

REPUBLIC
OF
SOUTH AFRICA



REPUBLIEK
VAN
SUID-AFRIKA

Government Gazette Staatskoerant

Regulation Gazette

No. 5602

Regulasiekoerant

Vol. 365

PRETORIA, 24 NOVEMBER 1995

No. 16833

PROCLAMATION

by the
President

of the Republic of South Africa

No. R. 102, 1995

FINANCIAL INSTITUTIONS AMENDMENT ACT, 1992
(ACT No. 83 OF 1992)

COMING INTO OPERATION

Under section 39 of the Financial Institutions Amendment Act, 1992 (Act No. 83 of 1992), I hereby determine **1 April 1996** as the date on which section 20 and 28 (a) of the said Act shall come into operation.

Given under my Hand and the Seal of the Republic of South Africa at Pretoria this Twenty-eighth day of September, One thousand Nine hundred and Ninety-five.

N. R. MANDELA,
President.

By Order of the President-in-Cabinet:

C. F. LIEBENBERG,
Minister of the Cabinet.

PROKLAMASIE

van die
President

van die Republiek van Suid-Afrika

No. R. 102, 1995

WYSIGINGSWET OP FINANSIËLE INSTELLINGS,
1992 (WET No. 83 VAN 1992)

INWERKINGTREDING

Kragtens artikel 39 van die Wysigingswet op Finansiële Instellings, 1992 (Wet No. 83 van 1992), bepaal ek hierby **1 April 1996** as die datum waarop artikels 20 en 28 (a) van genoemde Wet in werking tree.

Gegee onder my Hand en Seël van die Republiek van Suid-Afrika te Pretoria, op hede die Agt-en-twintigste dag van September Eenduisend Negehonderd Vyf-en-negentig.

N. R. MANDELA,
President.

Op las van die President-in-Kabinet:

C. F. LIEBENBERG,
Minister van die Kabinet.

GOVERNMENT NOTICES

DEPARTMENT OF FINANCE

No. R. 1810

24 November 1995

CUSTOMS AND EXCISE ACT, 1964

AMENDMENT OF SCHEDULE No. 1 (No. 1/1/751)

Under section 48 of the Customs and Excise Act, 1964, Part 1 of Schedule No. 1 to the said Act is hereby amended to the extent set out in the Schedule hereto.

A. ERWIN,
Deputy Minister of Finance.

GOEWERMENSKENNISGEWINGS

DEPARTEMENT VAN FINANSIES

No. R. 1810

24 November 1995

DOEANE- EN AKSYNSWET, 1964

WYSIGING VAN BYLAE No. 1 (No. 1/1/751)

Kragtens artikel 48 van die Doeane- en Aksynswet, 1964, word Deel 1 van Bylae No. 1 by genoemde Wet hiermee gewysig in die mate in die Bylae hiervan aangetoon.

A. ERWIN,
Adjunkminister van Finansies.

SCHEDULE

Heading	Subheading	C. D.	Article Description	Statistical Unit	Rate of Duty	Annotations
28.15	"2815.1 2815.11 2815.12	3 7	By the substitution for subheading No. 2815.1 of the following: Sodium hydroxide (caustic soda): Solid In aqueous solution (soda lye or liquid soda)	kg kg	20% 20%"	

BYLAE

Pos	Subpos	T. S.	Artikelbeskrywing	Statistiese Eenheid	Skaal van Reg	Annotations
28.15	"2815.1 2815.11 2815.12	3 7	Deur subpos No. 2815.1 deur die volgende te vervang: Natriumhidroksied (bytsoda): Solied In wateroplossing (natriumloog of vloeibare soda)	kg kg	20% 20%"	

No. R. 1811

24 November 1995

CUSTOMS AND EXCISE ACT, 1964

AMENDMENT OF SCHEDULE No. 1 (No. 1/1/750)

Under section 48 of the Customs and Excise Act, 1964, Part 1 of Schedule No. 1 to the said Act is hereby amended to the extent set out in the Schedule hereto.

A. ERWIN,

Deputy Minister of Finance,

No. R. 1811

24 November 1995

DOEANE- EN AKSYNSWET, 1964

WYSIGING VAN BYLAE No. 1 (No. 1/1/750)

Kragtens artikel 48 van die Doeane- en Aksynswet, 1964, word Deel 1 van Bylae No. 1 by genoemde Wet hiermee gewysig in die mate in die Bylae hiervan aangetoon.

A. ERWIN,

Adjunkminister van Finansies.

SCHEDULE

Heading	Subheading	C. D.	Article Description	Statistical Unit	Rate of Duty	Annotations
85.07	"8507.30	4	By the substitution for subheading No. 8507.30 of the following: Nickel-cadmium	u	free"	
	"8507.80	7	By the substitution for subheading No. 8507.80 of the following: Other accumulators	u	free"	
85.25	"8525.20	8	By the substitution for subheading No. 8525.20 of the following: Transmission apparatus incorporating reception apparatus	u	free"	
85.29	".50	0	By the substitution for subheading No. 8529.90.50 of the following: Filters or separators, for television receiving set aerials	u	free"	
85.36	".10	3	By the substitution for subheading No. 8536.90.10 of the following: Identifiable for use solely or principally with radio, radar, television, radio-telegraphic or radio-telephonic apparatus	u	free"	
85.37			By the deletion of subheading No. 8537.10.10. By the substitution for subheading No. 8537.10.90 of the following:			
	".90	9	Other	u	free"	
85.39	"90.	7	By the substitution for subheading No. 8539.21.90 of the following: Other	u	free"	
85.40	"8540.89	3	By the substitution for subheading No. 8540.89 of the following: Other	u	free"	
94.05	".55	5	By the insertion after subheading No. 9405.40.50 of the following: Other, of base metal, identifiable for use solely for principally with cinematographic projectors	kg	free"	

BYLAE

Pos	Subpos	T. S.	Artikelbeskrywing	Statistiese Eenheid	Skaal van Reg	Annotasies
85.07	"8507.30	4	Deur subpos No. 8507.30 deur die volgende te vervang: Nikkel-kadmium	u	vry"	
	"8507.80	7	Deur subpos No. 8507.80 deur die volgende te vervang: Ander akkumulators	u	vry"	
85.25	"8525.20	8	Deur subpos No. 8525.20 deur die volgende te vervang: Transmissie-apparate wat ontvangsapparate inkorporeer	u	vry"	
85.29	".50	0	Deur subpos No. 8529.90.50 deur die volgende te vervang: Filters of afskeiers, vir televisie-ontvangstoestelantennes	u	vry"	
85.36	".10	3	Deur subpos No. 8536.90.10 deur die volgende te vervang: Uitkenbaar as vir gebruik slegs of hoofsaaklik met radio-, radar-, televisie-, radiotelegrafiese of radiotelefoniese apparate	u	vry"	
85.37			Deur subpos No. 8537.10.10 te skrap. Deur subpos No. 8537.10.90 deur die volgende te vervang: Ander	u	vry"	
85.39	".90	9	Deur subpos No. 8539.21.90 deur die volgende te vervang: Ander	u	vry"	
85.40	".90	7	Deur subpos No. 8540.89 deur die volgende te vervang: Ander	u	vry"	
85.40	"8540.89	3	Deur subpos No. 8540.89 deur die volgende te vervang: Ander	u	vry"	
94.05	".55	5	Deur na subpos No. 9405.40.50 die volgende in te voeg: Ander, van onedelmetaal, uitkenbaar as vir gebruik slegs of hoofsaaklik met kinematografiese projektors	kg	vry"	

No. R. 1812

24 November 1995

CUSTOMS AND EXCISE ACT, 1964

AMENDMENT OF SCHEDULE No. 3 (No. 3/309)

Under section 75 of the Customs and Excise Act, 1964, Schedule No. 3 to the said Act is hereby amended to the extent set out in the Schedule hereto.

A. ERWIN,

Deputy Minister of Finance.

No. R. 1812

24 November 1995

DOEANE- EN AKSYNSWET, 1964

WYSIGING VAN BYLAE No. 3 (No. 3/309)

Kragtens artikel 75 van die Doeane- en Aksynswet, 1964, word Bylae No. 3 by genoemde Wet hiermee gewysig in die mate in die Bylae hiervan aangetoon.

A. ERWIN,

Adjunkminister van Finansies.

SCHEDULE

I Rebate Item	II				III Extent of Rebate	Annotations
	Tariff Heading	Rebate Code	C. D.	Description		
304.03	"9502.10	01.06	69	By the substitution of tariff headings Nos. 9502.10, 9503.49, 9503.50, 9503.60 and 9503.90 of the following: Dolls representing only human beings, whether or not dressed, for surprise packets of which the sugar confectionary predominates by value	Full duty	
	9503.49	01.06	60	Toys representing animals or non-human creatures, not stuffed, for surprise packets of which the sugar confectionary predominates by value	Full duty	
	9503.50	01.06	64	Toy musical instruments and apparatus, for surprise packets of which the sugar confectionary predominates by value	Full duty	
	9503.60	01.06	61	Puzzles, for surprise packets of which the sugar confectionary predominates by value	Full duty	
	9503.90	01.06	63	Other toys, for surprise packets of which the sugar confectionary predominates by value	Full duty"	

BYLAE

I Korting- item	II			Beskrywing	III Mate van Korting	Annota- sies
	Tarief- pos	Korting- kode	T. S.			
304.03				Deur tariefposte Nos. 9502.10, 9503.49, 9503.50, 9503.60 en 9503.90 deur die volgende te vervang:		
	9502.10	01.06	69	Poppe wat slegs menslike wesens voorstel, hetsy aange- getrek al dan nie, vir verrassingspakkies waarvan die suikergoed volgens waarde oorheersend is	Volle reg	
	9503.49	01.06	60	Speelgoed wat diere of ander nie-menslike wesens voorstel, nie opgestop nie, vir verrassingspakkies waar- van die suikergoed volgens waarde oorheersend is	Volle reg	
	9503.50	01.06	64	Speelgoedmusiekinstrumente en -apparate, vir verrassingspakkies waarvan die suikergoed volgens waarde oorheersend is	Volle reg	
	9503.60	01.06	61	Sukkelspeletjies, vir verrassingspakkies waarvan die suikergoed volgens waarde oorheersend is	Volle reg	
	9503.90	01.06	63	Ander speelgoed, vir verrassingspakkies waarvan die suikergoed volgens waarde oorheersend is	Volle reg"	

No. R. 1838

24 November 1995

FINANCIAL SERVICES BOARD

AMENDMENTS TO THE REGULATIONS
UNDER THE PENSION FUNDS ACT, 1956
(ACT No. 24 OF 1956)

The Minister of Finance has under section 36 of the Pension Funds Act, 1956 (Act No. 24 of 1956), made the regulations set out in the Schedule with effect from 1 April 1996.

SCHEDULE

Definition

1. In these regulations "the Regulations" means the regulations published by Government Notice No. R. 98 of 26 January 1962, as amended by Government Notices Nos. R. 99 of 26 January 1962, R. 2144 of 28 September 1984, R. 1790 of 16 August 1985, R. 1037 of 28 May 1986, R. 232 of 6 February 1987, R. 1452 of 7 July 1989, R. 1920 of 1 September 1989, R. 2361 of 27 September 1991, R. 201 of 12 February 1993, R. 2324 of 10 December 1993 and R. 141 of 28 January 1994.

Addition to definitions

2. The following definition is hereby inserted before the definition of "deferred pensioner":

"'accounting person', in relation to an administrator, means an auditor registered in terms of the Public Accountants' and Auditors' Act, 1991 (Act No. 80 of 1991), or an accounting officer contemplated in the Close Corporations Act, 1984 (Act No. 69 of 1984), or such other person approved by the registrar;"

No. R. 1838

24 November 1995

RAAD OP FINANSIËLE DIENSTE

WYSIGINGS VAN DIE REGULASIES KRAG-
TENS DIE WET OP PENSIENFONDSE, 1956
(WET No. 24 VAN 1956)

Die Minister van Finansies het kragtens artikel 36 van die Wet op Pensioenfondse, 1956 (Wet No. 24 van 1956), die regulasies uiteengesit in die Bylae, uitgevaardig met ingang van 1 April 1996.

BYLAE

Woordomskrywing

1. In hierdie regulasies beteken "die Regulasies" die regulasies afgekondig by Goewermenskennisgewing No. R. 98 van 26 Januarie 1962, soos gewysig by Goewermenskennisgewings Nos. R. 99 van 26 Januarie 1962, R. 2144 van 28 September 1984, R. 1790 van 16 Augustus 1985, R. 1037 van 28 Mei 1986, R. 232 van 6 Februarie 1987, R. 1452 van 7 Julie 1989, R. 1920 van 1 September 1989, R. 2361 van 27 September 1991, R. 201 van 12 Februarie 1993, R. 2324 van 10 Desember 1993 en R. 141 van 28 Januarie 1994.

Byvoeging tot Woordomskrywings

2. Die volgende woordomskrywing word hierby na die woordomskrywing van "privaat-gedadministreerde fonds" gevoeg:

"'rekenpligtige persoon', met betrekking tot 'n administrateur, 'n ouditeur geregistreer ingevolge die Wet op Openbare Rekenmeesters en Ouditers, 1991 (Wet No. 80 van 1991), of 'n rekeningkundige beampte bedoel in die Wet op Beslote Korporasies, 1984 (Wet No. 69 van 1984), of sodanige ander persoon deur die Registrateur goedgekeur;"

Addition of Regulation 32

3. The following regulation is hereby added to the Regulations:

“Application for registration as administrator

32. (1) An application for approval to administer pension funds as contemplated in section 13B of the Act, together with an application for exemption contemplated in section 13B (4) of the Act (if any) shall be in the form set out in Schedule M.

