the absence of such agreement, in the last agreement applicable to the Industry and having not less than a total of six months' experience in the Industry shall become members of the Fund and contribute on the following basis:

(i) 2½ per cent of their weekly wages where their employer has established a pension fund approved by the Council;

(ii) 3½ per cent of their weekly wages where an approved pension fund has not been established.”

Signed at Johannesburg, on behalf of the parties, this 23rd day of March 1988.

R. A. H. BENNETT,

Chairman.

L. C. SCHEEPERS,

Vice-Chairman.

W. B. FLOWERS & CO.

Secretaries.

No. R. 1840

9 September 1988

LABOUR RELATIONS ACT, 1956

LOCAL GOVERNMENT UNDERTAKING.—AMENDMENT OF MAIN AGREEMENT

I, Pieter Theunis Christiaan du Plessis, Minister of Manpower, hereby, in terms of section 48 (1) (a) of the Labour Relations Act, 1956, declare that the provisions of the Agreement (hereinafter referred to as the Amending Agreement) which appears in the Schedule hereto and which relates to the Undertaking, Industry, Trade or Occupation referred to in the heading to this notice, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 31 March 1989, upon the employers' organisation and the trade union which entered into the Amending Agreement and upon the employers and employees who are members of the said organisation or union.

P. T. C. DU PLESSIS,
Minister of Manpower.

BYLAE

**NYWERHEIDSRAAD VIR DIE PLAASLIKEBESTUURS-
ONDERNEMING**

OOREENKOMS

ooreenkomstig die Wet op Arbeidsverhoudinge, 1956, gesluit deur en aangegaan tussen die

Munisipale Werkgewersorganisasie

(hierna die "werkgewers" of die "werkgewersorganisasie" genoem), aan die een kant, en die

**Suid-Afrikaanse Vereniging van Munisipale Werknemers
(nie-Politiek)**

(hierna die "werknemers" of die "vakvereniging" genoem), aan die ander kant,

wat die partye is by die Nywerheidsraad vir die Plaaslikebestuursonderneming,

om die Ooreenkoms gepubliseer by Goewermentskennisgewing R. 679 van 31 Maart 1983, soos verleng en gewysig deur Goewermentskennisgewings R. 413 van 7 Maart 1986 en R. 2066 en R. 2067 van 26 September 1986, te wysig.

1. GEBIED EN TOEPASSINGSBESTEK VAN OOREENKOMS

(1) Hierdie Ooreenkoms moet in die Plaaslikebestuursonderneming in die provinsie Transvaal, uitgesonderd Johannesburg en Pretoria, nagekom word deur alle werkgewers wat lede van die werkgewersorganisasie is en deur alle werknemers wat lede van die vakvereniging is.

(2) Ondanks subklousule (1), is hierdie Ooreenkoms van toepassing op vakleerlinge slegs vir sover dit nie met die Wet op Mannekrageopleiding, 1981, of met 'n kontrak wat daarkragtens aangegaan is of met voorwaardes wat daarkragtens gestel is, onbestaanbaar is nie.

2. KLOUSULE 3.—WOORDOMSKRYWING

Vervang die omskrywing van "besoldiging" deur die volgende:

"'besoldiging' dieselfde as 'betaling' en sluit 'loon' in;"

**3. KLOUSULE 4.—AANSTELLING, BEVORDERING
EN OORPLASING**

Vervang subklousule (2) (b) deur die volgende:

"(b) Behoudens enige wetsbepaling, kan die Raad 'n werknemer oorplaas van een pos na 'n ander—

(i) wanneer die diens van die Raad dit vereis; of

(ii) wanneer 'n werknemer nie geskik is vir die pos wat hy beklee nie."

4. KLOUSULE 6.—TUGMAATREËLS

(1) In subklousule (11), skrap die woorde "of die persoon deur hom aangewys".

(2) Vervang subklousule (18) deur die volgende:

"(18) Na oorweging van 'n aanbeveling van die tugkomitee ingevolge subklousule (17) kan die Raad—

(a) sodanige aanbeveling aanvaar; of

(b) 'n daarin vermelde straf opleë."

(3) Vervang subklousule (20) (b) deur die volgende:

"(b) 'n Werknemer wat ingevolge paragraaf (a) geskors word, moet sy normale salaris of loon ontvang solank hy geskors is, tensy die Raad anders bepaal, en indien so 'n werknemer geen salaris of loon ontvang nie, kan hy ander werk teen besoldiging aanvaar."

(4) Vervang subklousule (20) (c) deur die volgende:

"(c) Indien 'n werknemer wat geskors is nie binne sewe dae ingevolge hierdie klousule aangekla word nie, of indien 'n aanklag teen 'n werknemer teruggetrek word of nie bewys word nie, moet hy toegelaat word om weer diens te aanvaar, moet volle besoldiging vir die tydperk van sy skorsing aan hom betaal word as hy dit nie gedurende daardie tydperk ontvang het nie en moet hy die besoldiging wat hy ingevolge paragraaf (b) ontvang het, behou."

(5) In subklousule (22), skrap die uitdrukking "ooreenkomstig subklousule (17)".

5. KLOUSULE 9.—AFWESIGHEIDSVERLOF

In subklousule (7) (a) (i), vervang "R26 400" deur "R33 708", "R18 720" deur "R23 796", "R8 100" deur "R9 660", "R4 980" deur "R5 808" en "R4 980" deur "R5 808".

