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VAN
SUID-AFRIKA



REPUBLIC
OF
SOUTH AFRICA

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DEPARTEMENT VAN FINANSIES

No. R. 1698

17 Junie 1992

LAND- EN LANDBOUBANK VAN SUID-AFRIKA

PERSONEELREGULASIES

Vir algemene inligting word hierby bekendgemaak dat dit die Minister van Finansies, kragtens die bevoegdheid hom verleen om by artikel 69 (1) (b) van die Landbankwet, 1944 (Wet 13 van 1944), en soos aanbeveel deur die Raad van die Land- en Landbou-bank van Suid-Afrika, behaag het om in te stem met die ondervermelde wysiging tot die regulasies betref-fende die regte, voorregte en pligte van die personeel van daardie bank.

J. S. HUGO,

Besturende Direkteur.

Land- en Landboubank van Suid-Afrika, Pretoria.

LAND- EN LANDBOUBANK VAN SUID-AFRIKA

PERSONEELREGULASIES

1. Regulasie 1 van Hoofstuk I word hierby gewysig—
 - (a) deur die omskrywing van "afhanklike" deur die volgende omskrywing te vervang:
" 'afhanklike' by die toepassing van Hoofstuk IV, en met betrekking tot 'n lid of pensioentrekker van die Fonds—
 - (a) iemand ten opsigte van wie die lid of pensioentrekker regtens vir onder-houd aanspreeklik is;
 - (b) iemand ten opsigte van wie die lid of pensioentrekker nie regtens vir onder-houd aanspreeklik is nie, indien so iemand—
 - (i) by die afsterwe van die lid of pensioentrekker, na die oordeel van die Raad, inderdaad van die lid of pensioentrekker vir onder-houd afhanklik was;

GOVERNMENT NOTICE

DEPARTMENT OF FINANCE

No. R. 1698

17 June 1992

LAND AND AGRICULTURAL BANK OF SOUTH AFRICA

STAFF REGULATIONS

It is hereby notified for general information that the Minister of Finance under the powers vested in him by section 69 (1) (b) of the Land Bank Act, 1944 (Act 13 of 1944), has been pleased to approve upon recommen-dation of the Board of the Land and Agricultural Bank of South Africa, of the following amendment to the regulations governing the rights, privileges and duties of the staff of that bank.

J. S. HUGO,

Managing Director.

Land and Agricultural Bank of South Africa, Pretoria.

LAND AND AGRICULTURAL BANK OF SOUTH AFRICA

STAFF REGULATIONS

1. Regulation 1 of Chapter I is hereby amended—
 - (a) by the substitution for the definition of "dependant" of the following definition:
" 'dependant', for the purpose of Chapter IV, shall mean in relation to a member or a pensioner of the Fund—
 - (a) a person in respect of whom the member or pensioner is legally liable for maintenance;
 - (b) a person in respect of whom the member or pensioner is not legally lia-ble for maintenance, if such person—
 - (i) was, in the opinion of the Board, in fact dependent on the member or pensioner for maintenance at time of death of the same;

- (ii) 'n gade van die lid of pensioentrekker is;
- (c) iemand ten opsigte van wie die lid of pensioentrekker vir onderhoud aanspreeklik sou geword het indien die lid of pensioentrekker nie gesterf het nie:
- Met dien verstande dat 'n lid van die Fonds, as hy 'n skriftelike versoek aan die Besturende Direkteur gerig het, bogemelde volgorde met die Raad se goedkeuring kan verander;"
- (b) deur die omskrywing van "amptenaar" deur die volgende omskrywing te vervang:
- " 'amptenaar' 'n beampte of klerk aangestel kragtens artikel 14 van die Wet, en enige ander persoon in diens geneem deur die Raad: Met dien verstande dat sodanige amptenaar, by die toepassing van Hoofstuk VII, twaalf maande onafgebroke diens moet voltooi het: Met dien verstande voorts dat die woord 'amptenaar' soos in hoofstuk IV gebesig, 'n persoon beteken wat uitsluitlik in diens van die Bank is, behalwe—
- (a) iemand in 'n pos aangestel wat deur die Raad as nie-pensioengewend geklassifiseer is; en
- (b) iemand wat geregtig is op pensioenerings- of ander uitdienstredingsvoordele kragtens enige bestaande fonds of skema wat op amptenare in die Staatsdiens van die Republiek van Suid-Afrika van toepassing is, tensy die Raad anders besluit;"
- (c) deur die omskrywing van "beampte en klerk" deur die volgende omskrywing te vervang:
- " 'beampte en klerk' 'n amptenaar;"
- (d) deur die invoeging van die volgende omskrywing na die omskrywing "beampte en klerk":
- " 'benoemde' by die toepassing van Hoofstuk IV, en met betrekking tot 'n lid of pensioentrekker van die Fonds, 'n persoon, anders as 'n afhanklike, wat skriftelik deur 'n lid of pensioentrekker aangewys is as geregtig op die sterftevoordeel of deel daarvan soos deur die Fonds ingevolge Hoofstuk IV voorsien word;"
- (e) deur die omskrywing van "huisgesin" deur die volgende omskrywing te vervang:
- " 'huisgesin' die eggenote en/of kinders van 'n amptenaar en/of 'n familiebetrekking of -betrekkinge wat permanent by daardie amptenaar inwoon en van hom afhanklik is, en kan die werknemers insluit wat voltyds in sy diens is;"
- (f) deur die omskrywing van "pensioengewende verdienste" deur die volgende omskrywing te vervang:
- " 'pensioengewende verdienste' by die toepassing van Hoofstuk IV, die salaris van 'n lid van die Fonds, maar sluit nie in nie—
- (a) bykomende vergoeding wat 'n lid mag ontvang weens die verrigting van besondere dienste of terwyl hy 'n vakante pos waarneem;