(2) An application contemplated in subregulation (1) shall be accompanied by:

- (a) the fee prescribed in item (m) of Schedule L; and
- (b) a report by an accounting person in the form of Schedule N (accounting persons other than auditors) or O (auditors), as the case may be.”

Amendment of Schedule L

4. Schedule L to the Regulations is hereby amended by the insertion of the following paragraph after paragraph (l):

“(m) For an application for approval in terms of section 13B (1) of the Act R500,00”.

Insertion of Schedules M to O

5. The following schedules are hereby inserted after Schedule L to the Regulations:

Byvoeging van Regulasie 32

3. Die volgende regulasie word hierby by die Regulasies gevoeg:

“Aansoek om registrasie as administrateur

32. (1) ’n Aansoek om goedkeuring om pensioenfondse te administreer soos bedoel in artikel 13B van die Wet, tesame met ’n aansoek om vrystelling bedoel in artikel 13B (4) van die Wet (indien enige) moet in die vorm wees soos uiteengesit in Bylae M.

(2) ’n Aansoek bedoel in subregulasie (1) word vergesel van :

- (a) die gelde voorgeskryf in item (m) van Bylae L; en
- (b) ’n verslag deur ’n rekenpligtige persoon in die vorm van Bylae N (rekenpligtige persone anders as ouditeurs) of O (ouditeurs), na gelang van die geval.”

Wysiging van Bylae L

4. Bylae L tot die Regulasies word hierby gewysig deur die volgende paragraaf na paragraaf (l) in te voeg:

“(m) Vir ’n aansoek om goedkeuring ingevolge artikel 13B (1) van die Wet R500,00”.

Invoeging van Bylaes M tot O

5. Die volgende bylaes word hierby na Bylae L van die Regulasies ingevoeg:

SCHEDULE M

APPLICATION FOR APPROVAL AS AN ADMINISTRATOR IN TERMS OF SECTION 13B OF THE PENSION FUNDS ACT, 1956

SECTION 1 (To be completed by all applicants)

1. Full name of proposed administrator.
.....
2. Details of corporate status, registered number and registered address.
.....
3. Address where business is being conducted.
.....
4. Postal Address.
.....
5. Telephone Number Facsimile.....
6. Date on which financial year ends.
.....
7. Name and address of accounting person contemplated in condition 1 of the Conditions*. Give full particulars of the firm of accountants or auditors and specify one or two specific members of the firm as the bearer of the responsibilities in terms of the Regulations and the Conditions. If approval of a person to be acting as accounting person is required, please furnish full details including qualifications and experience of the person to be approved.
.....
8. Name and address of person who will be in charge of the administration of pension funds.
.....
9. Is the person referred in paragraph 8 fully conversant with the provisions of the Act, Regulations, Conditions and the Financial Institutions (Investment of Funds) Act, 1984?
.....
10. Will the administration of pension funds be conducted in such a way to comply with all applicable provisions?
.....

SECTION II

(Only to be completed by administrators in existence at the date of coming into operation of the Regulations in terms of which this Schedule was added to the Regulations)

- 1. Number of registered and unregistered pension funds currently being administered:
Registered Unregistered
- 2. Are your administration agreements with pension funds in writing and do they conform with the provisions of condition 3 of the Conditions*?
.....
- 3. If not, will amendments be made or do you wish to apply for exemption? (If you wish to apply for exemption in terms of condition 3, state grounds for exemption).
.....
- 4. Do you deposit fund moneys, whether contributions paid or benefits payable, in a trust account or other bank account opened in your name? Please furnish details.
.....
.....

SECTION III (Only to be completed by administrator requiring exemption)

Please indicate exemptions required from the Conditions*, if any.

.....

Please furnish reasons for requiring exemption.

.....

* The Conditions promulgated in the *Government Gazette* containing the Registrar's prerequisites for approval as an administrator.

BYLAE M

AANSOEK OM GOEDKEURING AS ADMINISTRATEUR INGEVOLGE ARTIKEL 13B VAN DIE WET OP PENSIOENFONDSE, 1956

DEEL 1 (Moet voltooi word deur alle aansoekers)

- 1. Volle name van voorgestelde administrateur.
.....
- 2. Besonderhede van regs persoonlikheid, geregistreerde nommer en geregistreerde adres.
.....
- 3. Adres waar besigheid gedryf word.
.....
- 4. Posadres.
.....
- 5. Telefoonnommer Faksimilee.....
- 6. Datum van finansiële jaareinde.
.....

14. Of enige van die persone bedoel in paragraaf 13 al ooit skuldig bevind is aan 'n oortreding wat voortspruit uit oneerlikheid, bedrog of verduistering (H), of enige van hierdie persone die beherende aandeelhouer of direkteur was van 'n maatskappy of beslote korporasie op die tydstip toe dit onder geregtelike bestuur of in likwidasië geplaas is (I), of die boedel van enige sodanige persoon al ooit gesekwestreer is (J), of enige sodanige persoon onderwerp was aan dissiplinêre verrigtinge deur 'n werkgewer of reguleringsliggaam (K), en of enige sodanige persoon geskrap is van die rol van enige professie of beroep (L):

H	I	J	K	L

15. Oorskry u lopende bates u lopende verpligtinge soos bedoel in voorwaarde 7.2 van die Voorwaardes*.
16. Is u likwiede bates gelyk aan of oorskry dit $\frac{8}{52}$ x jaarlikse uitgawes soos bedoel in voorwaarde 7.3 van die Voorwaardes*.

DEEL II

(Moet slegs voltooi word deur administrateurs wat bestaan op datum waarop die Regulasies in werking tree, ingevolge waarvan hierdie Bylae by die Regulasies gevoeg is.)

- Aantal geregistreerde en ongeregistreerde pensioenfondse wat huidiglik geadminestrateer word:
Geregistreerd..... Ongeregistreerd.....
- Is u administrasie-ooreenkomste met pensioenfondse skriftelik en voldoen hulle aan voorwaarde 3 van die Voorwaardes*?
- Indien nie, sal daar wysigings aangebring word of verlang u vrystelling? (Indien u vrystelling ingevolge voorwaarde 3 verlang, noem die gronde vir die vrystelling).
- Betaal u fondsgelde, hetsy bydraes betaal of voordele betaalbaar, in 'n trustrekening of in 'n ander rekening in u naam geopen? Verskaf asseblief besonderhede.

DEEL III

(Moet slegs deur 'n administrateur wat vrystelling verlang voltooi word)

Dui die vrystellings van die Voorwaardes*, indien enige, wat u verlang aan.

.....

.....

.....

.....

.....

.....

.....

.....

.....

.....

Voorsien asseblief die redes waarom u vrystelling verlang.

.....

.....

.....

.....

.....

.....

.....

.....

.....

.....

* Die Voorwaardes gepromulgeer in die Staatskoerant wat die Registrateur se vereistes vir goedkeuring as administrateur bevat.

SCHEDULE N**REPORT OF THE ACCOUNTING PERSON (EXCLUDING AUDITORS) OF (THE ADMINISTRATOR) TO THE REGISTRAR OF PENSION FUNDS IN COMPLIANCE WITH REGULATION 32 (2) (b) OF THE REGULATIONS MADE IN TERMS OF THE PENSION FUNDS ACT, 1956**

1. We have performed the duties of an accounting person of the administrator as required by regulation 32 (2) (b). No audit is required by the Act to be carried out and no audit was conducted.

2. The financial information and the insurance of business risks are the responsibility of the management of the administrator. We have adopted such procedures and conducted such enquiries in relation to the books of account and records of the administrator as we considered necessary in the circumstances. This enables us to certify that—

2.1 the administrator has taken out an Employer's Fidelity Guarantee Policy, No. and that such policy has been renewed for a period of months ending on the day of 19....., and

2.2 the administrator has taken out a Professional Indemnity Insurance Policy, No. and that such policy has been renewed for a period of months ending on the day of 19.....

Accounting person (excluding auditors):

Date:

Address:

SCHEDULE O**REPORT OF THE AUDITOR OF (THE ADMINISTRATOR) TO THE REGISTRAR OF PENSION FUNDS IN COMPLIANCE WITH REGULATION 32 (2) (b) OF THE REGULATIONS MADE IN TERMS OF THE PENSION FUNDS ACT, 1956**

1. In compliance with regulation 32 (2) (b) we have performed certain procedures described below on the system of internal control and records of the administrator as at

2. Compliance with the regulations and the maintenance and development of a system of internal control are the responsibilities of the management of the administrator. Our responsibility is to report on the results of the procedures which we have performed. The procedures were carried out solely to comply with the requirements of Regulation 32 (2) (b) and this report should be used by you for that purpose only.

3. We have adopted such procedures and conducted such enquiries in relation to the books of account and records of the administrator as we considered necessary in the circumstances. This enables us to certify that—

3.1 the bookkeeping, computer and control systems are adequate for the size and complexity of the business it is conducting / *proposes to conduct;

BYLAEN**VERSLAG VAN DIE REKENPLIGTIGE PERSOON (UITGESLUIT OUDITEURS) VAN (DIE ADMINISTRATEUR) AAN DIE REGISTRATEUR TER VOLDOENING AAN REGULASIE 32 (2) (b) VAN DIE REGULASIES UITGEVAARDIG INGEVOLGE DIE WET OP PENSIOENFONDSE, 1956**

1. Ons het die pligte van 'n rekenpligtige persoon van die administrateur uitgevoer soos vereis deur regulasie 32 (2) (b). Geen oudit word deur die Wet vereis nie en geen oudit is uitgevoer nie.

2. Die finansiële inligting en die versekering van besigheidsrisiko's is die verantwoordelikheid van die bestuur van die administrateur. Ons het sodanige prosedures aanvaar en navrae gerig met betrekking tot die rekeningboeke en rekords van die administrateur soos ons onder die omstandighede nodig geag het. Dit stel ons in staat om te sertifiseer dat—

2.1 die administrateur 'n Werkgewer Getrouheidswaarborgpolis, No. by uitgeneem het en dat sodanige polis hernieu is vir 'n tydperk van maande eindigende op die dag van 19....., en

2.2 die administrateur 'n Professionele Skadeloosstellingspolis, No. by uitgeneem het en dat sodanige polis hernieu is vir 'n tydperk van maande eindigende op die dag van 19.....

Rekenpligtige persoon (uitgesluit ouditeurs):

Datum:

Adres:

BYLAE O**VERSLAG VAN DIE OUDITEUR VAN (DIE ADMINISTRATEUR) AAN DIE REGISTRATEUR VAN PENSIOENFONDSE TER VOLDOENING AAN REGULASIE 32 (2) (b) VAN DIE REGULASIES UITGEVAARDIG INGEVOLGE DIE WET OP PENSIOENFONDSE, 1956**

1. Ter voldoening aan regulasie 32 (2) (b) het ons sekere prosedures wat hieronder beskryf word ten aansien van die stelsel van interne kontrole en rekords van die administrateur soos op uitgevoer.

2. Voldoening aan die regulasies en die instandhouding en ontwikkeling van 'n stelsel van interne kontrole is die verantwoordelikheid van die bestuur van die administrateur. Ons verantwoordelikheid is om verslag te doen oor die resultate van die prosedures wat ons uitgevoer het. Die prosedures is uitgevoer alleenlik om aan die vereistes van regulasie 32 (2) (b) te voldoen en hierdie verslag mag slegs vir daardie doeleinde aangewend word.

3. Ons het sodanige prosedures aanvaar en sodanige navrae gerig met betrekking tot die rekeningboeke en rekords van die administrateur soos ons onder die omstandighede nodig geag het. Dit stel ons in staat om te sertifiseer dat—

3.1 die rekeningkundige-, rekenaar- en beheerstelsels toereikend is vir die grootte en ingewikkeldheid van die besigheid wat hy dryf/*van voorneme is om te bedryf;

- 3.2 adequate measures are in operation to ensure the continued safety of documents of title relating to assets held in safe custody;
- 3.3 the administrator has taken out an Employer's Fidelity Guarantee Policy, No. and that such policy has been renewed for a period of months ending on the day of 19...., and
- 3.4 the administrator has taken out a Professional Indemnity Insurance Policy, No. and that such policy has been renewed for a period of months ending on the day of 19....
4. The following exceptions to paragraph 3 have been brought to the attention of the administrator's management and have/*have not subsequently been corrected:
-
-
-

Auditor (CA) SA:

Address:

Date:

* Delete if not applicable.

DEPARTMENT OF JUSTICE

No. R. 1825 **24 November 1995**

APPOINTMENT OF TWO MEMBERS OF THE COMMISSION OF INQUIRY INTO THE RATIONALIZATION OF THE PROVINCIAL AND LOCAL DIVISIONS OF THE SUPREME COURT

It is hereby notified for general information that the President has appointed Advocate A. N. Jappie and Mr G. S. S. Maluleke members of the Commission of Inquiry into the Rationalization of the Provincial and Local Divisions of the Supreme Court, as appointed by Government Notice No. R. 471 of 31 March 1995, to replace Mr F. Bam, who has been appointed President of the Land Claims Court, and Advocate S. Desai, who has been appointed Judge of the Cape of Good Hope Provincial Division of the Supreme Court of South Africa.

