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## GOEWERMENTSKENNISGEWING

### DEPARTEMENT VAN MANNEKRAG

No. R. 254

17 Januarie 1992

WET OP ARBEIDSVARHOUDINGE, 1956

#### DRUK- EN NUUSBLADNYWERHEID: ORDER

Ek, Daniel Pieter Antonie Schutte, Adjunkminister van Mannekrag, bepaal hierby, kragtens artikel 51A (3) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings van die Order wat ek kragtens artikel 51A (2) van daardie Wet ten opsigte van die Druk- en Nuusbladnywerheid gemaak het en wat in die Bylae hiervan verskyn, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing, bindend is vir alle werkgewers en werknemers in genoemde Nywerheid wat daardeur geraak word.

**D. P. A. SCHUTTE,**  
Adjunkminister van Mannekrag.

#### BYLAE

##### 1. GEBIED EN OMVANG VAN DIE ORDER

- (1) Hierdie Order is van toepassing op alle werkgewers en al hul werknemers wat lede is van die South African Typographical Union in die Druk- en Nuusbladnywerheid, soos omskryf in subklousule (2), in die Republiek van Suid-Afrika.
- (2) "Druk- en Nuusbladnywerheid", sonder om die algemeen aanvaarde betekenis daarvan enigsins te beperk, beteken die nywerheid, bedryf of onderneming waarin werkgewers en hul werknemers met mekaar geassosieer is vir die produksie van drukwerk van watter aard ook al en deur watter proses ook al, en dit omvat voorts die volgende:
  - (a) Ondergenoemde bedrywe, tesame met die beroepe en werksaamhede wat daarmee gepaard gaan, hetsy sodanige bedrywe,

## GOVERNMENT NOTICE

### DEPARTMENT OF MANPOWER

No. R. 254

17 January 1992

LABOUR RELATIONS ACT, 1956

#### PRINTING AND NEWSPAPER INDUSTRY: ORDER

I, Daniel Pieter Antonie Schutte, Deputy Minister of Manpower, hereby, in terms of section 51A (3) of the Labour Relations Act, 1956, determine that the provisions of the Order made by me in terms of section 51A (2) of that Act in respect of the Printing and Newspaper Industry and which appears in the Schedule hereto, shall be binding with effect from the second Monday after the date of publication of this notice, upon all employers and employees in the said Industry who are affected thereby.

**D. P. A. SCHUTTE,**  
Deputy Minister of Manpower.

#### SCHEDULE

##### 1. AREA AND SCOPE OF THE ORDER

- (1) This Order shall apply to all employers and all their employees who are members of the South African Typographical Union in the Printing and Newspaper Industry, as defined in subclause (2), in the Republic of South Africa.
- (2) "Printing and Newspaper Industry", without in any way limiting the generally accepted meaning thereof, means the industry, trade or undertaking in which employers and their employees are associated for the production of printed matter of any nature whatsoever and by any process whatsoever, and includes—
  - (a) the following trades, together with the occupations and operations incidental thereto, whether or not such trades, occu-

beroepe en/of werksaamhede, afsonderlik of gesamentlik of in samehang met of apart van drukwerk beoefen word of nie, naamlik—

boekbindwerk, kartonvervaardiging, setwerk, kettingskryfbehoeftemasjienbediening, riffelbord- en riffelbordhouer-masjienbediening, snywerk, elektrotipeerwerk, graveerwerk, stempelsny- en stempeldrukwerk, gravuremasjienbediening, inkstraaldrukwerk, inkmengwerk [as dit onderneem word deur werkgewers betrokke by die werksaamhede in paragrawe (a), (b) en (c) hiervan bedoel], hoogdrukmasjienbediening, litografie, masjienbediening (verpakking), Monotypegieterwerktuigkundige, fotogra-vuregraveerwerk, fotoligrafie, drukkers-elektrisiën, drukkersingenieurswerk, drukkerswerktuigkundige, drukkerspak-huiswerk, druk- en litografiese kunswerk, blokmaak, proeflees, hoogdrukrolpersbe-diening, afsetrolpersbediening, linieer-werk, skermdrukwerk, skryfbehoeft- en koevertmasjieninstelling, stereo- en elek-trotipeerwerk en lettergieterwerk;

- (b) die vervaardiging en/of herstel, met inbegrip van watter proses ook al, by die vervaardi-ging van—
- (i) gebosseleerde seëls en etikette (bedruk al dan nie, maar uitgesonderd geboetseerde seëls en etikette), koeverte, vrugtehulpapier (bedruk of nie), gegomde papier, papier- en/of laphangetikette, papierkardoesse, papiersakke, rubberstempels en skryf-behoefte;
  - (ii) riffelkarton van papier en/of enige samestelling van papier en/of enige materiaal waarvan papier en/of enige samestelling van papier 'n bestand-deel is;
  - (iii) alle soorte houters (met of sonder metaaldele) uit veselstof en/of karton (geriffel of andersins) en/of papier en/of 'n samestelling van papier en/of enige soortgelyke materiaal waarvan veselstof en/of karton en/of papier en/of 'n samestelling van papier 'n bestanddeel is, maar uitgesonderd die vervaardiging, hoofsaaklik uit veselstof, van koffers, aktetasse, sakke en alle dergelike houters wat bedoel is om persoonlike besittings, sportuitrusting, gereedskap of doku-mente te bevat;
  - (iv) enige artikel van watter aard ook al uit karton (geriffel of andersins) en/of papier en/of 'n samestelling van papier en/of enige soortgelyke mate-riaal waarvan karton en/of papier en/of

pations and/or operations are carried on separately or collectively or in conjunction with printing or separately from printing, viz—

bookbinding, carton making, composing, continuous stationery machine minding, corrugated board and container machine minding, cutting, electrotyping, engrav-ing, die-sinking and die-stamping, gravure machine minding, ink jet printing, ink mixing [if undertaken by employers engaged in the operations referred to in paragraphs (a), (b) and (c) hereof], letter-press machine minding, lithography, machine minding (packaging), Monotype caster machine minder mechanic, photo-gravure engraving, photo-lithography, printers' electrician, printers' engineering, printers' mechanic, printers' warehous-ing, printing and lithographic artistry, pro-cess engraving, proof-reading, rotary letterpress machine minding, rotary offset machine minding, ruling, screen process printing, stationery and envelope machine adjusting, stereotyping, electro-typing and typecasting;