- (ii) is a spouse of the member or pensioner;
- (c) a person in respect of whom the member or pensioner would have become legally liable for maintenance, had the member or pensioner not died:
- Provided that a member of the Fund may, in writing addressed to the Managing Director and with the approval of the Board, alter the above order;"
- (b) by the substitution for the definition of "employee" of the following definition:
- " 'employee' shall mean an official;"
- (c) by the substitution for the definition of "household" of the following definition:
- " 'household' shall mean the wife and/or children of an official and/or a relative or relatives permanently residing with and dependent upon such official and may include employees employed in a full-time capacity by such official;"
- (d) by the insertion of the following definition after the definition "motor transport":
- " 'nominee' for the purpose of Chapter IV, shall mean in relation to a member or a pensioner of the Fund, a person, other than a dependant, who has been nominated in writing by a member or pensioner as entitled to receive the death benefit or part thereof as provided by the Fund in terms of Chapter IV;"
- (e) by the substitution for the definition of "official" of the following definition:
- " 'official' shall mean an officer or clerk appointed under section 14 of the Act and any other person employed by the Board: Provided that such official shall, for the purpose of Chapter VII, have completed twelve months' continuous service: Provided further that the term 'official' as used in Chapter IV shall mean any person who is exclusively employed by the Bank, but shall exclude—
- (a) any person appointed in a post classified by the Board as non-pensionable; and
- (b) any person who is entitled to any superannuation or other retiring benefits under any established fund or scheme applicable to officers in the Public Service of the Republic of South Africa, unless the Board directs otherwise;"
- (f) by the substitution for the definition of "officer and clerk" of the following definition:
- " 'officer and clerk' shall mean an official;" and
- (g) by the substitution for the definition of "pensionable emoluments" of the following definition:
- " 'pensionable emoluments' shall, for the purpose of Chapter IV, mean the salary of a member of the Fund but shall not include:
- (a) any additional remuneration which a member may receive for performing special duties or while acting in a vacant post;

- (b) vergoeding vir oortydwerk;
- (c) gelde, honoraria of bonusse van enige aard; of
- (d) enige ander toelae van watter aard ookal,

tensy die Raad dit as pensioengewend verklaar het;"; en

- (g) deur die omskrywing van "werknemer" deur die volgende omskrywing te vervang:

" 'werknemer' 'n amptenaar;".

2. Regulasie 9 van Hoofstuk II word hierby gewysig deur subregulasie (1) deur die volgende subregulasie te vervang:

"(1) Tensy in hierdie regulasies anders bepaal word, is die tydperk van kennisgewing van die beëindiging van diens in die Bank wedersyds—

- (a) ten opsigte van amptenare wat in 'n permanente hoedanigheid diens doen, dertig dae; en
- (b) ten opsigte van amptenare wat in 'n tydelike hoedanigheid diens doen, vier-en-twintig uur.

Sodanige kennisgewing word van krag in die loop van of aan die end van enige kalendermaand."

3. Regulasie 1 van Hoofstuk III word hierby deur die volgende regulasie vervang:

"1. (1) Die diensure van amptenare word van tyd tot tyd deur die Raad bepaal: Met dien verstande dat 'n amptenaar op sy pos moet wees of vir 'n langer tydperk as wat voorgeskryf is diens moet doen op versoek van 'n amptenaar onder wie se gesag of toesig hy geplaas is, sonder dat hy op enige bykomende vergoeding of betaling vir oortydwerk aanspraak sal hê: Met dien verstande voorts dat die Raad op aanbeveling van die Besturende Direkteur betaling vir oortydwerk kan magtig in enige omstandighede wat die Raad goedvind.

(2) Die Besturende Direkteur kan die pligte van sekere amptenare van die Bank bepaal."

4. Regulasie 2 van Hoofstuk III word hierby deur die volgende regulasie vervang:

"2. (1) Bewoningsregisters of -kaarte word op hoofkantoor en op elke takkantoor gehou en elke amptenaar moet die tye van sy aankoms en vertrek aanteken of aanbring op die wyse wat die Besturende Direkteur van tyd tot tyd voorskryf, tensy hy deur die Besturende Direkteur daarvan vrygestel is.

(2) Sodanige bewoningsregisters of -kaarte word op die tye en deur die amptenare wat die Besturende Direkteur aanwys, nagesien."

5. Regulasie 2 van Hoofstuk IV word hierby gewysig deur subregulasie (1) deur die volgende subregulasie te vervang:

"(1) Elke amptenaar wat nog nie die pensioenleef tyd bereik het nie, word met inagneming van die bepalings van hierdie regulasies vanaf deur datum van sy aanstelling 'n lid van die Fonds: Met dien verstande dat—

- (a) 'n amptenaar wat op 31 Desember 1980 tydelik diens doen, die keuse gegee is om met ingang 1 Januarie 1981 'n lid van die Fonds te word op die voorwaardes wat die Raad bepaal het;

- (b) payment for overtime work;
- (c) fees, honoraria or bonuses of any kind; and
- (d) any other allowance of any nature whatsoever,

unless the Board has declared such to be pensionable;".