DEPARTMENT OF AGRICULTURE

No. R. 1813 **24 November 1995**

AGRICULTURAL PRODUCT STANDARDS ACT, 1990 (ACT No. 119 OF 1990)

REGULATIONS REGARDING CONTROL OF THE EXPORT OF APPLES: AMENDMENT*

The Deputy Minister of Agriculture, acting on behalf of the Minister of Agriculture, has under section 15 of the Agricultural Product Standards Act, 1990 (Act No. 119 of 1990), made the regulations in the Schedule.

* Update of the Regulations to bring it into line with changed export standards and requirements.

3.2 voldoende maatreëls is getref om die voortgesette veiligheid van die dokumente van eiendomsreg met betrekking tot bates wat in veilige bewaring gehou word, te verseker;

3.3 die administrateur 'n Werkgewer Getrouheidswaarborgpolis, No. by uitgeneem het en dat sodanige polis hernieu is vir 'n tydperk van maande eindigende op die dag van 19...., en

3.4 die administrateur 'n Professionele Skadeloosstellingspolis, No. by uitgeneem het en dat sodanige polis hernieu is vir 'n tydperk van maande eindigende op die dag van 19....

4. Die volgende uitsonderings op paragraaf 3 is onder die aandag van die bestuur van die administrateur gebring en is/*is nie daarna reggestel (nie):

.....

.....

.....

Ouditeur (GR) SA:

Adres:

Datum:

* Skrap indien nie van toepassing.

DEPARTEMENT VAN JUSTISIE

No. R. 1825 **24 November 1995**

AANSTELLING VAN TWEE LEDE TOT DIE KOMMISSIE VAN ONDERSOEK NA DIE RASIONALISERING VAN DIE PROVINSIALE EN PLAASLIKE AFDELINGS VAN DIE HOOGGEREGSHOF

Daar word hierby vir algemene inligting bekendgemaak dat die President adv. A. N. Jappie en mnr. G. S. S. Maluleke as lede van die Kommissie van Onderzoek na die Rasionalisering van die Provinsiale en Plaaslike Afdelings van die Hooggeregshof, soos aangestel by Goewermentskennisgewing No. R. 471 van 31 Maart 1995, aangestel het in die plek van mnr. F. Bam, wat as President van die Hof vir Grondeise en adv. S. Desai, wat as Regter van die Provinsiale Afdeling Kaap die Goeie Hoop van die Hooggeregshof van Suid-Afrika, aangestel is.

DEPARTEMENT VAN LANDBOU

No. R. 1813 **24 November 1995**

WET OP LANDBOUPRODUKSTANDAARDE, 1990 (WET No. 119 VAN 1990)

REGULASIES BETREFFENDE BEHEER OOR DIE UITVOER VAN APPELS: WYSIGING*

Die Adjunkminister van Landbou, handelende namens die Minister van Landbou, het kragtens artikel 15 van die Wet op Landbouprodukstandaarde, 1990 (Wet No. 119 van 1990), die regulasies in die Bylae uitgevaardig.

* Bywerk van die Regulasies om dit in ooreenstemming te bring met veranderde uitvoerstandaarde en -vereistes.

SCHEDULE**BYLAE****Definition**

1. In this Schedule "the Regulations" means the regulations published by Government Notice No. R. 2007 of 23 August 1991.

Amendment of regulation 1 of the Regulations

2. Regulation 1 of the Regulations is hereby amended—

- (a) by the substitution for the definition of "consignment" of the following definition:

" 'consignment' means—

(a) a quantity of apples of the same cultivar, belonging to the same owner and delivered at the same time under cover of the same delivery note, consignment note or receipt note, or delivered by the same vehicle; or

(b) in the case of a quantity of apples that is divided into different cultivars, classes, counts, count groups, pallet loads, trade-marks or types of packaging, every quantity of each of the different cultivars, classes, counts, count groups, pallet loads, trade-marks or types of packaging;"; and

- (b) by the deletion of the definition of "consignment note".

Amendment of regulation 5 of the Regulations

3. Regulation 5 of the Regulations is hereby amended by the substitution for subregulation (2) of the following subregulation:

"(2) All the copies of the consignment note shall have the same serial number and one copy thereof shall, when the consignment is submitted for inspection, on request be furnished to the Executive Officer or the Assignee concerned."

Substitution for regulation 7 of the Regulations

4. The following regulation is hereby substituted for regulation 7 of the Regulations:

"Fees for inspection and analysis

7. The fees referred to in section 4 (2) of the Act, shall be payable for inspection and analysis."

Amendment of regulation 8 of the Regulations

5. Regulation 8 of the Regulations is hereby amended—

- (a) by the substitution for subregulation (1) of the following subregulation:

"(1) Any person who appeals in terms of section 10 (1) of the Act against a decision or direction of an inspector, shall submit a written notice of appeal to an inspector within 24 hours after been notified of the said decision or direc-

Woordomskrywing

1. In hierdie Bylae beteken "die Regulasies" die regulasies gepubliseer by Goewermentskennisgewing No. R. 2007 van 23 Augustus 1991.

Wysiging van regulasie 1 van die Regulasies

2. Regulasie 1 van die Regulasies word hierby gewysig—

- (a) deur die woordomskrywing van "besending" deur die volgende woordomskrywing te vervang:

" 'besending'—

(a) 'n hoeveelheid appels van dieselfde kultivar, wat aan dieselfde eienaar behoort en terselfdertyd afgelewer word onder dekking van dieselfde afleweringsbrief, vragbrief of ontvangsbewys, of gelewer deur dieselfde voertuig; of

(b) in die geval van 'n hoeveelheid appels wat ingedeel is in verskillende kultivars, klasse, tellings, tellinggroepe, paletvragte, handelsmerke of tipes verpakings, iedere hoeveelheid van elkeen van die verskillende kultivars, klasse, tellings, tellinggroepe, paletvragte, handelsmerke of tipes verpakings;"; en

- (b) deur die woordomskrywing van "vragbrief" te skrap.

Wysiging van regulasie 5 van die Regulasies

3. Regulasie 5 van die Regulasies word hierby gewysig deur subregulasie (2) deur die volgende subregulasie te vervang:

"(2) Al die afskrifte van die vragbrief moet dieselfde reeksnommer hê en een afskrif daarvan moet, by die aanbieding van die besending vir ondersoek, op versoek aan die Uitvoerende Beampte of die betrokke Gemagtigde voorsien word."

Vervanging van regulasie 7 van die Regulasies

4. Regulasie 7 van die Regulasies word hierby deur die volgende regulasie vervang:

"Gelde vir ondersoek en ontleding

7. Die gelde in artikel 4 (2) van die Wet bedoel, is betaalbaar vir ondersoek en ontleding."

Wysiging van regulasie 8 van die Regulasies

5. Regulasie 8 van die Regulasies word hierby gewysig—

- (a) deur subregulasie (1) deur die volgende subregulasie te vervang:

"(1) Iemand wat ingevolge artikel 10 (1) van die Wet teen 'n beslissing of lasgewing van 'n inspekteur appèl aanteken, moet binne 24 uur na kennisname van die genoemde beslissing of lasgewing, 'n skriftelike kennisgewing van appèl

tion unless that period expires on a Saturday, Sunday or public holiday, in which case the appeal shall be submitted on the first following working day.”;

- (b) by the substitution for subregulation (2) of the following subregulation:

“(2) Such person shall pay the prescribed fee to the inspector or at any office of the Executive Officer or the Assignee concerned, as the case may be: Provided that such fee shall be paid in respect of each separate consignment in respect of which the appeal is noted: Provided further that if the notice of appeal and the fee are not submitted and paid within the period specified in subregulation (1), the appellant shall forfeit his or her right of appeal.”; and

- (c) by the substitution for subregulation (6) of the following subregulation:

“(6) An appeal board shall decide an appeal within 48 hours (excluding Saturdays, Sundays and public holidays) after it has been submitted.”.

by 'n inspekteur indien, tensy daardie tydperk op 'n Saterdag, Sondag of openbare vakansiedag verstryk, in welke geval die appèl op die eersvolgende werkdag ingedien moet word.”;

- (b) deur subregulasie (2) deur die volgende subregulasie te vervang:

“(2) So 'n persoon moet die voorgeskrewe geld by die inspekteur, of by enige kantoor van die Uitvoerende Beampste of die betrokke Gemagtigde, na gelang van die geval, betaal: Met dien verstande dat sodanige geld betaal moet word ten opsigte van elke afsonderlike besending met betrekking waartoe die appèl aangeteken word: Met dien verstande voorts dat indien die kennisgewing van appèl en die geld nie binne die tydperk in subregulasie (1) vermeld ingedien en betaal word nie, die appellant sy of haar reg tot appèl verbeur.”; en

- (c) deur subregulasie (6) deur die volgende subregulasie te vervang:

“(6) 'n Appèlraad moet binne 48 uur (uitgesonderd Saterdag, Sondag en openbare vakansiedae) na indiening daarvan oor 'n appèl beslis.”.

No. R. 1841 24 November 1995

AGRICULTURAL PRODUCT STANDARDS ACT, 1990 (ACT No. 119 OF 1990)

REGULATIONS REGARDING CONTROL OF THE EXPORT OF PEARS: AMENDMENT*

The Deputy Minister of Agriculture, acting on behalf of the Minister of Agriculture, has under section 15 of the Agricultural Product Standards Act, 1990 (Act No. 119 of 1990), made the regulations in the Schedule.

* **Updating of the Regulations to bring it into line with changed export standards and requirements.**

SCHEDULE

Definition

1. In this Schedule “the Regulations” means the regulations published by Government Notice No. R. 2011 of 23 August 1991.

Amendment of regulation 1 of the Regulations

2. Regulation 1 of the Regulations is hereby amended—

- (a) by the substitution for the definition of “consignment” of the following definition:

“ ‘consignment’ means—

- (a) a quantity of pears of the same cultivar, belonging to the same owner and delivered at the same time under cover of the same delivery note, consignment note or receipt note, or delivered by the same vehicle; or

No. R. 1814 24 November 1995

WET OP LANDBOUPRODUKSTANDAARDE, 1990 (WET No. 119 VAN 1990)

REGULASIES BETREFFENDE BEHEER OOR DIE UITVOER VAN PERE: WYSIGING*

Die Adjunkminister van Landbou, handelende namens die Minister van Landbou, het kragtens artikel 15 van die Wet op Landbouprodukstandaarde, 1990 (Wet No. 119 van 1990), die regulasies in die Bylae uitgevaardig.

* **Bywerk van die Regulasies om dit in ooreenstemming te bring met veranderde uitvoerstandaarde en vereistes.**

BYLAE

Woordomskrywing

1. In hierdie Bylae beteken “die Regulasies” die regulasies gepubliseer by Goewermentskennisgewing No. R. 2011 van 23 Augustus 1991.

Wysiging van regulasie 1 van die Regulasies

2. Regulasie 1 van die Regulasies word hierby gewysig—

- (a) deur die woordomskrywing van “besending” deur die volgende woordomskrywing te vervang:

“ ‘besending’—

- (a) 'n hoeveelheid pere van dieselfde kultivar wat aan dieselfde eienaar behoort en wat terselfdertyd afgelewer word onder dekking van dieselfde aflewingsbrief, vragbrief of ontvangsbewys, of gelewer deur dieselfde voertuig; of

(b) in the case of a quantity of pears that is divided into different cultivars, classes, counts, count groups, pallet loads, trade-marks or types of packaging, every quantity of each of the different cultivars, classes, counts, count groups, pallet loads, trade-marks or types of packaging;"; and

(b) by the deletion of the definition of "consignment note".

Amendment of regulation 5 of the Regulations

3. Regulation 5 of the Regulations is hereby amended by the substitution for subregulation (2) of the following subregulation:

"(2) All the copies of the consignment note shall have the same serial number and one copy thereof shall, when the consignment is submitted for inspection, on request be furnished to the Executive Officer or the Assignee concerned."

Substitution for regulation 7 of the Regulations

4. The following regulation is hereby substituted for regulation 7 of the Regulations:

"Fees for inspection and analysis

7. The fees referred to in section 4 (2) of the Act shall be payable for inspection and analysis."

Amendment of regulation 8 of the Regulations

5. Regulation 8 of the Regulations is hereby amended—

(a) by the substitution for subregulation (1) of the following subregulation:

"(1) Any person who appeals in terms of section 10 (1) of the Act against a decision or direction of an inspector shall submit a written notice of appeal to an inspector within 24 hours after being notified of the said decision or direction unless that period expires on a Saturday, Sunday or public holiday, in which case the appeal shall be submitted on the first following working day.";

(b) by the substitution for subregulation (2) of the following subregulation:

"(2) Such person shall pay the prescribed fee to the inspector or at any office of the Executive Officer or the Assignee concerned, as the case may be: Provided that such fee shall be paid in respect of each separate consignment in respect of which the appeal is noted: Provided further that if the notice of appeal and the fee are not submitted and paid within the period specified in subregulation (1), the appellant shall forfeit his or her right of appeal.";

(c) by the substitution for subregulation (6) of the following subregulation:

"(6) An appeal board shall decide an appeal within 48 hours (excluding Saturdays, Sundays and public holidays) after it has been submitted."