Hierdie Ooreenkoms is namens die partye op hede die 3de dag van Desember 1986 te Pretoria onderteken.

J. L. LE R. DU PLESSIS,
Voorsitter (namens SAVMW).

J. F. M. VAN DER MERWE,
Ondervoorsitter (namens MWO).

A. J. VAN SCHALKWYK,
Sekretaris.

SCHEDULE

**INDUSTRIAL COUNCIL FOR THE LOCAL GOVERNMENT
UNDERTAKING**

AGREEMENT

in accordance with the provisions of the Labour Relations Act, 1956, made and entered into by and between the

Municipal Employers' Organisation

(hereinafter referred to as the "employers" or the "employers' organisation"), of the one part, and the

South African Association of Municipal Employees (non-Political)

(hereinafter referred to as the "employees" or the "trade union"), of the other part,

being the parties to the Industrial Council for the Local Government Undertaking,

to amend the Agreement published under Government Notice R. 679 of 31 March 1983, as extended and amended by Government Notices R. 413 of 7 March 1986 and R. 2066 and R. 2067 of 29 September 1986.

1. AREA AND SCOPE OF APPLICATION OF AGREEMENT

(1) The terms of this Agreement shall be observed in the Local Government Undertaking in the Province of the Transvaal excluding Johannesburg and Pretoria, by all employers who are members of the employers' organisation and by all employees who are members of the trade union.

(2) Notwithstanding the provisions of subclause (1), the terms of this Agreement shall apply to apprentices only in so far as they are not inconsistent with the provisions of the Manpower Training Act, 1981, or any contract entered into or any conditions fixed thereunder.

2. CLAUSE 3.—DEFINITIONS

Substitute the following for the definition "remuneration":

"'remuneration' means the same as 'payment' and includes 'wage';"

3. CLAUSE 4.—APPOINTMENT, PROMOTION AND TRANSFER

Substitute the following for subclause (2) (b):

"(b) Subject to the provisions of any law, the Council may transfer an employee from one post to another—

(i) when the service of the Council so requires; or

(ii) when an employee is not fit for the post he occupies."

4. CLAUSE 6.—DISCIPLINARY MEASURES

(1) In subclause (11), delete the expression "or the person appointed by him".

(2) Substitute the following for subclause (18):

"(18) After consideration of a recommendation of the disciplinary committee in terms of subclause (17) the Council may—

(a) adopt such recommendation; or

(b) impose any penalty referred to therein."

(3) Substitute the following for subclause (20) (b):

"(b) An employee suspended in terms of paragraph (a) shall, while he is suspended, receive his normal salary or wage, unless the Council determines otherwise, and should such employee receive no salary or wage, he may accept other work for remuneration."

(4) Substitute the following for subclause (20) (c):

"(c) If a suspended employee is not charged within seven days under this clause, or if a charge against an employee is withdrawn or not proved, he shall be allowed to resume duty, his full pay for the period of his suspension shall be paid to him in the event of his not having received it during that period and he shall retain any pay received by him in terms of paragraph (b)."

(5) In subclause (22), delete the expression "in terms of subclause (17)".

5. CLAUSE 9.—LEAVE OF ABSENCE

In subclause (7) (a) (i), substitute "R33 708" for "R26 400", "R23 796" for "R18 720", "R9 660" for "R8 100", "R5 808" for "R4 980" and "R5 808" for "R4 980".

This Agreement signed at Pretoria, on behalf of the parties, this 3rd day of December 1986.

J. L. LE R. DU PLESSIS,
Chairman (on behalf of SAAME).

J. F. M. VAN DER MERWE,
Vice-Chairman (on behalf of MEO).

A. J. VAN SCHALKWYK,
Secretary.

No. R. 1841

9 September 1988

WET OP ARBEIDSVERHOUDINGE, 1956

MEUBELNYWERHEID, WES-KAAPLAND.—
HERNUWING VAN HOOFOOREENKOMS

Ek, Mattheus Willem Johannes le Roux, Direkteur: Mannekrag, behoorlik daartoe gemagtig deur die Minister van Mannekrag, verklaar hierby, kragtens artikel 48 (4) (a) (ii) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalinge van Goewermenskennisgewings R. 2458 van 28 November 1986 en R. 381 van 4 Maart 1988 van krag is vanaf die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 Junie 1990 eindig.

M. W. J. LE ROUX,
Direkteur: Mannekrag.

No. R. 1841

9 September 1988

LABOUR RELATIONS ACT, 1956

FURNITURE MANUFACTURING INDUSTRY, WEST-
ERN CAPE.—RENEWAL OF MAIN AGREEMENT

I, Mattheus Willem Johannes le Roux, Director: Manpower, duly authorised thereto by the Minister of Manpower, hereby, in terms of section 48 (4) (a) (ii) of the Labour Relations Act, 1956, declare the provisions of Government Notices R. 2458 of 28 November 1986 and R. 381 of 4 March 1988 to be effective from the date of publication of this notice and for the period ending 30 June 1990.

M. W. J. LE ROUX,
Director: Manpower.

VERBETERINGSKENNISGEWING

In die aanhef van *Staatskoerant* 11495 van 31 Augustus 1988 lees die Regulasiekoerant No. "4256". Dit moet wees "4259".

RECTIFICATION NOTICE

In the preamble of *Government Gazette* 11495 of 31 August 1988 the Regulation Gazette No. incorrectly reads "4256" and should read "4259".

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