2. Regulation 9 of Chapter II is hereby amended by the substitution for subregulation (1) of the following subregulation:

"(1) Unless otherwise provided in these regulations, the period of notice of termination of service in the Bank shall reciprocally be—

- (a) in respect of officials employed on a permanent basis, thirty days; and
- (b) in respect of officials employed on a temporary basis, twenty-four hours.

Such notice shall take effect during or at the end of any calendar month."

3. The following regulation is hereby substituted for regulation 1 of Chapter III:

"1. (1) The working hours of officials shall be prescribed by the Board from time to time: Provided that an official shall when required by an official under whose control or supervision he is placed, be in attendance at his office or on duty for any longer period than is prescribed, without having any claim to additional remuneration or overtime payment: Provided further that the Board may, on the recommendation of the Managing Director, authorise payment for overtime work in whatever circumstances it deems fit.

(2) The duties of certain officials of the Bank may be determined by the Managing Director."

4. The following regulation is hereby substituted for regulation 2 of Chapter III:

"2. (1) Attendance records or cards shall be kept at Head Office and at each branch office and every official shall record the times of his arrival and departure in such manner as the Managing Director may, from time to time, direct, unless exempted therefrom by the Managing Director.

(2) The attendance records or cards shall be inspected at such times by such officials as the Managing Director may direct."

5. Regulation 2 of Chapter IV is hereby amended by the substitution for subregulation (1) of the following subregulation:

"(1) Every official who has not yet attained the pensionable age shall, subject to the provisions of these regulations, become a member of the Fund as from the date of his appointment: Provided that—

- (a) an official who on 31 December 1980 was employed on a temporary basis was given the option to become a member of the Fund on 1 January 1981, on such conditions as the Board determined;

(b) 'n amptenaar wat op 30 Junie 1992 nie 'n lid van die Fonds is nie, 'n eenmalige, onheroeplike keuse gegee word om—

- (i) op, of binne twaalf maande na 1 Julie 1992 'n lid van die Fonds te word op die voorwaardes wat die Raad bepaal; of
- (ii) sy reg om 'n lid van die Fonds te word te laat vaar.”

6. Regulasie 4 van Hoofstuk IV word hierby gewysig deur subregulasie (1) deur die volgende subregulasie te vervang:

“(1) Vanaf die datum van aanvang van sy pensioengewende diens, moet elke lid sewe en 'n half persent van sy pensioengewende verdienste tot die Fonds bydra en, tensy die Raad dit anders reël, word sodanige bydraes van die lid se salaris deur die Bank afgetrek en in die Fonds gestort.”

7. Regulasie 18 van Hoofstuk IV word hierby deur die volgende regulasie vervang:

“18. Indien by die afsterwe van 'n lid geen pensioen aan 'n kwalifiserende weduwee, kwalifiserende wewenaar of kwalifiserende kind kragtens regulasie 14 of 15 betaalbaar is nie, ontvang sy of haar afhanklikes en/of benoemdes (as daar is) 'n gratifikasie gelyk aan die grootste van—

- (a) dubbel die bedrag van die lid se bydraes tot die Fonds, asook die bedrag van die spesiale bydrae, as daar is; en
- (b) 'n bedrag gelyk aan die som van die gratifikasie en vyf maal die jaarlikse pensioen wat aan die lid toegeken sou gewees het indien hy of sy op die dag voor sy of haar dood kragtens regulasie 11 uit die diens gepensioeneer was:

Met dien verstande dat enige gedeelte van die gratifikasie wat betaalbaar is ten opsigte van die bykomende voordeel wat geag word kragtens regulasie 13 toegeken te gewees het, deur die Bank betaal moet word.”

8. Regulasie 19 van Hoofstuk IV word hierby deur die volgende regulasie vervang:

“19. Indien by die afsterwe van 'n pensioentrekker geen pensioen aan 'n kwalifiserende weduwee, kwalifiserende wewenaar of kwalifiserende kind kragtens regulasie 14 of 15 betaalbaar is nie, sal die totaalbedrag van die voordele aan of ten opsigte van sodanige pensioentrekker betaalbaar nie minder wees nie as die grootste van—

- (a) dubbel die bedrag van die bydraes wat die pensioentrekker tot die Fonds gemaak het, asook die bedrag van die spesiale bydrae, as daar is; en
- (b) 'n bedrag gelyk aan die som van die gratifikasie by sy of haar aftrede aan die pensioentrekker betaal en vyf maal die pensioentrekker se jaarlikse pensioen, en enige gevolglike tekort word as 'n gratifikasie aan sodanige pensioentrekker se afhanklikes en/of benoemdes (as daar is) betaal:

Met dien verstande dat enige gedeelte van die gratifikasie wat betaalbaar is ten opsigte van die bykomende voordeel kragtens regulasie 13 toegeken, deur die Bank betaal moet word.”

(b) an official who on 30 June 1992 is not a member of the Fund shall be given a nonrecurrent, irrevocable option to—

- (i) become a member of the Fund on or within twelve months or 1 July 1992 on such conditions as the Board may determine; or
- (ii) waive his right to become a member of the Fund.”