(b) in die geval van 'n hoeveelheid pere wat ingedeel is in verskillende kultivars, klasse, tellings, tellinggroepe, paletvragte, handelsmerke of tipes verpakings, iedere hoeveelheid van elkeen van die verskillende kultivars, klasse, tellings, tellinggroepe, paletvragte, handelsmerke of tipes verpakings;"; en

(b) deur die woordskrywing van "vragbrief" te skrap.

Wysiging van regulasie 5 van die Regulasie

3. Regulasie 5 van die Regulasies word hierby gewysig deur subregulasie (2) deur die volgende subregulasie te vervang:

"(2) Al die afskrifte van die vragbrief moet dieselfde reeksnommer hê en een afskrif daarvan moet, by die aanbieding van die besending vir ondersoek, op versoek aan die Uitvoerende Beampte of die betrokke Gemagtigde voorsien word."

Vervanging van regulasie 7 van die Regulasies

4. Regulasie 7 van die Regulasies word hierby deur die volgende regulasie vervang:

"Gelde vir ondersoek en ontleding

7. Die gelde in artikel 4 (2) van die Wet bedoel, is betaalbaar vir ondersoek en ontleding."

Wysiging van regulasie 8 van die Regulasies

5. Regulasie 8 van die Regulasies word hierby gewysig—

(a) deur subregulasie (1) deur die volgende subregulasie te vervang:

"(1) Iemand wat ingevolge artikel 10 (1) van die Wet teen 'n beslissing of lasgewing van 'n inspekteur appèl aanteken, moet binne 24 uur na kennisname van die genoemde beslissing of lasgewing, 'n skriftelik kennisgewing van appèl by 'n inspekteur indien, tensy daardie tydperk op 'n Saterdag, Sondag of openbare vakansiedag verstryk, in welke geval die appèl op die eersvolgende werkdag ingedien moet word.";

(b) deur subregulasie (2) deur die volgende subregulasie te vervang:

"(2) So 'n persoon moet die voorgeskrewe geld by die inspekteur of by enige kantoor van die Uitvoerende Beampte of die betrokke Gemagtigde, na gelang van die geval, betaal: Met dien verstande dat sodanige geld betaal moet word ten opsigte van elke afsonderlike besending met betrekking waartoe die appèl aangeteken word: Met dien verstande voorts dat indien die kennisgewing van appèl en die geld nie binne die tydperk in subregulasie (1) vermeld ingedien en betaal word nie, die appellant sy of haar reg tot appèl verbeur.";

(c) deur subregulasie (6) deur die volgende subregulasie te vervang:

"(6) 'n Appèlraad moet binne 48 uur (uitgesonderd Saterdag, Sondag en openbare vakansiedae) na indiening daarvan oor 'n appèl beslis."

No. R. 1815**24 November 1995**

AGRICULTURAL PRODUCT STANDARDS ACT,
1990 (ACT No. 119 OF 1990)

REGULATIONS REGARDING CONTROL OF THE
EXPORT OF GRAPES: AMENDMENT*

The Deputy Minister of Agriculture, acting on behalf of the Minister of Agriculture, has under section 15 of the Agricultural Product Standards Act, 1990 (Act No. 119 of 1990), made the regulations in the Schedule.

* **Updating of the Regulations to bring it into line with changed export standards and requirements.**

SCHEDULE**Definition**

1. In this Schedule "the Regulations" means the regulations published by Government Notice No. R. 2009 of 23 August 1991.

Amendment of regulation 1 of the Regulations

2. Regulation 1 of the Regulations is hereby amended—

(a) by the substitution for the definition of "consignment" of the following definition:

" 'consignment' means—

- (a) a quantity of grapes of the same cultivar, belonging to the same owner and delivered at the same time under cover of the same delivery note, consignment note or receipt note, or delivered by the same vehicle; or
- (b) in the case of a quantity of grapes that is divided into different cultivars, classes, pallet loads, trade-marks or types of packaging, every quantity of each of such different cultivars, classes, pallet loads, trade-marks or types of packaging;"; and

(b) by the deletion of the definition of "consignment note".

Amendment of regulation 5 of the Regulations

3. Regulation 5 of the Regulations is hereby amended by the substitution for subregulation (2) of the following subregulation:

"(2) All the copies of the consignment note shall have the same serial number and one copy thereof shall, when the consignment is submitted for inspection, on request be furnished to the Executive Officer or the Assignee concerned."

Substitution for regulation 7 of the Regulations

4. The following regulation is hereby substituted for regulation 7 of the Regulations:

"Fees for inspection and analysis

7. The fees referred to in section 4(2) of the Act shall be payable for inspection and analysis."

No. R. 1815**24 November 1995**

WET OP LANDBOUPRODUKSTANDAARDE, 1990
(WET No. 119 VAN 1990)

REGULASIES BETREFFENDE BEHEER OOR DIE
UITVOER VAN DRUIWE: WYSIGING*

Die Adjunkminister van Landbou, handelende namens die Minister van Landbou, het kragtens artikel 15 van die Wet op Landbouprodukstandaarde, 1990 (Wet No. 119 van 1990), die regulasies in die Bylae uitgevaardig.

* **Bywerk van die Regulasies om dit in ooreenstemming te bring met veranderde uitvoerstandaarde en vereistes.**

BYLAE**Woordomskrywing**

1. In hierdie Bylae beteken "die Regulasies" die regulasies gepubliseer by Goewermentskennisgewing No. R. 2009 van 23 Augustus 1991.

Wysiging van regulasie 1 van die Regulasies

2. Regulasie 1 van die Regulasies word hierby gewysig—

(a) deur die woordomskrywing van "besending" deur die volgende woordomskrywing te vervang:

" 'besending'—

- (a) 'n hoeveelheid druiwe van dieselfde kultivar wat aan dieselfde eienaar behoort en wat terselfdertyd afgelewer word onder dekking van dieselfde aflewingsbrief, vragbrief of ontvangsbewys, of gelewer deur dieselfde voertuig; of
- (b) in die geval van 'n hoeveelheid druiwe wat ingedeel is in verskillende kultivars, klasse, paletvragte, handelsmerke of tipes verpakings, iedere hoeveelheid van elkeen van die verskillende kultivars, klasse, paletvragte, handelsmerke of tipes verpakings;"; en

(b) deur die woordomskrywing van "vragbrief" te skrap.

Wysiging van regulasie 5 van die Regulasies

3. Regulasie 5 van die Regulasies word hierby gewysig deur subregulasie (2) deur die volgende subregulasie te vervang:

"(2) Al die afskrifte van die vragbrief moet dieselfde reeksnommer hê en een afskrif daarvan moet, by die aanbieding van die besending vir ondersoek, op versoek aan die Uitvoerende Beampte of die betrokke Gemagtigde voorsien word."

Vervanging van regulasie 7 van die Regulasies

4. Regulasie 7 van die Regulasies word hierby deur die volgende regulasie vervang:

"Gelde vir ondersoek en ontleding

7. Die gelde in artikel 4 (2) van die Wet bedoel, is betaalbaar vir ondersoek en ontleding."

Amendment of regulation 8 of the Regulations

5. Regulations 8 of the Regulations is hereby amended—

- (a) by the substitution for subregulation (1) of the following subregulation:

“(1) Any person who appeals in terms of section 10 (1) of the Act against a decision or direction of an inspector shall submit a written notice of appeal to an inspector within 24 hours after being notified of the said decision or direction unless that period expires on a Saturday, Sunday or public holiday, in which case the appeal shall be submitted on the first following working day.”;

- (b) by the substitution for subregulation (2) of the following subregulation:

“(2) Such person shall pay the prescribed fee to the inspector or at any office of the Executive Officer or the Assignee concerned, as the case may be: Provided that such fee shall be paid in respect of each separate consignment in respect of which the appeal is noted: Provided further that if the notice of appeal and the fee are not submitted and paid within the period specified in subregulation (1), the appellant shall forfeit his or her right of appeal.”; and

- (c) by the substitution for subregulation (6) of the following subregulation:

“(6) An appeal board shall decide an appeal within 48 hours (excluding Saturdays, Sundays and public holidays) after it has been submitted.”.

Wysiging van regulasie 8 van die Regulasies

5. Regulasie 8 van die Regulasies word hierby gewysig—

- (a) deur subregulasie (1) deur die volgende subregulasie te vervang:

“(1) Iemand wat ingevolge artikel 10 (1) van die Wet teen 'n beslissing of lasgewing van 'n inspekteur appèl aanteken, moet binne 24 uur na kennisname van die genoemde beslissing of lasgewing, 'n skriftelike kennisgewing van appèl by 'n inspekteur indien, tensy daardie tydperk op 'n Saterdag, Sondag of openbare vakansiedag verstryk, in welke geval die appèl op die eersvolgende werkdag ingedien moet word.”;

- (b) deur subregulasie (2) deur die volgende subregulasie te vervang:

“(2) So 'n persoon moet die voorgeskrewe geld by die inspekteur of by enige kantoor van die Uitvoerende Beampte of die betrokke Gemagtigde, na gelang van die geval, betaal: Met dien verstande dat sodanige geld betaal moet word ten opsigte van elke afsonderlike besending met betrekking waartoe die appèl aangeteken word: Met dien verstande voorts dat indien die kennisgewing van appèl en die geld nie binne die tydperk in subregulasie (1) vermeld ingedien en betaal word nie, die appellant sy of haar reg tot appèl verbeur.”; en

- (c) deur subregulasie (6) deur die volgende subregulasie te vervang:

“(6) 'n Appèlraad moet binne 48 uur (uitgesonderd Saterdag, Sondag en openbare vakansiedae) na indiening daarvan oor 'n appèl beslis.”.

No. R. 1816**24 November 1995**

AGRICULTURAL PRODUCT STANDARDS ACT,
1990 (ACT No. 119 of 1990)

REGULATIONS REGARDING CONTROL OF THE
EXPORT OF APRICOTS: AMENDMENT*

The Deputy Minister of Agriculture, acting on behalf of the Minister of Agriculture, has under section 15 of the Agricultural Product Standards Act, 1990 (Act No. 119 of 1990), made the regulations in the Schedule.

* **Updating of the Regulations to bring it into line with changed export standards and requirements.**

SCHEDULE**Definition**

1. In this Schedule “the Regulations” means the regulations published by Government Notice No. R. 2008 of 23 August 1991.

Amendment of regulation 1 of the Regulations

2. Regulation 1 of the Regulations is hereby amended—

- (a) by the substitution for the definition of “consignment” of the following definition:

“ ‘consignment’ means—

- (a) a quantity of apricots of the same cultivar, belonging to the same owner and delivered at the same time under cover of the

No. R. 1816**24 November 1995**

WET OP LANBOUPRODUKSTANDAARDE, 1990
(WET No. 119 VAN 1990)

REGULASIES BETREFFENDE BEHEER OOR DIE
UITVOER VAN APPELKOSE: WYSIGING*

Die Adjunkminister van Landbou, handelende namens die Minister van Landbou, het kragtens artikel 15 van die Wet op Landbouprodukstandaarde, 1990 (Wet No. 119 van 1990), die regulasies in die Bylae uitgevaardig.

* **Bywerk van die Regulasies om dit in ooreenstemming te bring met veranderde uitvoerstandaarde en vereistes.**

BYLAE**Woordomskrywing**

1. In hierdie Bylae beteken “die Regulasies” die regulasies gepubliseer by Goewermentskennisgewing No. R. 2008 van 23 Augustus 1991.

Wysiging van regulasie 1 van die Regulasies

2. Regulasie 1 van die Regulasies word hierby gewysig—

- (a) deur die woordomskrywing van “besending” deur die volgende woordomskrywing te vervang:

“ ‘besending’—

- (a) 'n hoeveelheid appelkose van dieselfde kultivar wat aan dieselfde eienaar behoort en wat terselfdertyd afgelewer word onder

same delivery note, consignment note or receipt note, or delivered by the same vehicle; or

- (b) in the case of a quantity of apricots that is divided into different cultivars, classes, diameter groups, size group codes, pallet loads, trade-marks or types of packaging, every quantity of each of the different cultivars, classes, diameter groups, size group codes, pallet loads, trade-marks or types of packaging;"; and

- (b) by the deletion of the definition of "consignment note".

Amendment of regulation 5 of the Regulations

3. Regulation 5 of the Regulations is hereby amended by the substitution for subregulation (2) of the following subregulation:

"(2) All the copies of the consignment note shall have the same serial number and one copy thereof shall, when the consignment is submitted for inspection, on request be furnished to the Executive Officer or the Assignee concerned."