- (b) the manufacture and/or repair, including any process whatsoever in the course of manufacturing, of—
- (i) embossed seals and labels (printed or otherwise, but excluding moulded seals and labels), envelopes, fruit wrappers (whether printed or not), gummed paper, paper and/or cloth tags, paper bags, paper sacks, rubber stamps and stationery;
  - (ii) corrugated cardboard from paper and/or any compound of paper and/or any material a constituent part of which is paper and/or any compound of paper;
  - (iii) any kind of container (with or without metal parts) from fibre and/or card-board (corrugated or otherwise) and/or paper and/or compound of paper and/or any like material a con-stituent part of which is fibre and/or cardboard and/or paper and/or any compound of paper, but excluding the manufacture, mainly from fibre, of trunks, attaché cases, bags and all similar containers designed to hold personal effects, sporting kit, tools or documents; and
  - (iv) any article whatsoever from cardboard (corrugated or otherwise) and/or paper and/or any compound of paper and/or any like material a constituent part of which is cardboard and/or

'n samestelling van papier 'n bestand-deel is: Met dien verstande dat hierdie subparagraaf net van toepassing is op werkgewers en werknemers in enige een of meer werksaamhede in paragrafe (a), (b) (i), (ii) en (iii) en (c) voorsien;

- (c) die druk op papier, gegomde papier, band, gegomde band, plastiek, tin of ander metale, metaal- of ander foelie, glas, kartonhouers of ander artikels bedoel in paragraaf (b) hiervan; en
- (d) bedrukking op doek, goiing of ander materiale: Met dien verstande dat sodanige drukwerk gedoen word in 'n ander bedryfs-inrigting as 'n klerasie-, tekstiel- of brei-fabriek;

## 2. WOORDOMSKRYWING

Tensy die sinsverband anders aandui, het enige uitdrukking wat in hierdie Order gebesig word en wat in die Loonwet, 1957, omskryf word, dieselfde betekenis as in daardie Wet, en by die toepassing van hierdie Order word 'n werknemer geag in die klas te wees waarin hy uitsluitlik of hoofsaaklik werksaam is; en, voorts, tensy onbestaanbaar met die sinsverband, beteken—

**"Graad I"** 'n werknemer werksaam in 'n bedryf aangewys ingevolge die Wet op Mannekrag-opleiding, 1981, en omvat dit enige van die ander ondergemelde kategorieë werknemers in hierdie Order uiteengesit:

kamera-operateur  
 snyer/linieerder/pakhuisman  
 sny- en keepmasjienbediener  
 koeverterversteller  
 "IBM Electronic Selectric Composer"-opera-  
 teur  
 lito-plaatmaker  
 Monotype-gietwerktuigkundige  
 Monotype-operateur  
 papiersakmasjienoperateur  
 fotolettersetter  
 drukkershulp  
 drukkers litografiese kunstenaar  
 blokmonteerder  
 proefleser  
 reprosamesteller  
 rolbestrykeroperateur (uitpersbestrykerope-  
 rateur)  
 rubberstereosnyer/monteerder  
 rubberstempelmaker  
 aftastertikster  
 papiersakmasjienhulp  
 drukbediener  
 tekssetter  
 kettingskryftebehoeftevergaarder  
 gravure-operateur;

paper and/or any compound of paper: Provided that this subparagraph shall apply only to employers and their employees engaged in any one or more of the activities covered by paragraphs (a), (b) (i), (ii) and (iii) and (c);

- (c) printing on paper, gummed paper, tape, gummed tape, plastic, tin or other metals, metallic or other foil, glass, cardboard containers or other articles referred to in paragraph (b) hereof; and
- (d) printing on cloth, hessian or other materials: Provided that such printing is done in an establishment other than a clothing, textile or knitting factory.

## 2. DEFINITIONS

Unless the context otherwise indicates, any expression which is used in this Order and which is defined in the Wage Act, 1957, has the same meaning as in that Act and for the purposes of this Order an employee shall be deemed to be in that class in which he is wholly or mainly engaged; further, unless inconsistent with the context—

**"Grade I"** means an employee employed in a trade designated in terms of the Manpower Training Act, 1981, and includes any of the other categories of employees listed hereunder and set out in this Order:

camera operator  
 cutter/ruler/warehouseman  
 cutting and creasing machine minder  
 envelope adjuster  
 IBM Electronic Selectric Composer operator  
 litho platemaker  
 Monotype caster minder mechanic  
 Monotype operator  
 paper sack machine operator  
 phototypesetter  
 printers attendant  
 printers lithographic artist  
 process mounter  
 proofreader  
 repro compiler  
 roller coater operator (extrusion coater  
 operator)  
 rubber stereo cutter/mounter  
 rubber stamp maker  
 scanner typist  
 paper sack machine attendant  
 printing operative  
 text setter  
 continuous stationery collator  
 gravure operator;



**"Graad II A"** enige van die volgende klasse werknemers:

leerlingsnyer  
 leerlingkoevertversteller  
 vrugtehulpapiertasmasjienoperateur  
 litobediener  
 Monotype-gietmasjienbediener  
 leerlingtekssetter  
 degelpersdrukker  
 leerlingdrukkershulp  
 leerlingproefleser  
 kwartbinder  
 leerlingrubberstereosnyer  
 stereomonteerder  
 koevertponser  
 sjabloonmaker/snyer  
 varitikster  
 skermvoorman  
 leerling-drukkerstegnikus (elektronika)  
 skermdrukmasjienoperateur  
 leerling-papiersakmasjienhulp  
 kopietikster  
 leerling-drukkerbediener  
 roletiketmasjienoperateur  
 veselmasjienvesteller  
 voueroperateur  
 degelpers-kettingskryfbehoeftemasjienoperateur  
 eenkantriffelmasjienoperateur;

**"Graad II B"** enige van die volgende klasse werknemers:

riffelbord- en -houerassistent  
 veselhouerassistent  
 algemene assistent  
 gommasjienoperateur  
 leerling-papiersakmasjienoperateur  
 skermkunstenaar  
 leerling-vergaarderoperateur  
 banddrukkeroperateur  
 skermdrukhandoperateur  
 skermassistent  
 kopiehouer  
 papiersakmasjienassistent  
 doeketiketdrukker;