6. Regulation 4 of Chapter IV is hereby amended by the substitution for subregulation (1) of the following subregulation:

“(1) Every member shall contribute to the Fund as from the date of commencement of pensionable service seven and one-half per cent of his pensionable emoluments and such contributions shall, unless otherwise arranged by the Board, be deducted by the Bank from the member's salary and be paid by the Bank into the Fund.”

7. The following regulation is hereby substituted for regulation 18 of Chapter IV:

“18. If, on the death of a member, no pension is payable to an eligible widow, eligible widower or eligible child in terms of regulation 14 or 15, his or her dependants and/or nominees (if any) shall receive a gratuity equal to the greater of—

- (a) twice the contributions paid to the Fund by the member, together with the amount (if any) of the special contribution; and
- (b) an amount equal to the total of the gratuity and five times the annual pension which would have been granted to the member had he or she been retired from the service in terms of regulation 11 on the day before his or her death:

Provided that any part of the gratuity which is payable in respect of the additional benefit deemed to be granted in terms of regulation 13 shall be paid by the Bank.”

8. The following regulation is hereby substituted for regulation 19 of Chapter IV:

“19. If, on the death of a pensioner, no pension is payable to an eligible widow, eligible widower or eligible child in terms of regulation 14 or 15, the total amount of the benefits payable to or in respect of such pensioner shall not be less than the greater of—

- (a) twice the contributions paid to the Fund by the pensioner, together with the amount (if any) of the special contribution; and
- (b) an amount equal to the total of the gratuity paid to the pensioner on his or her retirement and five times the pensioner's annual pension; and any shortfall shall be paid to such pensioner's dependants and/or nominees (if any) as a gratuity:

Provided that any part of the gratuity which is payable in respect of the additional benefit granted in terms of regulation 13 shall be paid by the Bank.”

9. Regulasie 19*bis* van Hoofstuk IV word hierby deur die volgende regulasie vervang:

"19*bis*. Indien 'n lid of pensioentrekker te sterwe kom en 'n kwalifiserende weduwee, kwalifiserende wewenaar of kwalifiserende kinders nalaat, sal die totaalbedrag van die voordele aan of ten opsigte van die lid of pensioentrekker betaalbaar nie minder wees as die totaalbedrag van die voordele wat in ooreenstemming met die bepalings van regulasies 18 en 19 aan of ten opsigte van die lid of pensioentrekker betaalbaar sou gewees het indien die lid of pensioentrekker geen kwalifiserende weduwee, kwalifiserende wewenaar of kwalifiserende kind nagelaat het nie, en enige gevolglike tekort word as 'n gratifikasie aan sodanige lid of pensioentrekker se afhanklikes en/of benoemdes (as daar is) betaal: Met dien verstande dat enige gedeelte van die gratifikasie wat betaalbaar is ten opsigte van die bykomende voordeel kragtens regulasie 13 toegeken, of geag word kragtens regulasie 13 toegeken te gewees het, deur die Bank betaal moet word."

10. Regulasie 20 van Hoofstuk IV word hierby deur die volgende regulasie vervang:

"20. (1) Met inagneming van die bepalings van regulasie 25, kan die Raad enige gratifikasie wat kragtens regulasies 14, 15, 18 en 19 betaalbaar is, in so 'n mate verminder as wat hom, na gelang van die omstandighede van bedoelde afhanklikes en/of benoemdes, redelik voorkom.

(1)*bis*. Ondanks die bepalings van regulasie 14 (1), kan die Raad op skriftelike versoek van 'n lid gerig aan die Besturende Direkteur, enige gratifikasie wat by die afsterwe van so 'n lid kragtens genoemde regulasie 14 (1) betaalbaar is, tussen afhanklikes en/of benoemdes van die oorlede lid verdeel.

(2) Indien die Raad by die afsterwe van 'n lid of pensioentrekker bewus is van 'n afhanklike of binne twaalf maande na sy afsterwe 'n afhanklike opspoor en die lid of pensioentrekker het ook 'n benoemde aangewys om die voordeel of deel daarvan te ontvang, word die voordeel of sodanige deel daarvan aan sodanige afhanklike en/of benoemde in sodanige verhoudings as wat die Raad billik ag, betaal; Met dien verstande dat, waar die skulde van die oorledene se boedel die bates oorskry, sodanige tekort van die benoemde se voordeel verhaal word en in die oorledene se boedel gestort word. Die balans van die voordeel, indien enige, word dan aan die benoemde betaal.

(3) Indien die Raad by die afsterwe van 'n lid of pensioentrekker nie van 'n afhanklike bewus is nie of binne twaalf maande na sy afsterwe geen afhanklike opgespoor het nie en die lid of pensioentrekker nie 'n benoemde aangewys het nie of 'n benoemde aangewys het om slegs 'n deel van die voordeel te ontvang, word die voordeel of die oorblywende deel daarvan na betaling aan die benoemde in die oorledene se boedel gestort; of indien daar nie ten opsigte van die oorledene 'n inventaris ingevolge artikel 9 van die Boedelwet, 1965, deur die Meester van die Hooggeregshof ontvang is nie, in die Voogdyfonds gestort, waarna daar geen verdere eis met betrekking tot bedoelde oorlede lid of pensioentrekker teen die Fonds of die Bank bestaan nie."