Substitution for regulation 7 of the Regulations

4. The following regulation is hereby substituted for regulation 7 of the Regulations:

"Fees for inspection and analysis"

7. The fees referred to in section 4 (2) of the Act, shall be payable for inspection and analysis."

Amendment of regulation 8 of the Regulations

5. Regulation 8 of the Regulations is hereby amended—

- (a) by the substitution for subregulation (1) of the following subregulation:

"(1) Any person who appeals in terms of section 10 (1) of the Act against a decision or direction of an inspector shall submit a written notice of appeal to an inspector within 24 hours after being notified of the said decision or direction unless that period expires on a Saturday, Sunday or public holiday, in which case the appeal shall be submitted on the first following working day.";

- (b) by the substitution for subregulation (2) of the following subregulation:

"(2) Such person shall pay the prescribed fee to the inspector or at any office of the Executive Officer or the Assignee concerned, as the case may be: Provided that such fee shall be paid in respect of each separate consignment in respect of which the appeal is noted: Provided further that if the notice of appeal and the fee are not submitted and paid within the period specified in subregulation (1), the appellant shall forfeit his or her right of appeal."; and

- (c) by the substitution for subregulation (6) of the following subregulation:

"(6) An appeal board shall decide an appeal within 48 hours (excluding Saturdays, Sundays and public holidays) after it has been submitted."

dekking van dieselfde afleweringbrief, vragbrief of ontvangsbewys, of gelewer deur dieselfde voertuig; of

- (b) in die geval van 'n hoeveelheid appelse wat ingedeel is in verskillende kultivars, klasse, deursneegroep, grootte-groepkodes, paletvragte, handelsmerke of tipes verpakings, iedere hoeveelheid van elkeen van die verskillende kultivars, klasse, deursneegroep, grootte-groepkodes, paletvragte, handelsmerke of tipes verpakings;" en

- (b) deur die woordskrywing van "vragbrief" te skrap.

Wysiging van regulasie 5 van die Regulasies

3. Regulasie 5 van die Regulasies word hierby gewysig deur subregulasie (2) deur die volgende subregulasie te vervang:

"(2) Al die afskrifte van die vragbrief moet dieselfde reeksnommer hê en een afskrif daarvan moet, by die aanbidding van die besending vir ondersoek, op versoek aan die Uitvoerende Beampte of die betrokke Gemagtigde voorsien word."

Vervanging van regulasie 7 van die Regulasies

4. Regulasie 7 van die Regulasies word hierby deur die volgende regulasie vervang:

"Gelde vir ondersoek en ontleding"

7. Die gelde in artikel 4 (2) van die Wet bedoel, is betaalbaar vir ondersoek en ontleding."

Wysiging van regulasie 8 van die Regulasies

5. Regulasie 8 van die Regulasies word hierby gewysig—

- (a) deur subregulasie (1) deur die volgende subregulasie te vervang:

"(1) Iemand wat ingevolge artikel 10 (1) van die Wet teen 'n beslissing of lasgewing van 'n inspekteur appèl aanteken, moet binne 24 uur na kennisname van die genoemde beslissing of lasgewing, 'n skriftelike kennisgewing van appèl by 'n inspekteur indien, tensy daardie tydperk op 'n Saterdag, Sondag of openbare vakansiedag verstryk, in welke geval die appèl op die eersvolgende werkdag ingedien moet word.";

- (b) deur subregulasie (2) deur die volgende subregulasie te vervang:

"(2) So 'n persoon moet die voorgeskrewe geld by die inspekteur of by enige kantoor van die Uitvoerende Beampte of die betrokke Gemagtigde, na gelang van die geval, betaal: Met dien verstande dat sodanige geld betaal moet word ten opsigte van elke afsonderlike besending met betrekking waartoe die appèl aangeteken word: Met dien verstande voorts dat indien die kennisgewing van appèl en die geld nie binne die tydperk in subregulasie (1) vermeld ingedien en betaal word nie, die appellant sy of haar reg tot appèl verbeur."; en

- (c) deur subregulasie (6) deur die volgende subregulasie te vervang:

"(6) 'n Appèlraad moet binne 48 uur (uitgesonderd Saterdag, Sondag en openbare vakansiedae) na indiening daarvan oor 'n appèl beslis."

No. R. 1817 24 November 1995**AGRICULTURAL PRODUCT STANDARDS ACT,
1990 (ACT No. 119 OF 1990)****REGULATIONS REGARDING CONTROL OF THE
EXPORT OF PEACHES AND NECTARINES:
AMENDMENT***

The Deputy Minister of Agriculture, acting on behalf of the Minister of Agriculture, has under section 15 of the Agricultural Product Standards Act, 1990 (Act No. 119 of 1990), made the regulations in the Schedule.

* **Updating of the Regulations to bring it into line with changed export standards and requirements.**

SCHEDULE**Definition**

1. In this Schedule "the Regulations" means the regulations published by Government Notice No. R. 2012 of 23 August 1991.

Amendment of regulation 1 of the Regulations

2. Regulation 1 of the Regulations is hereby amended—

(a) by the substitution for the definition of "consignment" of the following definition:

" 'consignment' means—

(a) a quantity of peaches or nectarines of the same cultivar, belonging to the same owner and delivered at the same time under cover of the same delivery note, consignment note or receipt note, or delivered by the same vehicle; or

(b) in the case of a quantity of peaches or nectarines that is divided into different cultivars, classes, diameter groups, size group codes, pallet loads, trade-marks or types of packaging, every quantity of each of the different cultivars, classes, diameter groups, size group codes, pallet loads, trade-marks or types of packaging;"; and

(b) by the deletion of the definition of "consignment note".

Amendment of regulation 5 of the Regulations

3. Regulation 5 of the Regulations is hereby amended by the substitution for subregulation (2) of the following subregulation:

"(2) All the copies of the consignment note shall have the same serial number and one copy thereof shall, when the consignment is submitted for inspection, on request be furnished to the Executive Officer or the Assignee concerned."

No. R. 1817 24 November 1995**WET OP LANDBOUPRODUKSTANDAARDE, 1990
(WET No. 119 VAN 1990)****REGULASIES BETREFFENDE BEHEER OOR DIE
UITVOER VAN PERSKES EN NEKTARIENE:
WYSIGING***

Die Adjunkminister van Landbou, handelende namens die Minister van Landbou, het kragtens artikel 15 van die Wet op Landbouprodukstandaarde, 1990 (Wet No. 119 van 1990), die regulasies in die Bylae uitgevaardig.

* **Bywerk van die Regulasies om dit in ooreenstemming te bring met veranderde uitvoerstandaarde en -vereistes.**

BYLAE**Woordomskrywing**

1. In hierdie Bylae beteken "die Regulasies" die regulasies gepubliseer by Goewermentskennisgewing No. R. 2012 van 23 Augustus 1991.

Wysiging van regulasie 1 van die Regulasies

2. Regulasie 1 van die Regulasies word hierby gewysig—

(a) deur die woordomskrywing van "besending" deur die volgende woordomskrywing te vervang:

" 'besending'—

(a) 'n hoeveelheid perskes of nektariene van dieselfde kultivar wat aan dieselfde eienaar behoort en wat terselfdertyd afgelewer word onder dekking van dieselfde aflewingsbrief, vragbrief of ontvangsbewys, of gelewer deur dieselfde voertuig; of

(b) in die geval van 'n hoeveelheid perskes of nektariene wat ingedeel is in verskillende kultivars, klasse, deursneegroep, groottegroepkodes, paletvragte, handelsmerke of tipes verpakings, iedere hoeveelheid van elkeen van die verskillende kultivars, klasse, deursneegroep, groottegroepkodes, paletvragte, handelsmerke of tipes verpakings;"; en

(b) deur die woordomskrywing van "vragbrief" te skrap.

Wysiging van regulasie 5 van die Regulasies

3. Regulasie 5 van die Regulasies word hierby gewysig deur subregulasie (2) deur die volgende subregulasie te vervang:

"(2) Al die afskrifte van die vragbrief moet dieselfde reeksnommer hê en een afskrif daarvan moet, by die aanbidding van die besending vir ondersoek, op versoek aan die Uitvoerende Beampte of die betrokke Gemagtigde voorsien word."

Substitution for regulation 7 of the Regulations

4. The following regulation is hereby substituted for regulation 7 of the Regulations:

"Fees for inspection and analysis

7. The fees referred to in section 4 (2) of the Act shall be payable for inspection and analysis."

Amendment of regulation 8 of the Regulations

5. Regulation 8 of the Regulations is hereby amended—

(a) by the substitution for subregulation (1) of the following subregulation:

"(1) Any person who appeals in terms of section 10 (1) of the Act against a decision or direction of an inspector shall submit a written notice of appeal to an inspector within 24 hours after being notified of the said decision or direction unless that period expires on a Saturday, Sunday or public holiday, in which case the appeal shall be submitted on the first following working day.";

(b) by the substitution for subregulation (2) of the following subregulation:

"(2) Such person shall pay the prescribed fee to the inspector or at any office of the Executive Officer or the Assignee concerned, as the case may be: Provided that such fee shall be paid in respect of each separate consignment in respect of which the appeal is noted: Provided further that if the notice of appeal and the fee are not submitted and paid within the period specified in subregulation (1), the appellant shall forfeit his or her right of appeal.";

(c) by the substitution for subregulation (6) of the following subregulation:

"(6) An appeal board shall decide an appeal within 48 hours (excluding Saturdays, Sundays and public holidays) after it has been submitted."

No. R. 1818**24 November 1995**

AGRICULTURAL PRODUCT STANDARDS ACT,
1990 (ACT No. 119 OF 1990)

REGULATIONS REGARDING CONTROL OF THE EXPORT OF PLUMS AND PRUNES: AMENDMENT*

The Deputy Minister of Agriculture, acting on behalf of the Minister of Agriculture, has under section 15 of the Agricultural Product Standards Act, 1990 (Act No. 119 of 1990), made the regulations in the Schedule.

* **Updating of the Regulations to bring it into line with changed export standards and requirements.**

Vervanging van regulasie 7 van die Regulasies

4. Regulasie 7 van die Regulasies word hierby deur die volgende regulasie vervang:

"Gelde vir ondersoek en ontleding

7. Die gelde in artikel 4 (2) van die Wet bedoel, is vir ondersoek en ontleding betaalbaar."

Wysiging van regulasie 8 van die Regulasies

5. Regulasie 8 van die Regulasies word hierby gewysig—

(a) deur subregulasie (1) deur die volgende subregulasie te vervang:

"(1) Iemand wat ingevolge artikel 10 (1) van die Wet teen 'n beslissing of lasgewing van 'n inspekteur appèl aanteken, moet binne 24 uur na kennisname van die genoemde beslissing of lasgewing, 'n skriftelike kennisgewing van appèl by 'n inspekteur indien, tensy daardie tydperk op 'n Saterdag, Sondag of openbare vakansiedag verstryk, in welke geval die appèl op die eersvolgende werkdag ingedien moet word.";

(b) deur subregulasie (2) deur die volgende subregulasie te vervang:

"(2) So 'n persoon moet die voorgeskrewe geld by die inspekteur of by enige kantoor van die Uitvoerende Beampte of die betrokke Gemagtigde, na gelang van die geval, betaal: Met dien verstande dat sodanige geld betaal moet word ten opsigte van elke afsonderlike besending met betrekking waartoe die appèl aangeteken word: Met dien verstande voorts dat indien die kennisgewing van appèl en die geld nie binne die tydperk in subregulasie (1) vermeld ingedien en betaal word nie, die appellant sy of haar reg tot appèl verbeur.";

(c) deur subregulasie (6) deur die volgende subregulasie te vervang:

"(6) 'n Appèlraad moet binne 48 uur (uitgesonderd Saterdag, Sondag en openbare vakansiedae) na indiening daarvan oor 'n appèl besluis."

No. R. 1818**24 November 1995**

WET OP LANDBOUPRODUKSTANDAARDE,
1990 (WET No. 119 VAN 1990)

REGULASIES BETREFFENDE BEHEER OOR DIE UITVOER VAN PRUIE EN PRUIMEDANTE: WYSIGING*

Die Adjunkminister van Landbou, handelende namens die Minister van Landbou, het kragtens artikel 15 van die Wet op Landbouprodukstandaarde, 1990 (Wet No. 119 van 1990), die regulasies in die Bylae uitgevaardig.

* **Bywerk van die Regulasies om dit in ooreenstemming te bring met veranderde uitvoerstandaarde en -vereistes.**

SCHEDULE**BYLAE****Definition**

1. In this Schedule "the Regulations" means the regulations published by Government Notice No. R. 2013 of 23 August 1991.

Amendment of regulation 1 of the Regulations

2. Regulation 1 of the Regulations is hereby amended—

(a) by the substitution for the definition of "consignment" of the following definition:

" 'consignment' means—

(a) a quantity of plums or prunes of the same cultivar, belonging to the same owner and delivered at the same time under cover of the same delivery note, consignment note or receipt note, or delivered by the same vehicle; or

(b) in the case of a quantity of plums or prunes that is divided into different cultivars, classes, diameter groups, size group codes, size groups, pallet loads, trademarks or types of packaging, every quantity of each of the different cultivars, classes, diameter groups, size group codes, size groups, pallet loads, trademarks or types of packaging;"; and

(b) by the deletion of the definition of "consignment note".

Amendment of regulation 5 of the Regulations

3. Regulation 5 of the Regulations is hereby amended by the substitution for subregulation (2) of the following subregulation:

"(2) All the copies of the consignment note shall have the same serial number and one copy thereof shall, when the consignment is submitted for inspection, on request be furnished to the Executive Officer or the Assignee concerned."

Substitution for regulation 7 of the Regulations

4. The following regulation is hereby substituted for regulation 7 of the Regulations:

"Fees for inspection and analysis

7. The fees referred to in section 4(2) of the Act shall be payable for inspection and analysis."

Amendment of regulation 8 of the Regulations

5. Regulation 8 of the Regulations is hereby amended—

(a) by the substitution for subregulation (1) of the following subregulation:

"(1) Any person who appeals in terms of section 10 (1) of the Act against a decision or direction of an inspector shall submit a written notice of appeal to an inspector within 24 hours after being notified of the said decision or direction unless that period expires on a Saturday, Sunday or public holiday, in which case the appeal shall be submitted on the first following working day.";

Woordomskrywing

1. In hierdie Bylae beteken "die Regulasies" die regulasies gepubliseer by Goewermentskennisgewing No. R. 2013 van 23 Augustus 1991.