**"Graad III"** enige van die volgende klasse werknemers gedurende die eerste 18 maande in die Nywerheid:

riffelbord- en -houerassistent  
 veselhouerassistent  
 algemene assistent  
 leerling-litobediener  
 leerling-vrugtehulpapiertasmasjienbediener  
 leerling-degelpersdrukker  
 leerling-reprosamensteller

**"Grade II A"** means any one of the following classes of employees:

trainee cutter  
 learner envelope adjuster  
 fruit wrapper machine operator  
 litho operative  
 Monotype caster attendant  
 learner text setter  
 platen pressman  
 trainee printers attendant  
 learner proofreader  
 quarter binder  
 learner rubber stereo cutter  
 stereo mounter  
 envelope puncher  
 stencil maker/cutter  
 varitypist  
 screen foreman  
 trainee printers' technician (electronics)  
 screen printing machine operator  
 learner paper sack machine attendant  
 copy typist  
 learner printing operative  
 roll label machine operative  
 fibre machine adjuster  
 folder operator  
 platen continuous stationery machine operator  
 single face corrugated operator;

**"Grade II B"** means any one of the following classes of employees:

corrugated board and container assistant  
 fibre container assistant  
 general assistant  
 glueing machine operator  
 learner paper sack machine operator  
 screen artist  
 learner collator operator  
 tape printer operator  
 screen printing manual operator  
 screen assistant  
 copy holder  
 paper sack machine assistant  
 cloth label printer;

**"Grade III"** means any one of the following classes of employees during their first 18 months in the Printing and Newspaper Industry:

corrugated board and container assistant  
 fibre container assistant  
 general assistant  
 learner litho operative  
 learner fruit wrapper machine operative  
 learner platen pressman  
 learner repro compiler  
 learner screen printing manual operator  
 screen assistant  
 learner stencil maker  
 learner copy holder

leerling-skermdrukhandoperateur  
 skermassistent  
 leerling-sjabloonmaker  
 leerling-kopiehouer  
 leerling-skermdrukmasjienoperateur  
 leerling-roletiketmasjienoperateur  
 leerling-papiersakmasjienassistent  
 leerling-voueroperateur  
 leerling-doeketiketdrukker;

**"Graad IV A"** 'n fabriekshelper in alle afdelings van die Nywerheid, wat lid is van die Unie met bykomende voordele, en wat uitsluitlik in een of meer van die bedrywighede genoem in die omskrywing van Graad IV B in diens is;

**"Graad IV B"** 'n fabriekshelper in alle afdelings van die Nywerheid, wat lid is van die Unie sonder bykomende voordele, en wat uitsluitlik in diens is in een of meer van die volgende bedrywighede:

- (a) Masjinerie skoonmaak met inbegrip van spasiebande, pluimers en matryse op setmasjiene, implemente, inkmengers, lym-potte, verbronsers of vernissers;
- (b) masjiene "opwas" deur gebruikmaking van outomatiese opwastoestelle of andersins, met inbegrip van die verwydering en skoonmaak van rollers en die skoonmaak van inkbakke of inkslate op masjiene; of masjiene olie en smeer, met inbegrip van die masjiene vir dié doel aansit en stopsit;
- (c) plate van monterstukke ná drukwerk verwyder; ou rollers of rollerkomposisie stuk-kend sny; of rollers giet; by die maak van rubberstempels voltooië rubbers aan stempels vasheg;
- (d) saamvoeg- of versameluitrusting laai; linte of snuisterie aan groete- of dergelike kaartjies vasplak of vasheg; of toutjies deur ogies ryg;
- (e) rollers uit drukmasjiene uitlig of daarin laat neersak, maar nie rollers stel nie;
- (f) papier ophang of opstapel om droog te word;
- (g) platsetsel in galeivorm vóór proefwerk skoonmaak; galeie of vorms met setstel optel of verskuif; setstel of reëls as 'n bode dra; loodstawe in metaalpotte plaas; masjiensetstel bymekaar gooi om weer gesmelt te word; stereotipe- of setmasjiene metaal smelt of dit in stawe giet; metaal skoonmaak of skoonmaak deur afskuiming;
- (h) vogrollers met die hand of 'n masjien skrop; vogrollers toewerk of herbedek; of waterbakke op litografiese masjiene volmaak;
- (i) silinders afkoel, skoonmaak, was, ontvet of droogmaak; of 'n beskermingslaag aan asente van silinders vóór plaatwerk aansit;

learner screen printing machine operator  
 learner roll label machine operative  
 learner paper sack machine assistant  
 learner folder operator  
 learner cloth label printer;

**"Grade IV A"** means a factory aid in all sections of the Printing and Newspaper Industry who is a member of the South African Typographical Union with additional benefits, and who is employed exclusively upon one or more of the operations set out in the definition of Grade IV B;

**"Grade IV B"** means a factory aid in all sections of the Printing and Newspaper Industry who is a member of the South African Typographical Union without additional benefits, and who is employed exclusively upon one or more of the following operations:

- (a) Cleaning machinery, including space bands, plungers and matrices on typesetting machines, implements, ink mixers, glue pots, bronzers or varnishers;
- (b) washing up machines by making use of automatic washing-up devices or otherwise, including the removal and cleaning of rollers and the cleaning of ink ducts or ink slabs on machines; oiling or greasing machines, including the starting and stopping of machines for that purpose;
- (c) removing plates from mounts after printing; cutting up of old rollers or roller composition; casting of rollers; affixing complete rubbers on stamps in connection with rubber stamp manufacturing;
- (d) loading, collating or gathering equipment; sticking or typing ribbons or trinkets on to greetings or similar cards; threading string through eyelets;
- (e) lifting or dropping rollers on printing machines, but not setting them;
- (f) hanging or stacking paper for maturing;
- (g) cleaning of solid matter in galley form before proofing; lifting or moving galleys or formes with type; carrying type or slugs as a messenger; placing ingots in metal pots; dumping machine set matter for remelting; melting stereotype or typesetting machine metal or moulding same into ingots; cleaning or dressing metal;
- (h) scrubbing damping rollers by hand or machine; sewing or recovering damping rollers; filling water ducts on lithographic machines;
- (i) cooling, cleaning, washing, degreasing or drying cylinders; applying a protective coating to the shaft ends of cylinders before plating;