9. The following regulation is hereby substituted for regulation 19*bis* of Chapter IV:

"19*bis*. If a member or pensioner dies and leaves an eligible widow, eligible widower or eligible child, the total amount of the benefits payable to or in respect of such member or pensioner shall not be less than the total amount of the benefits which would have been payable to or in respect of the member or pensioner in accordance with the provisions of regulations 18 or 19, had the member or pensioner left no eligible widow, eligible widower or eligible child, and any shortfall shall be paid to such member's or pensioner's dependants and/or nominees (if any) as a gratuity: Provided that any part of the gratuity which is payable in respect of the additional benefit granted or deemed to be granted in terms of regulation 13 shall be paid by the Bank."

10. The following regulation is hereby substituted for regulation 20 of Chapter IV:

"20. (1) The Board may, subject to the provisions of regulation 25, reduce the amount of any gratuity payable under regulations 14, 15, 18 and 19 above, to an extent which, having regard to the circumstances of the said dependants and/or nominees, appears to it to be reasonable.

(1)*bis*. Notwithstanding the provisions of regulation 14 (1) the Board may, upon written request of a member addressed to the Managing Director, apportion any gratuity payable in terms of the said regulation 14 (1) at the death of such member, amongst dependants and/or nominees of the deceased member.

(2) If upon the death of a member or pensioner the Board is aware of a dependant or traces a dependant within twelve months of his death and the member or pensioner has also designated a nominee to receive the benefit or part thereof, the benefit or such part thereof shall be paid to such dependant and/or nominee in such proportions as the Board deems equitable; Provided that, where the debts in the deceased's estate exceed the assets, such shortfall shall be deducted from the nominee's benefit and paid into the deceased's estate and the balance of the benefit, if any, then paid to the nominee.

(3) If upon the death of a member or pensioner the Board is not aware of a dependant or has not traced a dependant within twelve months of his death and the member or pensioner has not designated a nominee or has designated a nominee to receive only a part of the benefit, the benefit or the remaining part thereof after payment to the nominee shall be paid into the deceased's estate; or if no inventory in respect of the deceased has been received by the Master of the Supreme Court in terms of section 9 of the Estates Act, 1965, into the Guardian's Fund, whereafter there shall be no further claim against the Fund or the Bank in respect of such deceased member or pensioner."

11. Hoofstuk IV word aangevul deur die invoeging van die volgende bykomende opskrif en regulasie aan die einde daarvan:

"GROTER VOORDELE EN TOENAME IN VOORDELE

43. (1) Op versoek van die Bank, vermeerder die Raad enige voordeel betaalbaar aan of ten opsigte van 'n lid op sodanige basis soos bepaal na raadpleging met die aktuaris en onderworpe aan sodanige voorwaardes as wat die Raad mag stel. Die koste van sodanige groter voordele, soos deur die aktuaris bepaal, word deur die Bank aan die Fonds betaal.

(2) Pensioene word van tyd tot tyd deur die Raad verhoog op 'n basis soos deur die Bank goedgekeur en deur die aktuaris as finansiële gesond gesertifiseer."

12. Regulasie 7 van Hoofstuk V word hierby deur die volgende regulasie vervang:

"7. Behalwe vir sover spesiaal anders bepaal word, word alle amptenare by die toepassing van hierdie Hoofstuk onder die volgende groepe ingedeel:

Groep A: Amptenare wat in 'n permanente hoedanigheid diens doen.

Groep B: Amptenare wat in 'n tydelike hoedanigheid diens doen."

13. Die Bylae tot Hoofstuk V word hierby deur die volgende Bylae vervang:

"BYLAE

Groep A: Amptenare wat in 'n permanente hoedanigheid diens doen.

Geleentheidsverlof 12 dae.
Vakansieverlof 24 dae per jaar.

Maksimum onafgebroke tydperk van afwesigheid toelaatbaar kragtens regulasie 17 van hierdie Hoofstuk 180 dae.
Siekteverlof { 120 dae teen volle besoldiging.
120 dae teen half-besoldiging.

Groep B: Amptenare wat in 'n tydelike hoedanigheid diens doen.

Geleentheidsverlof 12 dae.
Vakansieverlof 24 dae per jaar.

Maksimum onafgebroke tydperk van afwesigheid toelaatbaar kragtens regulasie 17 van hierdie Hoofstuk 60 dae.
Siekteverlof { 60 dae teen volle besoldiging.
60 dae teen half-besoldiging.

11. Chapter IV is supplemented by the insertion of the following additional heading and regulation at the end thereof:

"GREATER BENEFITS AND ESCALATION OF BENEFITS

43. (1) At the request of the Bank, the Board shall increase any benefit payable to or in respect of any member on such basis as shall be determined after consultation with the actuary, subject to such conditions as the Board may impose. The cost of such greater benefits, as determined by the actuary, shall be paid to the Fund by the Bank.

(2) Pensions shall be increased from time to time by the Board, on a basis as approved by the Bank and certified as financially sound by the actuary."

12. The following regulation is hereby substituted for regulation 7 of Chapter V:

"7. Except as may be otherwise specially provided, all officials shall, for the purpose of this Chapter, be classified under the following groups:

Group A: Officials employed on a permanent basis.