Wysiging van regulasie 1 van die Regulasies

2. Regulasie 1 van die Regulasies word hierby gewysig—

(a) Deur die woordomskrywing van "besending" deur die volgende woordomskrywing te vervang:

" 'besending'—

(a) 'n hoeveelheid pruime of pruimedante van dieselfde kultivar wat aan dieselfde eienaar behoort en wat terselfdertyd afgelewer word onder dekking van dieselfde afleweringbrief, vragbrief of ontvangsbewys, of gelewer deur dieselfde voertuig; of

(b) in die geval van 'n hoeveelheid pruime of pruimedante wat ingedeel is in verskillende kultivars, klasse, deursneegroepes, groottegroepcodes, groottegroepes, paletvragte, handelsmerke of tipes verpakings, iedere hoeveelheid van elkeen van die verskillende kultivars, klasse, deursneegroepes, groottegroepcodes, groottegroepes, paletvragte, handelsmerke of tipes verpakings;"; en

(b) deur die woordomskrywing van "vragbrief" te skrap.

Wysiging van regulasie 5 van die Regulasies

3. Regulasie 5 van die Regulasies word hierby gewysig deur subregulasie (2) deur die volgende subregulasie te vervang:

"(2) Al die afskrifte van die vragbrief moet dieselfde reeksnommer hê en een afskrif daarvan moet, by die aanbidding van die besending vir ondersoek, op versoek aan die Uitvoerende Beampte of die betrokke Gemagtigde voorsien word."

Vervanging van regulasie 7 van die Regulasies

4. Regulasie 7 van die Regulasies word hierby deur die volgende regulasie vervang:

"Gelde vir ondersoek en ontleding

7. Die gelde in artikel 4 (2) van die Wet bedoel, is betaalbaar vir ondersoek en ontleding."

Wysiging van regulasie 8 van die Regulasies

5. Regulasie 8 van die Regulasies word hierby gewysig—

(a) deur subregulasie (1) deur die volgende subregulasie te vervang:

"(1) Iemand wat ingevolge artikel 10 (1) van die Wet teen 'n beslissing of lasgewing van 'n inspekteur appèl aanteken, moet binne 24 uur na kennisname van die genoemde beslissing of lasgewing, 'n skriftelike kennisgewing van appèl by 'n inspekteur indien, tensy daardie tydperk op 'n Saterdag, Sondag of openbare vakansiedag verstryk, in welke geval die appèl op die eerstvolgende werkdag ingedien moet word.";

- (b) by the substitution for subregulation (2) of the following subregulation:

“(2) Such person shall pay the prescribed fee to the inspector or at any office of the Executive Officer or the Assignee concerned, as the case may be: Provided that such fee shall be paid in respect of each separate consignment in respect of which the appeal is noted: Provided further that if the notice of appeal and the fee are not submitted and paid within the period specified in subregulation (1), the appellant shall forfeit his or her right of appeal.”; and

- (c) by the substitution for subregulation (6) of the following subregulation:

“(6) An appeal board shall decide an appeal within 48 hours (excluding Saturday, Sundays and public holidays) after it has been submitted.”.

- (b) deur subregulasie (2) deur die volgende subregulasie te vervang:

“(2) So 'n persoon moet die voorgeskrewe geld by die inspekteur of by enige kantoor van die Uitvoerende Beampte of die betrokke Gemagtigde, na gelang van die geval, betaal: Met dien verstande dat sodanige geld betaal moet word ten opsigte van elke afsonderlike besending met betrekking waartoe die appèl aangeteken word: Met dien verstande voorts dat indien die kennisgewing van appèl en die geld nie binne die tydperk in subregulasie (1) vermeld ingedien en betaal word nie, die appellant sy of haar reg tot appèl verbeur.”; en

- (c) deur subregulasie (6) deur die volgende subregulasie te vervang:

“(6) 'n Appèlraad moet binne 48 uur (uitgesonderd Saterdag, Sondag en openbare vakansiedae) na indiening daarvan oor 'n appèl beslis.”.

No. R. 1839

24 November 1995

MARKETING ACT, 1968
(ACT No. 59 OF 1968)

CHANNING FRUIT SCHEME: PRICE FOR CANNING FRUIT: AMENDMENT*

I, André Isak van Niekerk, Minister of Agriculture, hereby make known in terms of section 79 of the Marketing Act, 1968 (Act No. 59 of 1968), that—

(a) the Canning Fruit Board referred to in section 6 of the Canning Fruit Scheme published by Government Notice No. R. 2068 of 25 September 1987, has under section 41 of the said Scheme further amended the Schedule to Government Notice No. R. 2632 of 27 November 1987, as amended, to the extent set out in the Schedule hereto; and

(b) the said amendment has been approved by me and shall come into operation on the date of publication hereof.

A. I. VAN NIEKERK,
Minister of Agriculture.

* Amendment of prices for canning fruit.

SCHEDULE

The Schedule to Government Notice No. R. 2632 of 27 November 1987, as amended by Government Notices Nos. R. 2456 of 2 December 1988, R. 47 of 12 January 1990, R. 2859 of 7 December 1990 and R. 2850 of 29 November 1991 is hereby further amended by the substitution for the Table of the following tables:

No. R. 1839

24 November 1995

BEMARKINGSWET, 1968
(WET No. 59 VAN 1968)

INMAAKVRUGTESKEMA: PRYSE VIR INMAAKVRUGTE: WYSIGING*

Ek, André Isak van Niekerk, Minister van Landbou, maak hierby ingevolge artikel 79 van die Bemerkingswet, 1968 (Wet No. 59 van 1968), bekend dat—

(a) die Inmaakvrugteraad bedoel in artikel 6 van die Inmaakvrugteskema gepubliseer by Goewermentskennisgewing No. R. 2068 van 25 September 1987, kragtens artikel 41 van genoemde Skema die Bylae by Goewermentskennisgewing No. R. 2632 van 27 November 1987, soos gewysig, verder gewysig het in die mate in die Bylae hierby uiteengesit; en

(b) genoemde wysiging deur my goedgekeur is en op die datum van publikasie hiervan in werking tree.

A. I. VAN NIEKERK,
Minister van Landbou.

* Wysiging van pryse vir inmaakvrugte.

BYLAE

Die Bylae by Goewermentskennisgewing No. R. 2632 van 27 November 1987, soos gewysig deur Goewermentskennisgewings Nos. R. 2456 van 2 Desember 1988, R. 47 van 12 Januarie 1990, R. 2859 van 7 Desember 1990 en R. 2850 van 29 November 1991 word hierby verder gewysig deur die Tabel deur die volgende tabelle te vervang:

TABLE 1 • TABEL 1

1995-96 MINIMUM PRICES FOR CANNING FRUIT • 1995-96 MINIMUMPRYS VIR INMAAKVRUGTE

1.1 Canning Grade 1/Inmaakgraad 1:

Grading Gradering	Bulida Apricots/Appelkose				YC Peaches/Taaipitperskes			Bon Chretien Pears/Pere			
	Base price Basisprys R/ton	Quality bonus Kwaliteits- bonus R/ton	Exceptional market bonus Buitengewone markbonus R/ton	Total minimum price Totale mini- mumprys R/ton	Base price basisprys R/ton	Quality bonus Kwaliteits- bonus R/ton	Total minimum price Totale mini- mumprys R/ton	Base price Basisprys R/ton	Quality bonus Kwaliteits- bonus R/ton	Exceptional market bonus Buitengewone markbonus R/ton	Total minimum price Totale mini- mumprys R/ton
100%	520	50	60	630	750	80	830	625	60	55	740
99%	520	45	60	625	750	72	822	625	54	55	734
98%	520	40	60	620	750	64	794	625	48	55	728
97%	520	35	60	615	750	56	806	625	42	55	722
96%	520	30	60	610	750	48	798	625	36	55	716
95%	520	25	60	605	750	40	790	625	30	55	710
94%	520	20	60	600	750	32	782	625	24	55	704
93%	520	15	60	595	750	24	774	625	18	55	698
92%	520	10	60	590	750	16	766	625	12	55	692
91%	520	5	60	585	750	8	758	625	6	55	686
85-90%	520	0	60	580	750	0	750	625	0	55	680

TABLE 2 • TABEL 2

1.2 Canning Grade 2/Inmaakgraad 2:

Method of delivery Wyse van lewering	Bulida Apricots Bulido Appelkose R/ton	YC Peaches Taaipitperskes R/ton	Bon Chretien Pears Bon Chretien Pere R/ton
Delivered in same bin/Gelewer in dieselfde houer	200	310	—
Delivered separately: Apart gelewer	300	360	—

2. Payment terms/Betalingsterme:

50% of total minimum price payable not later than 30 days after last day of the month during which the fruit was delivered, and the balance of 50% payable 90 days after the last day of the month during which the fruit was delivered/50% van totale minimumprys betaalbaar nie later as 30 dae na die laaste dag van die maand waarin die vrugte gelewer is nie, en die balans van 50% betaalbaar 90 dae na die laaste dag van die maand waarin die vrugte gelewer is.

DEPARTMENT OF LABOUR**No. R. 1822** **24 November 1995**

MANPOWER TRAINING ACT, 1981

AMENDMENT TO THE TRAINING SCHEME FOR THE PRINTING, NEWSPAPER AND PACKAGING INDUSTRIES

I, Tito Titus Mboweni, Minister of Labour, acting in terms of section 39 (3) of the Manpower Training Act, 1981, hereby amend with effect from 1 January 1996, the Scheme published in the Schedule to Government Notice No. R. 590 of 8 April 1993, as amended, by Government Notices Nos. R. 845 of 29 April and R. 290 of 24 February 1995—

(i) by the substitution in clause 7.1.1 of the Scheme for the expression "R18,62 levy plus R2,61 VAT, total R21,23" of the expression "R20,67 levy plus R2,89 VAT, total R23,56"; and

(ii) by the substitution in clause 7.1.2 of the Scheme for the expression "R2,19 levy plus R0,31 VAT, total R2,50" of the expression "R2,43 levy plus R0,34 VAT, total R2,77".

T. T. Mboweni,
Minister of Labour.

No. R. 1840 **24 November 1995**

LABOUR RELATIONS ACT, 1956

CANCELLATION OF GOVERNMENT NOTICES

CIVIL ENGINEERING INDUSTRY

I, Tito Titus Mboweni, Minister of Labour, hereby, in terms of section 51A (4) (a) (i) of the Labour Relations Act, 1956, cancel Government Notices Nos. R. 1258 of 17 June 1983, R. 583 of 30 March 1984, R. 1870 of 24 August 1984, R. 403 of 22 February 1985, R. 1988 of 6 September 1985, R. 381 of 28 February 1986, R. 445 of 6 March 1987, R. 1837 of 28 August 1987, R. 369 of 4 March 1988, R. 1784 of 2 September 1988, R. 555 of 31 March 1989, R. 1863 of 1 September 1989, R. 2069 of 31 August 1990, R. 2121 of 30 August 1991, R. 326 of 31 January 1992, R. 2507 of 4 September 1992, R. 1729 of 10 September 1993, R. 796 of 22 April 1994, R. 937 of 7 May 1994 and R. 2023 of 25 November 1994 with effect from the date of publication of this notice.

T. T. MBOWENI,
Minister of Labour.

No. R. 1841 **24 November 1995**

LABOUR RELATIONS ACT, 1956

CIVIL ENGINEERING INDUSTRY: AGREEMENT

I, Tito Titus Mboweni, Minister of Labour, hereby—

(a) in terms of section 48 (1) (a) of the Labour Relations Act, 1956, declare that the provisions of the Agreement which appears in the Schedule hereto and which relates to the Undertaking,

DEPARTEMENT VAN ARBEID**No. R. 1822** **24 November 1995**

WET OP MANNEKRAGOPLEIDING, 1981

WYSIGING VAN OPLEIDINGSKEMA VIR DIE DRUK-, NUUSBLAD- EN VERPAKKINGSNYWERHEID

Ek, Tito Titus Mboweni, Minister van Arbeid, handelende kragtens artikel 39 (3) van die Wet op Mannekrageopleiding, 1981, wysig hierby met ingang van 1 Januarie 1996, die Skema gepubliseer in die Bylae tot Goewermentskennisgewing No. R. 590 van 8 April 1993, soos gewysig by Goewermentskennisgewings Nos. R. 845 van 29 April en R. 290 van 24 Februarie 1995—

(i) deur in klousule 7.1.1 van die Skema die uitdrukking "R18,62 heffing plus R2,61 BTW, totaal R21,23" met die uitdrukking "R20,67 heffing plus R2,89 VAT, totaal R23,56" te vervang; en

(ii) deur in klousule 7.1.2 van die Skema die uitdrukking "R2,19 heffing plus R0,31 VAT, totaal R2,50" met die uitdrukking "R2,43 heffing plus R0,34 VAT, totaal R2,77" te vervang.