- (j) aan die voer- of afvoerende van alle soorte masjiene laai of aflaai; gelykskudwerk: Met dien verstande dat 'n fabriekshelper nie velle aan die voer- of afvoerende van drukperse en velle in die bindwerkdafdeling van 'n inrigting met die hand gelyk mag skud nie; tel en die getalle aldus getel, noteer;
- (k) afvalstukke afstroop van rolle papier of ander materiaal en dit massameet; of rolle papier of ander materiaal in alle afdelings van die Nywerheid, uitgesonderd die Afdeling Buigsame Houers, onder toesig van 'n vakman of 'n vakleerling splits of weer opdraai; kerns sny en aan die asse van roltoevoermasjiene aansit of rolle wat gesplits of weer opgedraai is, van roltoevoermasjiene verwyder;
- (l) toedraaiwerk; bandwerk; verpakking; sjokmasjiene laai of ontlaai; of dele van die vervoerband van 'n rolpers verwyder en dit gelykskud waar die seksies minstens twee voue reghoekig teenoor mekaar het, of andersins die seksies verwyder en reguitmaak voordat dit na elders verwyder word;
- (m) drukplate of -silinders na masjiene toe dra of dit op die masjien plaas of daarvan aflag, maar hulle nie in posisie vassit of vassluit nie;
- (n) ink dra of dit in inkbakke op masjiene ingooi, maar nie die inktoevoer reguleer nie;
- (o) rolle papier of ander materiaal op rolperse in posisie hys; of remme aan remwiele onder toesig van 'n vakman of 'n vakleerling sit;
- (p) rolle papier of ander materiaal omruil of dit op rolperse oplak;
- (q) vakmanne help met die deurryg van die papierstrook, of velle papier of rolperse laat terugloop of slaploop of die velle oor eersgenoemde trek of help om papierstroke wat met die hand gespan is, of syaanleg op rolperse, onder toesig van 'n vakman of 'n vakleerling te stel;
- (r) plate of silinders skoonmaak; afvalmetaal stukkend sny; monterstukke skoonmaak; of stereokomberse was en droogmaak;
- (s) ou emulsie afskrop of glasplate skoonmaak;
- (t) ets- of plateerbakke leegtap of skoonmaak;
- (u) plate of silinders poleer of greineer, maar met uitsondering van die polys van silinders op 'n draaibank;
- (v) die fisiese meng van chemikalieë nadat die bestanddele deur 'n vakman, 'n chemikus, 'n vakleerling, 'n leerling-papiersakmasjienbediener of 'n algemene assistent afgemee is;
- (j) loading or unloading at the feed or delivery ends of all types of machines; knocking up: Provided that a factory aid may not do hand knocking up of sheets at the feed or delivery ends of printing machines and hand knocking up of sheets in the Binding Department of an establishment; counting and recording numbers so counted;
- (k) stripping waste off reels of paper or other material and mass-measuring same; slitting or rewinding reels of paper or other material in all sections of the Printing and Newspaper Industry, other than the Flexible Packaging Section, under the supervision of a journeyman or an apprentice; cutting and placing cores on the shafts of reel-fed machines or removing slit or rewound reels from reel-fed machines;
- (l) wrapping; banding; packing; loading or unloading jogging machines; removing sections from the conveyer belt of a rotary machine and knocking these up, where the sections have a minimum of two folds at right angles to each other, or otherwise removing and straightening the sections before removal elsewhere;
- (m) carrying printing plates or cylinders to machines or lifting them on or off the machine, but not fixing them into position nor locking them;
- (n) carrying ink or pouring it into ink ducts on machines, but not regulating the supply of ink;
- (o) hoisting reels of paper or other material into position on rotary machines; placing brakes on brake wheels under the supervision of a journeyman or an apprentice;
- (p) changing reels of paper or other materials or pasting up on rotary machines;
- (q) assisting journeymen in webbing or backing or slacking out sheets on rotary machines or pulling the sheets onto the machines or assisting to adjust manually operated web tension or sidelay on rotary machines under the supervision of a journeyman or an apprentice;
- (r) cleaning plates or cylinders; cutting scrap metal; cleaning mounts; washing and drying stereo blankets;
- (s) scrubbing off old emulsion or cleaning glass plates;
- (t) draining or cleaning etching or plating baths;
- (u) polishing or graining plates or cylinders, excluding the buffing of cylinders on a lathe;
- (v) the physical mixing of chemicals after the ingredients have been measured out by a journeyman, a chemist, an apprentice, a learner paper sack machine operator or a general assistant;