Group B: Officials employed on a temporary basis."

13. The following Schedule is hereby substituted for the Schedule to Chapter V:

"SCHEDULE

Group A: Officials employed on a permanent basis.

Occasional leave 12 days.
Vacation leave 24 days per year.

Maximum continuous period of absence permissible under regulation 17 of this Chapter 180 days.
Sick leave { 120 days on full pay.
120 days on half pay.

Group B: Officials employed on a temporary basis.

Occasional leave 12 days.
Vacation leave 24 days per annum.

Maximum continuous period of absence permissible under regulation 17 of this Chapter 60 days.
Sick leave { 60 days on full pay.
60 days on half pay."

14. Regulasie 30 van Hoofstuk V word hierby gewysig deur subregulasies (1), (2), (3) en (4) deur die volgende subregulasies te vervang:

"(1) Ingeval 'n amptenaar te sterwe kom terwyl hy in die Bank se diens is, kan die Raad die kontantwaarde van die opgegaarde vakansieverlof wat op datum van sy dood nie deur hom benut was en waarvan die kontantwaarde nie voorheen op sy skriftelike versoek aan hom uitbetaal is nie, uitbetaal aan een of meer van die persone omskryf in paragrawe (a), (b) of (c) van die woordbepaling 'afhanklike', by die toepassing van Hoofstuk IV, en in die volgorde soos daarin vermeld, of by gebrek aan iemand ten opsigte van wie hy regtens vir onderhoud aanspreeklik is, of 'n gade, aan sy boedel, tensy die amptenaar in geskryf aan die Besturende Direkteur versoek het dat 'n betaling gemaak word in 'n ander volgorde deur die Raad goedgekeur te word, of aan iemand anders wat as benoemde gesubstitueer is en wat deur die Raad goedgekeur moet word;

(2) aan 'n amptenaar wie se diens in die Bank beëindig word soos in regulasie 9 van Hoofstuk II beoog, of 'n amptenaar wat uit die Bank se diens tree onder die omstandighede soos in regulasie 7, 10, 11 of 12 van Hoofstuk IV beoog, word die kontantwaarde uitbetaal van die vakansieverlof wat deur hom opgegaar (met uitsondering van 'n gedeelte van 'n dag), maar by datum van sy diensbeëindiging of uitdienstreding nie benut is nie;

(3) ondanks die bepalings van subregulasie (2) van hierdie regulasie, kan die kontantwaarde van opgegaarde vakansieverlof aan 'n amptenaar uitbetaal word op die voorwaardes deur die Raad bepaal; en

(4) die bedrag van die kontantwaarde van opgegaarde vakansieverlof wat ingevolge die bepalings van hierdie regulasie uitbetaal word, word bereken deur die volgende formule te gebruik:

$$\frac{A \times B}{365} = \text{bedrag van kontantwaarde,}$$

waar A die som voorstel van die basiese salaris van die amptenaar en die toelaes wat deel daarvan uitmaak, soos by datum van afsterwe, diensbeëindiging of uitdienstreding, na gelang van die geval, en B die getal dae voorstel ten opsigte waarvan die kontantwaarde ingevolge hierdie regulasie uitbetaal kan word."

15. Regulasie 7 van Hoofstuk VI word hierby gewysig deur subregulasie (3) deur die volgende subregulasie te vervang:

"(3) Die verhuisingskoste wat in subregulasie (1) en (2) hierbo beoog word, is in alle opsigte *mutatis mutandis* onderworpe aan dieselfde voorwaardes en beperkings wat in die regulasies van hierdie Hoofstuk voorgeskryf word: Met dien verstande dat—

- (a) huisgesin vir doeleindes van hierdie regulasie, nie werknemers insluit nie;

14. Regulation 30 of Chapter V is hereby amended by the substitution for subregulations (1), (2), (3) and (4) of the following subregulations:

"(1) Should an official die, while in the service of the Bank, the Board may pay the cash value of the vacation leave accumulated by him but not enjoyed at the date of his death and of which the cash value had not previously been paid to him at his written request, to any one or more of the persons defined in paragraphs (a), (b) or (c) of the definition of 'dependant' for the purpose of Chapter IV and in the order therein set out or, failing any one in respect of whom the member is legally liable for maintenance, or a spouse, to his estate, unless the official, in writing addressed to the Managing Director, shall have requested that payment be made in some other order, to be approved by the Board, or to some other person substituted as a nominee, who shall be approved by the Board;

(2) an official whose service in the Bank is terminated as intended in regulation 9 of Chapter II, or an official who retires from the service in the Bank in the circumstances contemplated in regulation 7, 10, 11 or 12 of Chapter IV shall be paid the cash value of the vacation leave accumulated by him (excluding part of a day) but not enjoyed at the date of such termination of service or retirement;

(3) the cash value of vacation leave accumulated by an official may notwithstanding anything contained in subregulation (2) of this regulation, be paid to him on such conditions as the Board may determine; and

(4) the amount of the cash value of accumulated leave to be paid in terms of the provisions of this regulation, shall be calculated by applying the following formula:

$$\frac{A \times B}{365} = \text{amount of the cash value,}$$

where A represents the sum of the basic annual salary of the official and the allowances forming part thereof at the date of his death, termination of service or retirement, as the case may be, and B represents the number of days in respect of which the cash value may be paid in terms of this regulation."