T. T. Mboweni,
Minister van Arbeid.

No. R. 1840 **24 November 1995**

WET OP ARBEIDSVERHOUDINGE, 1956

INTREKKING VAN GOEWERMENSKENNISGEWINGS

SIVIELE INGENIEURSNYWERHEID

Ek, Tito Titus Mboweni, Minister van Arbeid, trek hierby, kragtens artikel 51A (4) (a) (i) van die Wet op Arbeidsverhoudinge, 1956, Goewermentskennisgewings Nos. R. 1258 van 17 Junie 1983, R. 583 van 30 Maart 1984, R. 1870 van 24 Augustus 1984, R. 403 van 22 Februarie 1985, R. 1988 van 6 September 1985, R. 381 van 28 Februarie 1986, R. 455 van 6 Maart 1987, R. 1837 van 28 Augustus 1987, R. 369 van 4 Maart 1988, R. 1784 van 2 September 1988, R. 555 van 31 Maart 1989, R. 1863 van 1 September 1989, R. 2069 van 31 Augustus 1990, R. 2121 van 30 Augustus 1991, R. 326 van 31 Januarie 1992, R. 2507 van 4 September 1992, R. 1729 van 10 September 1993, R. 796 van 22 April 1994, R. 937 van 7 Mei 1994 en R. 2023 van 25 November 1994 in met ingang van die datum van publikasie van hierdie kennisgewing.

T. T. MBOWENI,
Minister van Arbeid.

No. R. 1841 **24 November 1995**

WET OP ARBEIDSVERHOUDINGE, 1956

SIVIELE INGENIEURSBEDRYF: OOREENKOMS

Ek, Tito Titus Mboweni, Minister van Arbeid, verklaar hierby—

(a) kragtens artikel 48 (1) (a) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings van die Ooreenkoms wat in die Bylae hiervan verskyn en betrekking het op die Onderneming, Nywer-

Industry, Trade or Occupation referred to in the heading to this notice, shall be binding, with effect from the date of publication of this notice and for a period ending 12 months thereafter upon the employers' organisation and the trade unions which entered into the said Agreement and upon the employers and employees who are members of the said organisation or unions; and

(b) in terms of section 48 (1) (b) of the Act, declare that the provisions of the said Agreement, excluding those contained in clause 1.1 and 15, shall be binding, with effect from the date of publication of this notice and for the period ending 12 months thereafter upon all employers and employees, other than those referred to in paragraph (a) of this notice, who are engaged or employed in the said Undertaking, Industry, Trade or Occupation in the areas specified in clause 1 of the said Agreement.

T. T. MBOWENI,
Minister of Labour.

AGREEMENT

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

South African Federation of Civil Engineering Contractors

representing their employer members,

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

Construction and Allied Workers' Union

and the

Building Construction and Allied Workers' Union

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

being the parties represented on a Conciliation Board established in terms of the Labour Relations Act.

ARRANGEMENT OF AGREEMENT

1. AREA, SCOPE OF APPLICATION AND PERIOD OF OPERATION OF AGREEMENT
2. DEFINITIONS
3. REMUNERATION
4. PAYMENT OF REMUNERATION
5. HOURS OF WORK, ORDINARY AND OVERTIME, AND PAYMENT FOR OVERTIME
6. ANNUAL LEAVE
7. SICK LEAVE
8. PAYMENT FOR WORK ON SUNDAYS AND PAID PUBLIC HOLIDAYS
9. PIECE WORK
10. PROTECTIVE CLOTHING
11. PROHIBITION OF EMPLOYMENT
12. TERMINATION
13. CERTIFICATE OF SERVICE
14. CASUAL EMPLOYEES
15. RETIREMENT BENEFIT FUND
16. YEAR-END BONUS

heid, Bedryf of Beroep in die opskrif by hierdie kennisgewing vermeld, met ingang van die datum van publikasie van hierdie kennisgewing en vir 'n tydperk van 12 maande daarna, bindend is vir die werkgewersorganisasie en die vakverenigings wat genoemde Ooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasie of verenigings is; en

(b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalings van die genoemde Ooreenkoms, uitgesonderd dié vervat in klousule 1.1 en 15, met ingang van die datum van publikasie van hierdie kennisgewing en vir 'n tydperk van 12 maande daarna, bindend is vir alle ander werkgewers en werknemers as dié genoem in paragraaf (a) van hierdie kennisgewing wat betrokke is by of in diens is in genoemde Onderneming, Nywerheid, Bedryf of Beroep in die gebiede in klousule 1 van die genoemde Ooreenkoms gespesifiseer.

T. T. MBOWENI,
Minister van Arbeid.

OOREENKOMS

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

Suid-Afrikaanse Federasie van Aannemers van Siviele Ingenieurswerk,

wat hulle werkgewerslede verteenwoordig,

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

Construction and Allied Workers' Union

en die

Building Construction and Allied Workers' Union

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

wat die partye is wat verteenwoordig word op 'n Versoeningsraad ingestel ingevolge die bepalings van die Wet op Arbeidsverhoudinge.

INDELING VAN OOREENKOMS

1. GEBIED, TOEPASSINGSBESTEK EN GELDIGHEIDSDUUR VAN OOREENKOMS
2. WOORDOMSKRYWING
3. BESOLDIGING
4. BETALING VAN BESOLDIGING
5. WERKURE, GEWONE EN OORTYD-, EN BETALING VIR OORTYDWERK
6. JAARLIKSE VERLOF
7. SIEKTEVERLOF
8. BETALING TEN OPSIGTE VAN SONDAE EN BETAALDE OPENBARE VAKANSIEDAE
9. STUKWERK
10. BESKERMENDE KLERE
11. VERBOD OP INDIENSNEMING
12. BEËINDIGING
13. DIENSSERTIFIKAAT
14. LOS WERKNEMERS
15. AFTREEVOORDEELFONDS
16. JAAREINDEBONUS

17. OUTSTANDING ISSUES FOR NEGOTIATION

18. MATTERS EXCLUDED FROM ANNUAL NEGOTIATIONS

19. ANNUAL NEGOTIATIONS

20. CONDITION PRECEDENT

1. AREA, SCOPE OF APPLICATION AND PERIOD OF OPERATION OF AGREEMENT

1.1 The terms of this Agreement shall be observed in the Civil Engineering Industry in the whole of the territory in which the Labour Relations Act, 1956, applies from time to time, by all employers and employees who are members of the employers' organisation and any of the unions respectively.

1.2 Notwithstanding the provisions of clause 1.1, the terms of this Agreement shall—

1.2.1 only apply to those classes of employees for whom wages are prescribed in this Agreement;

1.2.2 not apply to any employee who is employed as a manager or in a position more senior than that of manager;

1.2.3 not apply to apprentices, trainees, labour-only contractors, administrative employees or university students.

1.3 This Agreement shall come into operation on such date as may be fixed by the Minister in terms of section 48 of the Labour Relations Act, 1956, and shall remain in force until the parties finalise amendments to this Agreement in accordance with clause 19 or for such period as may be determined by the Minister.

1.4 "Civil Engineering Industry" means (subject to the provisions of the Demarcation Determination published under Government Notice No. R. 1831 of 11 October 1968) the Industry in which employers (other than local authorities) and employees are associated for the purpose of carrying out work of a civil engineering character and includes such work in connection with any one or more of the following activities:

1.4.1 The construction of aerodrome runways or aprons; aqueducts; bins or bunkers; bridges; cable ducts; caissons; rafts or other marine structures; canals; cooling, water or other towers; dams; docks; harbours; quays or wharves; earthworks; encasements; housings or supports for plant, machinery or equipment; factory or works chimneys; filter beds; land or sea defence works; mine headgears; pipelines; piers; railways; reservoirs; river works; roads or streets; sewerage works; sewers; shafts or tunnels; silos; sportsfields or grounds; swimming baths; viaducts or water treatment plants;

1.4.2 excavation work or the construction of foundations, lift shafts, piling, retaining walls, stairwells, underground parking garages or other underground structures;

1.4.3 the asphaltting, concreting, gravelling, levelling or paving of parking areas, pavements, roads, streets, aerodrome runways or aprons, premises or sites;

and further includes—

1.4.4 any work of a similar nature or work incidental to or consequent on any of the aforesaid activities; and

1.4.5 the making, repairing, checking or overhauling of tools, vehicles, plant, machinery or equipment in workshops which are conducted by employers engaged in any of the activities referred to in clauses 1.4.1 to 1.4.4., inclusive;

17. OORBLYWENDE ONDERHANDELINGS-PUNTE

18. SAKE UITGESLUIT VAN JAARLIKSE ONDERHANDELINGS

19. JAARLIKSE ONDERHANDELINGS

20. OPSKORTENDE VOORWAARDE

1. GEBIED, TOEPASSINGBESTEK EN GELDIGHEIDSDUUR VAN OOREENKOMS

1.1 Hierdie Ooreenkoms moet nagekom word in die Siviele Ingenieursnywerheid in die hele gebied waarin die Wet op Arbeidsverhoudinge, 1956, van tyd tot tyd van toepassing is, deur alle werkgewers en werknemers wat lede is van onderskeidelik die werkgewersorganisasie en enige van die vakverenigings.

1.2 Ongeag die bepalings van klousule 1.1, is die bepalings van hierdie Ooreenkoms—

1.2.1 slegs van toepassing op die kategorieë van werknemers vir wie lone in hierdie Ooreenkoms voorgeskryf word;

1.2.2 nie van toepassing nie op 'n werknemer wat as 'n bestuurder of in 'n meer senior pos as dié van 'n bestuurder in diens is;

1.2.3 nie van toepassing nie op vakleerlinge, kweklinge, slegs-arbeid-kontrakteurs, administratiewe personeel of universiteitstudente.

1.3 Hierdie Ooreenkoms tree in werking op 'n datum wat ingevolge artikel 48 van die Wet op Arbeidsverhoudinge, 1956, deur die Minister bepaal word, en bly van krag totdat die partye wysigings van hierdie Ooreenkoms finaliseer ooreenkomstig klousule 19 of vir sodanige tydperk as wat die Minister bepaal.

1.4 "Siviele Ingenieursnywerheid" beteken (behoudens die bepalings van die Afbakeningvasstelling gepubliseer by Goewermentskennisgewing No. R. 1831 van 11 Oktober 1968) die nywerheid waarin werkgewers (uitgesonderd plaaslike owerhede) en werknemers met mekaar geassosieer is vir die verrigting van werk van siviele ingenieursaard en omvat sodanige werk wat verband hou met een of meer van die volgende werksaamhede:

1.4.1 Die konstruksie van vliegvelदानloopbane of -laaiblaaie; waterkanale; opgaarkuile of brandstofruime; brûe; kabelgange; caissons; vlotte of ander skeepstrukture; kanale; koeltoerings; water- of ander toerings; damme; dokke; hawens; kaaie; grondwerke; bedekkings; omhulsels of stutte vir installasies, masjinerie of uitrusting; fabriek- of werkeskoorstene; filterbeddings; land- of seeverdedigingswerke; mynskagtoerings; pyleidings, piere; treinspore; reservoirs; rivierwerke; paaie of strate; rioolwerke; riole; skagte of tunnels; silo's; sportvelde of -terreine; swembaddens; viadukte of waterbehandelinstallasies;

1.4.2 uitgrawingswerk of die konstruksie van fondamente, hyserskagte, stapeling, keermure, trapkuile, ondergrondse parkeergarages of ander ondergrondse strukture;

1.4.3 die asfaltering, betonnering, begruising, gelykmaking of bestrating van parkeergebiede, syaadjies, paaie, strate, vliegvelदानloopbane of -laaiblaaie, persele of terreine;

en omvat verder—

1.4.4 enige werk van 'n soortgelyke aard of werk wat gepaard gaan met of voortspruit uit enige van voormelde werksaamhede; en

1.4.5 die maak, herstel, nagaan of opknapping van gereedskap, voertuie, installasies, masjinerie of uitrusting in werksinkels wat gedoen word deur werkgewers wat betrokke is by enige van die werksaamhede wat in paragrawe 1.4.1 tot en met 1.4.4 bedoel word;

but excluding—

1.4.6 work in connection with any one or more of the activities specified in clause 1.4.2 where such work, when undertaken in connection with the erection of structures having the general character of buildings and irrespective of whether or not such work involves problems of a civil engineering character, is carried out by the employers erecting such structures;

1.4.7 work in connection with any one or more of the activities specified in clause 1.4.3 when undertaken as an incidental operation in connection with the erection of structures having the general character of buildings or when undertaken by the employers erecting such structures; and

1.4.8 any work falling within the scope of the Iron, Steel, Engineering and Metallurgical Industries as defined in the Agreement published under Government Notice No. R. 479 of 29 March 1974.