- (w) gekepte ente losbreek, uitmekaar haal, buig of deksels opsit in verband met kartonhouer- of kartondoosvervaardiging;
- (x) enigeen of meer van ondergenoemde werksaamhede in die Afdeling Riffelbord en Riffelbordhouers:
  - (i) bord met die hand vóór stikwerk vou, of gegomde band aan die bomé van houers vasheg ten einde hulle te voltooi;
  - (ii) geriffelde houers baal;
  - (iii) goedere palettiseer;
  - (iv) 'n oordramotor bedien;
  - (v) lokale toewys;
- (y) reeksetiketwerk doen of strokies gegomde papier aan snitte papier vasheg wat reeds gesny is ten einde groot koeverte te maak;
- (z) drukvorms, papier of ander materiaal na en van masjienkamer vervoer, plastiekgoedere opbreek en aan stukkies kap om weer gebruik te word; vergulding; verbronsing of bestuiwing met die hand; drukwerk ná verbronsing skoonmaak; werk wat op 'n blokpers gemaak is, afvee en skoonmaak; stempeldrukwerk op plat bakke uittê om droog te word; groepstikker ruim, maar geen meganiese verstelling daaraan doen nie; of enigeen of meer van die werksaamhede wat deur 'n fabriekshelper gedoen mag word;
- (aa) pamflette met die hand in tydskrifte en/of nuusblaaie insit of addisionele velle in veelblad-invoegsels insit;
- (ab) met die hand etiketteer;
- (ac) produkte in koeverte insit en die koeverte verseël;
- (ad) draad of plastiekbande met die hand deur gedrukte of gelinieerde produkte vleg;
- (ae) by 'n naaimasjien help om die stikdraad vir boeke styf te trek en te sny;
- (af) die rugkante van boeke afvryf om te verseker dat hulle vaskleef;
- (ag) enigeen of meer van ondergenoemde werksaamhede in die Papiersakafdeling:
  - (i) Rolle papier gereedmaak of dit op buismasjiene sit of sakbuisse van buismasjiene afhaal;
  - (ii) voerders van boomlymmasjiene laai of sakke van sulke masjiene afhaal;
  - (iii) klappe of hulse aan sakke sit, bandjies tussen gestikte sakke afsny, sakke sorteer of verpak;
- (ah) enigeen of meer van ondergenoemde werksaamhede in die Afdeling Buigsame Houers:
  - (i) Toutjies met die hand aan sakke aansit, drasakke vou, handvatsels vir drasakke maak of insit; kartonstroke in drasakke vaslym of insteek;
- (w) breaking out; stripping, bending of scored ends or lidding in connection with carton or cardboard box manufacture;
- (x) any one or more of the following operations in the Corrugated Board and Container Section:
  - (i) folding of boards by hand prior to stitching or affixing gummed tape to the bottoms of containers in order to complete them;
  - (ii) baling of corrugated containers;
  - (iii) palletising;
  - (iv) transfer car operating;
  - (v) bay allocating;
- (y) doing series labelling, or affixing strips of gummed paper to sections of paper already cut in order to produce large envelopes;
- (z) carrying formes, paper or other material to and from machine room; breaking up and chipping plastic materials for re-use; tinselling; bronzing or dusting by hand; cleaning off printed matter after bronzing; wiping off and cleaning work produced on a blocking press; laying out die-stamped work on trays for drying; clearing gang stitcher, but not making any mechanical adjustment thereto; any one or more of the operations which may be done by a factory aid;
- (aa) inserting leaflets by hand into magazines and/or newspapers or additional sheets into multipage inserts;
- (ab) manual labelling;
- (ac) inserting products into envelopes and sealing envelopes;
- (ad) manual threading of wire or plastic binding into printed or ruled products;
- (ae) assisting at a sewing machine with the pulling tight and cutting of stitching thread for books;
- (af) rubbing down spines of books to ensure adhesion;
- (ag) any one or more of the following operations in the Paper Sacks Section:
  - (i) Preparing or putting reels of paper on tubing machines or taking sack tubes off tubing machines;
  - (ii) loading feeders of bottom pasting machines or taking sacks off such machines;
  - (iii) valving or sleeving sacks, cutting tape between sewn sacks, sorting or packing sacks;
- (ah) any one or more of the following operations in the Flexible Packaging Section:
  - (i) Stringing bags by hand, folding carrier bags, making or inserting handles for carrier bags; glueing or inserting cardboard strips into carrier bags;

- (ii) die heelmaak of herwin van defekte of beskadigde artikels;
- (iii) in pakkies, kartonhouers of riffelbordhouers verpak;
- (iv) papier vou of bande omsit; buigsame stereo's uitmekaar haal; of wasbakke hervul; of
- (v) kerne sny en aan die asse van splitsmasjiene aansit; rolle wat gesplits of weer opgedraai is van splitsmasjiene verwyder;
- (ai) enigeen of meer van ondergenoemde werksaamhede in die Skermdrukafdeling:
  - (i) Bottels of ander houers vir voorraad-doeleindes volmaak;
  - (ii) voorrade gereed maak voordat skermdruk begin, of oordrukplaatjies of dekals aansit;
  - (iii) artikels geheel en al met die hand in verf indoop;
  - (iv) met die hand skuur;
  - (v) skermdrukrame en/of -eenhede was;
  - (vi) stempelsnywerk stut, opstel of losbreek; mobiele of enige verkoopitem wat opgemaak moet word, opmaak;
  - (vii) papier, bord, doekmateriaal, plastiek of enige soortgelyke materiaal met die hand vou;
  - (viii) rolle materiaal met die hand in stroke sny;
  - (ix) kleefstrokies aan artikels plak;
  - (x) gedrukte voorrade op rakke pak, van rakke afhaal en opeenstapel;
  - (xi) voorrade voor of na bewerking gelykskud en laai;
- (aj) goedere dra, verskuif, opstapel of uitpak, met inbegrip van 'n goederehyser bedien;
- (ak) werkbanke, gereedskap, inkplate, uitgesonderd inkplate op masjiene, opmaakvlakke skoonmaak, maar nie setsel of ander materiaal van die opmaakvlak verwyder of dit op die vlak sorteer nie;
- (al) afskortings of vulstukke bymekaarmaak in verband met kartonhouers, kartondose of riffelbordhouers;
- (am) kiste, bale, konkas of ander houers brandmerk, merk, sjabloneer of etiketteer;
- (an) op voertuie help wat gebruik word vir die bymekaarmaak of aflewering van goedere; voertuie laai of aflaai;
- (ao) afvalpapier met 'n handbaalmasjien baal;
- (ap) vuur maak of vure aan die gang hou of afval of as verwyder;
- (aq) enigeen of meer van ondergenoemde werksaamhede in die Afdeling Veselbordhouers:
  - (i) Deksel opsit;
  - (ii) koppies inmekaarsit;
- (ii) repairing and salvaging faulty or damaged articles;
- (iii) packing into parcels, cartons or corrugated containers;
- (iv) folding or banding paper; stripping flexible stereos; replenishing wax troughs;
- (v) cutting and placing cores on the shafts of slitting machines; removing slit or rewound reels from slitting machines;
- (ai) any one or more of the following operations in the Screen Printing Section:
  - (i) Filling bottles or other containers for stock;
  - (ii) preparing stock prior to screen printing or applying transfers or decals;
  - (iii) totally immersing articles into paint by hand;
  - (iv) sanding by hand;
  - (v) washing up screen printing frames and/or screen printing units;
  - (vi) strutting, mounting, breaking out die-cut work, making up mobiles or any point of sale item which may require hand make-up;
  - (vii) folding paper, board, cloth, plastic or any like material by hand;
  - (viii) cutting roll material into sheets by hand;
  - (ix) applying adhesive strips to any item;
  - (x) racking, unracking and piling of printed stock;
  - (xi) jogging and loading of stock before and after processing;
- (aj) carrying, moving, stacking or unpacking goods, including operating a goods lift;
- (ak) cleaning work benches, tools, ink slabs, other than ink slabs on machines, and imposing surfaces, but not clearing or sorting type or other material on the imposing surface;
- (al) assembling partitions or fillers in connection with cartons, cardboard boxes or corrugated containers;
- (am) branding, marking, stencilling or labelling boxes, bales, drums or other containers;
- (an) assisting on vehicles used for the collecting or delivery of goods; loading or unloading vehicles;
- (ao) baling waste paper by means of a manually-operated baling machine;
- (ap) making or maintaining fires or removing refuse or ashes;
- (aq) any one or more of the following operations in the Fibre Container Section:
  - (i) Lidding;
  - (ii) nesting of cups;