15. Regulation 7 of Chapter VI is hereby amended by the substitution for subregulation (3) of the following subregulation:

"(3) The costs of transfer envisaged in subregulations (1) and (2) above, shall, in all respects *mutatis mutandis* be subject to the same conditions and limitations as are prescribed in the regulations in this Chapter: Provided that—

- (a) household shall not, for the purpose of this regulation, include an employee:

- (b) geen onderhoudstoelae of draagloon betaal word ten opsigte van iemand wat op die voorregte omskryf in hierdie regulasie geregtig is nie;
- (c) geen uitgawe ten opsigte van berging van persoonlike besittings vergoed word nie;
- (d) tensy die Raad anders besluit, die vervoerkoste van die spoorwegstasie na die pakhuis of woonhuis op die plek waarheen die huisgesin van 'n oorlede amptenaar of die amptenaar en sy huisgesin verhuis word, beperk word tot die koste van vervoer oor 'n afstand van hoogstens 25 kilometer."
- 16.** Regulasie 14 van Hoofstuk VI word hierby gewysig deur subregulasie (3) deur die volgende subregulasie te vervang:
- "(3) As 'n getroude amptenaar se dienste dit vir hom nodig maak om in Kaapstad te wees vir enige tydperk gedurende 'n parlementsitting, kan aan hom sodanige onderhoudstoelae en vry vervoer toegestaan word, ten opsigte van sy vrou, kinders, werknemers en oorbagasië, na gelang van die geval, waartoe hy geregtig sou wees as hy verplaas of oorgeplaas was ooreenkomstig die bepalings van hierdie regulasies. Sodanige amptenaar kan voorts vergoed word ten opsigte van so 'n gedeelte van die onkoste deur hom aangegaan in verband met die vervoer per spoor van 'n motorvoertuig van sy hoofkwartier na Kaapstad en terug as wat die Raad op aanbeveling van die Besturende Direkteur mag goedkeur."
- 17.** Die Bylae tot Hoofstuk VI word hierby gewysig deur paragraaf (a) deur die volgende paragraaf te vervang:
- "(a) ONDERHOUDSTOELAE BETAALBAAR TEN OPSIGTE VAN 'N AMPTENAAR SE HUISGESIN OOREENKOMSTIG DIE BEPALINGS VAN HIERDIE REGULASIES VIR DIE NOODWENDIGE DUUR VAN DIE REIS VAN EEN KANTOOR NA 'N ANDER.
- Ten opsigte van elke persoon oor die ouderdom van twaalf jaar, die volle dagskaal; en ten opsigte van elke persoon van twaalf jaar en jonger, een helfte van die dagskaal; bereken volgens die skaal van toepassing op die amptenaar, soos omskryf in regulasie 1 van hierdie Hoofstuk: Met dien verstande dat in die geval van 'n amptenaar se werknemer slegs redelike uitgawes vergoed word."
- 18.** Paragraaf (b) van die Bylae tot Hoofstuk VI word gewysig deur die woorde "bediende", "bediendes" en "kinderoppassers" oral waar dit in die paragraaf voorkom, te vervang deur die woorde "werknemer" of "werknemers" na gelang van die geval.
- 19.** Regulasie 4 van Hoofstuk VII word hierby gewysig deur paragraaf (d) te skrap.
- (b) no allowance for subsistence or portage shall be paid in respect of any person eligible for the benefits prescribed in this regulation;
- (c) no expenditure shall be met in respect of the cost of warehousing personal effects;
- (d) unless the Board directs otherwise, the cost of transport from the railhead to the warehouse or place of residence at the centre to which the household of a deceased official or the official and his household are removed, shall be limited to the cost of transport for a distance not exceeding 25 kilometres."
- 16.** Regulation 14 of Chapter VI is hereby amended by the substitution for subregulation (3) of the following subregulation:
- "(3) A married official whose duties require his attendance at Cape Town for any period during any session of Parliament may be granted such subsistence allowance and free conveyance in respect of his wife, children, employees and weight of excess luggage, as the case may be, as he would be entitled to if he were transferred or removed in accordance with the provisions of these regulations. Such an official may further be reimbursed so much of the expenditure incurred by him in the conveyance by rail of one motor vehicle from his headquarters to Cape Town and return as the Board on the recommendation of the Managing Director may approve."
- 17.** The Schedule to Chapter VI is hereby amended by the substitution for paragraph (a) of the following paragraph:
- "(a) ALLOWANCES FOR SUBSISTENCE PAYABLE, IN ACCORDANCE WITH THE PROVISIONS OF THESE REGULATIONS, IN RESPECT OF AN OFFICIAL'S HOUSEHOLD FOR THE PERIOD NECESSARILY OCCUPIED IN TRAVELLING FROM ONE OFFICE TO ANOTHER.
- In respect of each person over the age of twelve years, the full daily rate; and in respect of each person of twelve years of age and under, one-half of the daily rate; calculated according to the rate applicable to the official, as prescribed in regulation 1 of this Chapter: Provided that reasonable out-of-pocket expenses only shall be refunded in the case of an official's employee."
- 18.** Paragraph (b) of the Schedule to Chapter VI is hereby amended by the substitution of the words "servant", "servants" and "nursemaids" as it appears in the paragraph by the words "employee" or "employees", as the case may be.
- 19.** Regulation 4 of Chapter VII is hereby amended by the deletion of paragraph (d).

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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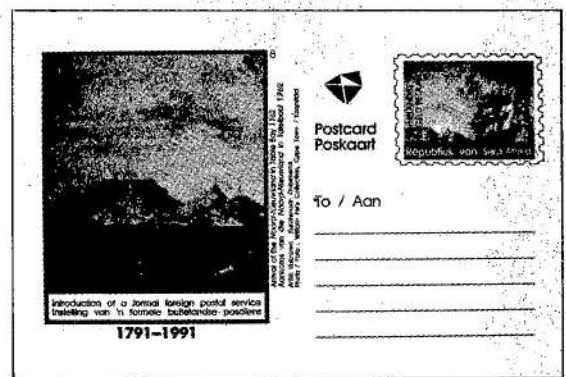
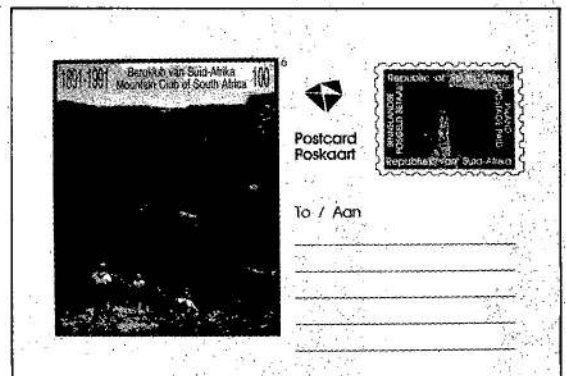
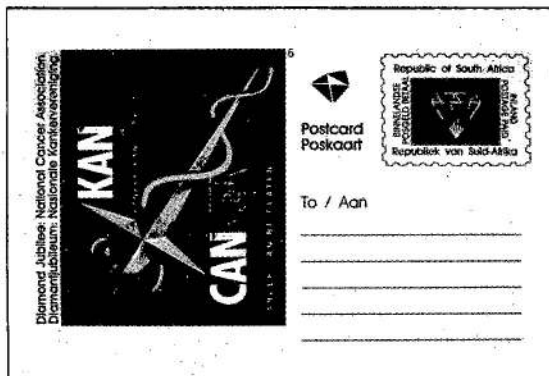
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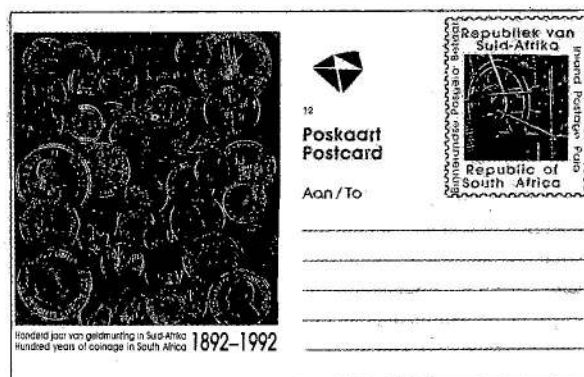
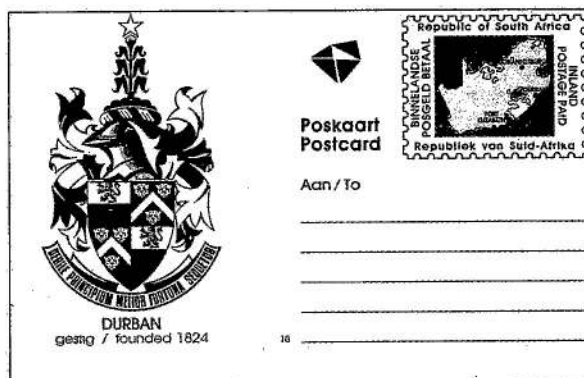
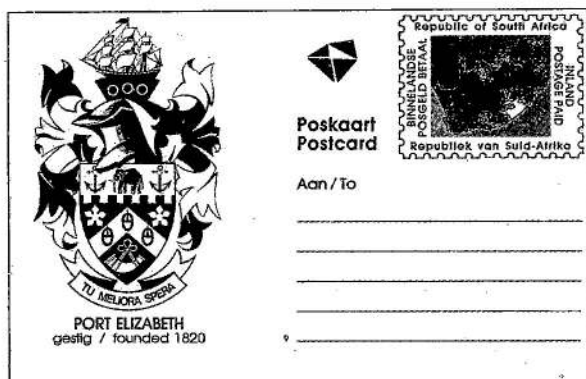
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Vanaf 2 Januarie 1992

Hou Suid-Afrika Skoon



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water is kosbaar

Use it.

Don't abuse  it.

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Please keep our country, South
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R. 1698	Landbankwet (13/1944): Land- en Land- boubank van Suid-Afrika: Personeel- regulasies: Wysiging.....	1	14056
---------	-----------------------------------------------------------------------------------------------------------	---	-------

CONTENTS

No.	Page No.	Gazette No.
-----	-------------	----------------

GOVERNMENT NOTICE**Finance, Department of***Government Notice*

R. 1698	Land Bank Act (13/1944): Land and Agri- cultural Bank of South Africa: Staff Regu- lations: Amendment.....	1	14056
---------	------------------------------------------------------------------------------------------------------------------	---	-------