- (iii) melkbottelskywe huls;
- (iv) inmekaaargepakte koppies of gehulste melkbottelskywe verpak;
- (ar) 'n bromponie, motordriewiel, motortrapfiets of dergelike voertuie dryf;
- (as) enigeen of meer van ondergenoemde werksaamhede in die Afdeling Skryfbehoeftevervaardiging in Massa:
  - (i) Gegomde bordkante op gestikte boekblokke in posisie plaas;
  - (ii) veelvoudige gaatjies in gelinieerde velle of blokke pons voordat dit met draad gebind word;
  - (iii) die voorafgevormde draad afsluit nadat dit in die geponste gelinieerde velle op blokke op 'n trapmasjien geryg is;
- (at) gedrukte en/of gelinieerde produkte in veelvoudige lae met die hand opstop en daarna met die hand in enkele strokies of lae splits;
- (au) pakkies of pakkette sorteer; persele of voertuie skoonmaak; kiste, bale, konkas of ander houers oop- of toemaak;
- (av) briewe, boodskappe of goedere te voet of met 'n fiets, driewiel of handvoertuig aflewer of bymekaar maak;
- (aw) rantsoene gaarmaak, tee of dergelike drankte maak.

### 3. BYDRAES

#### (1) *Werknemerbystandsfonds*

- (a) Elke werkgewer in die Druk- en Nuusbladywerheid moet ten opsigte van lede van die South African Typographical Union tot die Druk- en Nuusblad S.A.T.U. Bystandsfonds die volgende bydra:
  - (i) R1,20 per week ten opsigte van elke geskoolde werknemer; en
  - (ii) R0,65 per week ten opsigte van elke—
    - (aa) halfgeskoolde werknemer;
    - (ab) vakleerling; en
    - (ac) fabriekshulp in diens by hom.

#### (2) *Druknywerheid-pensioenfonds vir S.A.T.U.-lede*

- (a) Elke werknemer wat lid is van die South African Typographical Union moet tot die Druknywerheid-pensioenfonds vir S.A.T.U.-lede ingevolge reël 4.1.1 van die Reëls van die Fonds bydra en die bydraes moet bereken word ooreenkomstig die volgende tabel met verwysing na hul grade:

Graad	Weeklikse bydrae
	R
I.....	22,84
II A.....	14,18
II B.....	11,57
III.....	4,31
IV A.....	3,20
IV B.....	3,20

- (iii) sleeving of milk bottle discs;
- (iv) packing of nested cups or sleeved milk bottle discs;
- (ar) driving a motor scooter, motorised tricycle, motorised bicycle or similar vehicle;
- (as) any one or more of the following operations in the Bulk Stationery Manufacturing Section:
  - (i) Positioning glued board sides onto sewn book blocks;
  - (ii) multiple hole punching of ruled sheets or blocks for preformed wire binding;
  - (iii) closing of preformed wire after threading into punched ruled sheets or blocks on a treadle-operated machine;
- (at) manually padding printed and/or ruled products in multiple layers and subsequently manually slitting them to single strips or layers;
- (au) sorting packages or parcels; cleaning premises or vehicles; opening or closing boxes, bales, drums or other containers;
- (av) delivering or collecting letters, messages or goods on foot or by means of a bicycle, tricycle or other manually-propelled vehicle;
- (aw) cooking rations, making tea or similar beverages.

### 3. CONTRIBUTIONS

#### (1) *Employee Benefit Fund*

- (a) Every employer in the Printing and Newspaper Industry shall in respect of members of the South African Typographical Union contribute to the Printing and Newspaper Industry S.A.T.U. Benefit Fund:
  - (i) R1,20 per week for each skilled employee; and
  - (ii) R0,65 per week for each—
    - (aa) semi-skilled employee;
    - (ab) apprentice; and
    - (ac) factory aid employed by him.

#### (2) *Printing Industry Pension Fund for S.A.T.U. members*

- (a) Every employee who is a member of the South African Typographical Union shall contribute to the Printing Industry Pension Fund for S.A.T.U. members in terms of rule 4.1.1 of the Fund's Rules and the contributions shall be calculated in accordance with the following table with reference to their grades:

Grade	Weekly contribution
	R
I.....	22,84
II A.....	14,18
II B.....	11,57
III.....	4,31
IV A.....	3,20
IV B.....	3,20

- (b) Elke werkgever moet tot die Druknywerheid-pensioenfonds vir S.A.T.U.-lede ingevolge reël 4.2.1 van die Reëls van daardie Fonds ten opsigte van daardie lede van die South African Typographical Union bydra en die bydraes moet bereken word ooreenkomstig die volgende tabel met verwysing na hul grade:

Graad	Weeklikse bydrae
	R
I.....	25,76
II A.....	15,99
II B.....	13,04
III.....	4,85
IV A.....	3,61
IV B.....	3,61

- (c) Die skaal in reël 4.1.1 en 4.2.1 van die Druknywerheid-pensioenfonds vir S.A.T.U.-lede bedoel, mag van tyd tot tyd soos aanbeveel deur die Trusteers van daardie Fonds, verhoog word, soos deur die Minister goedgekeur.

### (3) **Druknywerheid Mediese Hulpskema vir S.A.T.U.-lede**

- (a) Elke werkgever in die Druk- en Nuusbladnywerheid moet aan die Druknywerheid Mediese Hulpskema vir S.A.T.U.-lede 'n totale bydrae van R35,00 per week oorbetalen ten opsigte van elke werknemer wat 'n lid van die South African Typographical Union is.
- (b) Elke werkgever in die Druk- en Nuusbladnywerheid is geregtig om 'n gedeelte van die totale bydrae in 3 (1) hierbo bedoel, van die lode van sy werknemers wat lede van die Druknywerheid Mediese Hulpskema vir S.A.T.U.-lede is, af te trek. Sodanige gedeelte moet op 'n basis wees soos van tyd tot tyd tussen werkgevers en werknemers ooreengekom.
- (c) Die skaal in 3 (1) hierbo bedoel, mag van tyd tot tyd soos aanbeveel deur die Trusteers van daardie Fonds, verhoog word, soos deur die Minister goedgekeur.

### (4) **Betaling aan die Fonds**

Die werkgever moet, op die eerste betaaldag na die datum waarop hierdie Order in werking tree en daarna op elke betaaldag, die bedrag in klousule 3 (2) bedoel, van die lode van die betrokke werknemers aftrek en die totale bedrag aldus afgetrek, tesame met die totale bedrag van sy eie bydraes ingevolge klousule 3 (1), teen nie later nie as die 7de dag van die maand wat volg op die maand waartydens die bydraes betaalbaar word, aan die Nywerheidsopleidingsraad van die Nuusbladnywerheid van Suid-Afrika, Posbus 6776, Roggebaai, 8012, stuur.

- (a) Die bedraë ingevolge klousule 4 oorbetal, moet vergesel gaan van 'n staat met die volgende besonderhede:
- Naam en posadres van die firma.
  - Firmanommer.
  - S.A.T.U.-lidnommer.

- (b) Every employer shall contribute to the Printing Industry Pension Fund for S.A.T.U. members in terms of rule 4.2.1 of that Fund's Rules in respect of those members of the S.A.T.U. in their service and the contributions shall be calculated in accordance with the following table with reference to their grades:

Grade	Weekly contribution
	R
I.....	25,76
II A.....	15,99
II B.....	13,04
III.....	4,85
IV A.....	3,61
IV B.....	3,61

- (c) The rate referred to in rules 4.1.1 and 4.2.1 of the Printing Industry Pension Fund for S.A.T.U. members may be increased by the Trustees of that Fund from time to time.

### (3) **Printing Industry Medical Aid Scheme for S.A.T.U. members**

- (a) Every employer in the Printing and Newspaper Industry shall remit to the Printing Industry Medical Aid Scheme for S.A.T.U. members a total contribution of R35,00 per week on behalf of each employee who is a member of the South African Typographical Union.
- (b) Every employer in the Printing and Newspaper Industry shall be entitled to deduct from the wages of his employees who are members of the Printing Industry Medical Aid Scheme for S.A.T.U. members, a portion of the total contribution referred to in 3 (1) above. Such portion shall be on a basis agreed upon between employers and their employees from time to time.
- (c) The rate referred to in 3 (1) above may be increased by the Trustees of the Fund from time to time.

### (4) **Payments to the Funds**

The employer shall, on the first pay-day after the date upon which this Order comes into operation and thereafter on every pay-day, deduct the amount referred to in clause 3 (2) from the wages of the employees concerned and forward the total amount so deducted, together with the total amount of his own contributions in terms of clause 3 (1), by not later than the 7th day of the month following the month during which the contributions become payable, to the Industry Training Board of the Newspaper Industry of South Africa, P.O. Box 6776, Roggebaai, 8012.

- (a) The amounts remitted in terms of clause 4 shall be accompanied by a statement with the following details:
- Name and postal address of firm.
  - Number of firm.
  - Number of S.A.T.U. member.

- |  |   |
|--|---|
| (iv) ID-nommer van S.A.T.U.-lid.   | (iv) ID number of S.A.T.U. member.  |
| (v) Van van S.A.T.U.-lid.  | (v) Surname of S.A.T.U. member.   |
| (vi) Eerste naam en voorletters van S.A.T.U.-lid.  | (vi) First name and initials of S.A.T.U. member.  |
| (vii) Bydrae aan die Druknywerheid Mediese Hulpskema vir S.A.T.U.-lede.                          | (vii) Contribution to the Printing Industry Medical Aid Scheme for S.A.T.U. members.                |
| (viii) Bydrae aan die Druknywerheid-pensioenfonds vir S.A.T.U.-lede.                             | (viii) Contribution to the Printing Industry Pension Fund for S.A.T.U. members.                     |
| (ix) Bydrae aan die Werknemerbystandfonds.   | (ix) Contribution to the Printing Industry Employee Benefit Fund.                                   |
| (x) Weeklikse of maandelikse loon van elke S.A.T.U.-lid ten opsigte van wie bydraes gemaak word. | (x) Weekly or monthly wage of each S.A.T.U. member in respect of whom contributions are being made. |
| (xi) Die tydperk waarvoor betalings gemaak word.   | (xi) The period for which payment is being made.  |

## Spaar 'n druppel — en vul die dam

Indien almal van ons besparingsbewus optree, besnoei ons nie slegs uitgawes nie maar wen ook ten opsigte van ons kosbare water- en elektrisiteitsvoorraad



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# BELANGRIK!!

## Plasing van tale:

### *Staatskoerante*

1. Hiermee word bekendgemaak dat die omruil van tale in die *Staatskoerant* jaarliks geskied met die eerste uitgawe in Oktober.
2. Vir die tydperk 1 Oktober 1991 tot 30 September 1992 word Afrikaans EERSTE geplaas.
3. Hierdie reëling is in ooreenstemming met dié van die Parlement waarby koerante met Wette ens. die taalvolgorde deurgaans behou vir die duur van die sitting.
4. *Dit word dus van u, as adverteerder, verwag om u kopie met bogenoemde reëling te laat strook om onnodige omskakeling en stylredigering in ooreenstemming te bring.*

—oOo—

# IMPORTANT!!

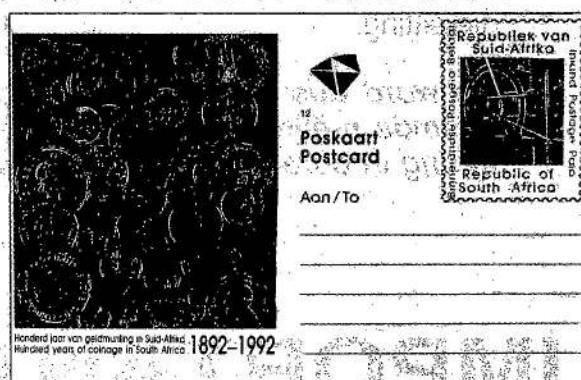
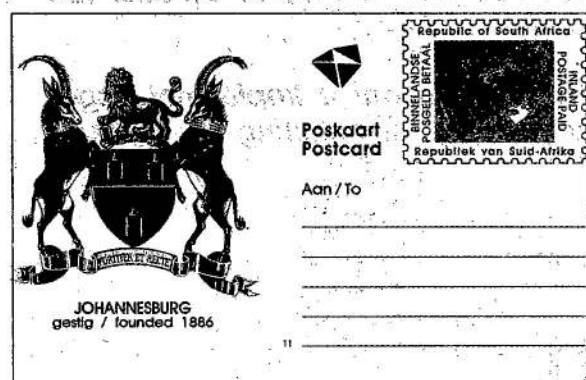
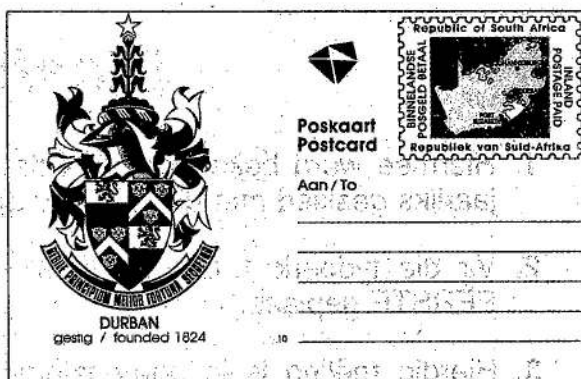
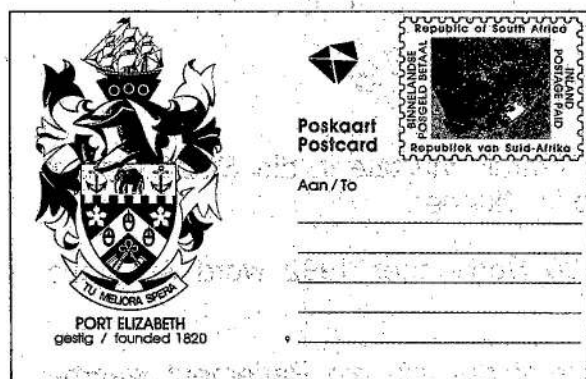
## Placing of languages:

### *Government Gazettes*

1. Notice is hereby given that the interchange of languages in the *Government Gazette* will be effected annually from the first issue in October.
2. For the period 1 October 1991 to 30 September 1992, Afrikaans is to be placed FIRST.
3. This arrangement is in conformity with Gazettes containing Act of Parliament etc. where the language sequence remains constant throughout the sitting of Parliament.
4. *It is therefore expected of you, the advertiser, to see that your copy is in accordance with the above-mentioned arrangement in order to avoid unnecessary style changes and editing to correspond with the correct style.*

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*Vanaf 2 Januarie 1992*

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## BELANGRIKE AANKONDIGING

### Sluitingstye

- (1) AANSOEKE OM DRANKLISENSIES
- (2) AANSOEKE OM VERPLASINGS VAN LISENSIES

Hiermee word bekendgemaak dat kennisgewings vir aanname die Vrydag, twee kalenderweke voor datum van publikasie, ingedien moet word.

Die sluitingstyd is stiptelik **15:00** op die volgende dae:

- ▷ **19 Desember 1991**, vir die uitgawe van Vrydag **3 Januarie 1992**.
- ▷ **24 Januarie 1992**, vir die uitgawe van Vrydag **7 Februarie 1992**.
- ▷ **21 Februarie 1992**, vir die uitgawe van Vrydag **6 Maart 1992**.
- ▷ **20 Maart 1992**, vir die uitgawe van Vrydag **3 April 1992**.
- ▷ **23 April 1992**, vir die uitgawe van Vrydag **8 Mei 1992**.
- ▷ **21 Mei 1992**, vir die uitgawe van Vrydag **5 Junie 1992**.

**L.W.:** Laat kennisgewings sal in die daaropvolgende uitgawe geplaas word.

Gegewens word presies weergegee soos verstrekk op Vorm 2 en Vorm 28 van voornemende aansoeker.

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## IMPORTANT ANNOUNCEMENT

### Closing Times

- (1) APPLICATIONS FOR LIQUOR LICENCES
- (2) APPLICATIONS FOR REMOVAL OF LICENCES

Notice is hereby given that notices are to be submitted for acceptance on the Friday, two calendar weeks before date of publication.

The closing time is **15:00** sharp on the following days:

- ▷ **19 December 1991**, for the issue of Friday **3 January 1992**.
- ▷ **24 January 1992**, for the issue of Friday **7 February 1992**.
- ▷ **21 February 1992**, for the issue of Friday **6 March 1992**.
- ▷ **20 March 1992**, for the issue of Friday **3 April 1992**.
- ▷ **23 April 1992**, for the issue of Friday **8 May 1992**.
- ▷ **21 May 1992**, for the issue of Friday **5 June 1992**.

**Note:** Late notices will be placed in the subsequent issue.

Information will be reflected exactly as furnished on Form 2 and Form 28 of prospective applicant.

**INHOUD**

No.	Bladsy No.	Koerant No.
<b>GOEWERMENSKENNISGEWING</b>		
Mannekrag, Departement van Goewermenskennisgewing		
R. 254	Wet op Arbeidsverhoudinge (28/1956): Druk- en Nuusbladnywerheid: Order.....	1 13727

**CONTENTS**

No.	Page No.	Gazette No.
<b>GOVERNMENT NOTICE</b>		
Manpower, Department of Government Notice		
R. 254	Labour Relations Act (28/1956): Printing and Newspaper Industry: Order.....	1 13727