2. DEFINITIONS

Unless the context otherwise indicates, any expression which is used in this Agreement and which is defined in the Labour Relations Act, 1956, has the same meaning as in that Act; further, unless inconsistent with the context—

2.1 **“administrative personnel”** means employees who are charged by the employer with the performance of work entailing responsibility for taking decisions of an administrative nature in the conduct of any activity; (2.1)

2.2 **“all other employees”** means all employees other than watchmen; (2.2)

2.3 **“casual employee”** means an employee who is employed by the same employer on not more than 18 consecutive working days; (2.12)

2.4 **“driver”** means an employee who is engaged in driving a motor vehicle, and for the purposes of this definition the expression “driving a motor vehicle” includes all periods of driving and any time spent by the driver on work connected with the vehicle or the load and all periods during which he is obliged to remain at his post in readiness to drive; (2.8)

2.5 **“emergency work”** means any work which owing to unforeseen circumstances such as fire, storm, land subsidence, accident, epidemic, act of violence, theft, a breakdown of plant, motor vehicles or machinery or a breakdown or threatened breakdown of structures, or any critical operational requirement, must be done without delay; (2.14)

2.6 **“establishment”** means any premises or construction site or part thereof in, on or in connection with which one or more employees are employed in the Civil Engineering Industry;

2.7 **“foreman”** means an employee who is in charge of the employees in an establishment or section of an establishment, who exercises control over such employees and who is responsible for the efficient performance by them of their duties;

2.8 **“hourly-rate employee”** means an employee whose remuneration is calculated on an hourly basis notwithstanding the frequency of the payment thereof, and who is not a salaried employee;

2.9 **“law”** includes the common law;

maar uitgesonderd—

1.4.6 werk wat verband hou met enigeen of meer van die werksaamhede wat in paragraaf 1.4.2 uiteengesit word, waar sodanige werk, wanneer dit onderneem word in verband met die oprigting van strukture wat die algemene kenmerke van geboue het en ongeag of sodanige werk probleme van siviele ingenieursaard behels al dan nie, deur die werkgewers wat sodanige strukture oprig, gedoen word;

1.4.7 werk wat verband hou met een of meer van die werksaamhede wat in paragraaf 1.4.3 uiteengesit word, wanneer dit onderneem word as 'n bykomstige werksaamheid in verband met die oprigting van strukture wat die algemene kenmerke van geboue het of wanneer dit deur die werkgewers wat sodanige strukture oprig, onderneem word; en

1.4.8 enige werk wat binne die bestek van die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid val, soos omskryf in die ooreenkoms wat by Goewermentskennisgewing No. R. 479 van 29 Maart 1974 gepubliseer is.

2. WOORDOMSKRYWINGS

Tensy die sinsverband anders aandui, het elke uitdrukking wat in hierdie Ooreenkoms gebesig word en in die Wet op Arbeidsverhoudinge, 1956, omskryf word, dieselfde betekenis as in daardie Wet; voorts, tensy dit strydig met die sinsverband is, beteken—

2.1 **“administratiewe personeel”** werknemers wat in opdrag van die werkgewer werk verrig wat verantwoordelikheid meebring vir die neem van besluite van 'n administratiewe aard by die uitvoering van werksaamhede; (2.1.)

2.2 **“alle ander werknemers”** alle werknemers buiten wagte; (2.2)

2.3 **“bediener”** 'n werknemer wat selfgedrewe of vaste masjinerie bedien, en dit aan- of afskakel deur die meganismes en kontroles van sodanige masjinerie te gebruik sodat dit die funksies verrig waarvoor dit ontwerp of aangepas is, wat die gang van en die werk wat deur so 'n masjien gedoen word, nagaan, noukeurig ondersoek of reguleer en wat ook lopende verstellings en kleinere herstelwerk kan doen aan sodanige masjinerie, of die daaglikse onderhoudswerk aan sodanige masjinerie kan verrig; en in die geval van selfgedrewe masjinerie omvat “bedien” die dryf van sodanige masjinerie, en by die toepassing van hierdie woordskrywing omvat “bedien” alle tydperke waarin die bediener verplig is om op sy pos te bly, gereed om sodanige masjien te bedien; (2.13)

2.4 **“bedryfsinrigting”** 'n perseel of konstruksieperseel of 'n deel daarvan waarin of in verband waarmee een of meer werknemers in die Siviele Ingenieursnywerheid in diens is;

2.5 **“bestuurder”** 'n werknemer wat deur sy werkgewer belas is met die algemene toesig oor, verantwoordelikheid vir, en leiding van die werksaamhede van 'n bedryfsinrigting of 'n afdeling van 'n bedryfsinrigting en die werknemers wat daarin werk; (2.11)

2.6 **“betaalde openbare vakansiedae”** Nuwejaarsdag, Menseregte dag, Goeie Vrydag, Gesinsdag, Vryheidsdag, Werkersdag, Jeugdag, Nasionale Vrouedag, Erfenisdag, Versoeningsdag, Kersdag, Welwillendheidsdag en, wanneer enige sodanige dag op 'n Sondag val, die daaropvolgende Maandag;

2.7 **“betaling”** betaling van besoldiging in kontant of per tjek of op 'n ander wyse;

2.8 **“drywer”** 'n werknemer wat 'n motorvoertuig dryf, en by die toepassing van hierdie woordskrywing omvat die uitdrukking “'n motorvoertuig dryf” alle tydperke wat hy dryf, alle tyd wat hy bestee aan werk in verband met die voertuig of die vrag en alle tydperke wat hy verplig is om op sy pos te bly, gereed om te dryf;

2.10 **"local authority"** means a "local government body" as defined in the Local Government Transition Act, 1993;

2.11 **"manager"** means an employee who is charged by his employer with the overall supervision over, responsibility for, and direction of the activities of an establishment or a department of an establishment and the employees engaged therein;

2.12 **"motor vehicle"** means a power-driven self-propelled vehicle which is designed or adapted principally for the conveyance or haulage of goods or persons on a public road but excludes a motor cycle and self-propelled plant;

2.13 **"operator"** means an employee who is engaged in operating, including starting or stopping, self-propelled or stationary plant by employing the mechanisms and controls of such plant to perform the functions for which it was designed or adapted, who checks, scrutinises or regulates the running of and the work done by such plant and who may make running adjustments and minor repairs to such plant or perform the daily maintenance of such plant; and in the case of self-propelled plant "operating" includes the driving of such plant, and for the purpose of this definition "operating" includes all periods during which the operator is obliged to remain at his post in readiness to operate such plant;

2.14 **"overtime"** means that portion of any period which an employee works for his employer during any week and which is in excess of the respective ordinary hours of work prescribed for such employee in clause 5.1, but does not include any period during which an employee whose ordinary hours of work are prescribed in clause 5.1 works for his employer on a Sunday;

2.15 **"paid public holiday"** means New Year's Day, Human Rights Day, Good Friday, Family Day, Freedom Day, Workers' Day, Youth Day, National Women's Day, Heritage Day, Day of Reconciliation, Christmas Day, Day of Goodwill and, whenever any such day falls on a Sunday, the following Monday;

2.16 **"pay"** means payment of remuneration in cash or by cheque or by other means;

2.17 **"permanent employee"** means any employee who is not a casual employee or an employee employed in terms of a limited duration contract;

2.18 **"piece-work"** means any system under which an employee's remuneration is based on the quantity of work done;

2.19 **"salaried employee"** means an employee whose remuneration is calculated on a monthly basis notwithstanding the number of hours or days actually worked, who performs work generally understood to be that of a salaried employee, and who is not an "hourly-rated employee";

2.20 **"self-propelled plant"** means a power-driven or pedestrian-operated self-propelled vehicle, other than a motor vehicle, which is designed or adapted principally to perform, with or without a towed attachment, one or more functions while moving and may also perform such functions while standing still;

2.9 **"gesalarieerde werknemer"** 'n werknemer wie se besoldiging op 'n maandelikse grondslag bereken word ondanks die aantal ure of dae wat werklik gewerk is, wat werk verrig wat algemeen verstaan word as synde dié van 'n gesalarieerde werknemer en wat nie 'n "uurliks besoldigde werknemer" is nie;

2.10 **"korttyd"** 'n tydelike vermindering in die getal gewone werkure weens weersomstandighede, 'n slapte in die bedryf, 'n tekort aan materiaal, 'n onklaarraking van masjinerie of masjiene, of weens die feit dat strukture onbruikbaar is of dreig om dit te word, of enige onvoorsiene gebeurlikhede en/of omstandighede buite die werknemer se beheer of 'n tydelike vermindering in die aantal gewone werkure weens onluste, onrus of dade van terrorisme of wanorde, wat die werknemer se vermoë om werk te verskaf, direk beïnvloed;

2.11 **"loon"** die bedrag wat ingevolge klousule 3.1 aan 'n werknemer betaalbaar is ten opsigte van sy gewone werkure soos by klousule 5 voorgeskryf: Met dien verstande dat—

2.11.1 as 'n werkgever 'n werknemer ten opsigte van sodanige gewone werkure gereeld 'n hoër bedrag betaal as dié by klousule 3.1 voorgeskryf, dit sodanige hoër bedrag beteken;

2.11.2 die eerste voorbehoudsbepaling nie so uitgelê mag word nie dat dit besoldiging bedoel of omvat wat 'n werknemer wat in diens is op enige grondslag waarvoor daar in klousule 9 voorsiening gemaak word, ontvang bo en behalwe die bedrag wat hy sou ontvang het as hy nie op sodanige grondslag in diens was nie;

2.12 **"los werknemer"** 'n werknemer wat hoogstens 18 opeenvolgende werkdade by dieselfde werkgever in diens is;

2.13 **"motorvoertuig"** 'n kragaangedrewe selfgedrewe voertuig wat hoofsaaklik ontwerp of aangepas is vir die vervoer of sleep van goedere of persone op 'n openbare pad, maar wat 'n motorfiets en selfaangedrewe masjinerie uitsluit;

2.14 **"noodwerk"** enige werk wat weens onvoorsiene omstandighede soos 'n brand, storm, grondinsakking, ongeluk, epidemie, gewelddaad, diefstal, 'n onklaarraking van masjinerie, motorvoertuie of masjiene of wanneer strukture onbruikbaar is of dreig om dit te word, of 'n kritieke bedryfsvereiste sonder versuim gedoen moet word;

2.15 **"oortyd"** die gedeelte van 'n tydperk wat 'n werknemer werk verrig vir sy werkgever gedurende 'n week en wat langer is as die onderskeie gewone werkure wat vir sodanige werknemer voorgeskryf is by klousule 5.1, maar omvat dit geen tydperk wat 'n werknemer wie se werkure by klousule 5.1 voorgeskryf is, op 'n Sondag vir sy werkgever werk nie;

2.16 **"permanente werknemer"** enige werknemer wat nie 'n los werknemer is nie en wat nie ingevolge 'n kontrak van beperkte duur in diens is nie;

2.17 **"plaaslike owerheid"** 'n "plaaslike regeeringsliggaam" soos omskryf in die Oorgangswet op Plaaslike Regering, 1993;

2.18 **"selfgedrewe masjinerie"** 'n kragaangedrewe selfgedrewe voertuig, of 'n selfgedrewe voertuig wat deur 'n operateur te voet bedien word, uitgesonderd 'n motorvoertuig, wat hoofsaaklik ontwerp en aangepas is om met of sonder 'n sleephegstuk, een of meer funksies te verrig terwyl dit beweeg en ook sodanige funksies kan verrig terwyl dit stilstaan;

2.21 "short time" means a temporary reduction in the number of ordinary hours of work owing to vagaries of the weather, a slackness of trade, a shortage of materials, a breakdown of plant or machinery or a breakdown or threatened breakdown of structures, or any unforeseen contingencies and/or circumstances beyond the control of the employer, or a temporary reduction in the number of ordinary hours of work owing to riots, unrest or acts of terrorism or disorder, which directly affect the employer's ability to provide work; (2.10)

2.22 "stationary plant" means a power-driven device, whether or not mounted on a self-propelled or non-self propelled vehicle, which is designed or adapted principally to perform one or more functions while standing still; (2.22)

2.23 "technical and professional personnel" means employees who are charged by the employer with the performance of work of a technical or professional nature; (2.20)

2.24 "wage" means the amount of money payable to an employee in terms of clause 3.1 in respect of his ordinary hours of work as prescribed in clause 5: Provided that—

2.24.1 if an employer regularly pays an employee in respect of such ordinary hours of work an amount higher than that prescribed in clause 3.1, it means such higher amount;

2.24.2 the first proviso shall not be so construed as to refer to or include any remuneration which an employee who is employed on any basis provided for in clause 9 receives over and above the amount which he would have received if he had not been employed on such a basis; (2.11)

2.25 "watchman" means an employee who is engaged in any one or more of the following activities:

2.25.1 Guarding or protecting goods, premises, buildings, structures or movable or immovable property;

2.25.2 patrolling premises, buildings, structures or property; or

2.25.3 handling dogs in the performance of any one or more of the activities specified in clauses 2.25.1 or 2.25.2. (2.24)

3. REMUNERATION

3.1 The minimum wage which an employer shall pay to each member of the undermentioned classes of his employees shall be as set out in the Wage Schedule in clause 3.1.1: Provided that this requirement shall not apply to an employer who is engaged in the Civil Engineering Industry only and employs altogether not more than 20 employees at all times in or in connection with such business and whose annual turnover in such business, at any date during the preceding 12 months, does not exceed R1 000 000:

3.1.1 The minimum wages for "watchman" and "all other employees" appears as Annexures 1 to 7 to this Agreement.

3.2 The wage of an employee shall be calculated as set out hereunder:

3.2.1 The hourly wage of an employee shall be his weekly wage divided by the number of ordinary hours of work prescribed for such employee in any week.

3.2.2 The daily wage of an employee shall be his weekly wage divided by—

3.2.2.1 five, in the case of an employee who normally works a five-day week;

3.2.2.2 six, in the case of any other employee.

3.2.3 The weekly wage of an employee shall be his hourly wage multiplied by the number of ordinary hours of work prescribed for such employee in any week.

3.2.4 The monthly wage of an employee shall be four and a third times his weekly wage.

2.19 "stukwerk" 'n stelsel waarvolgens 'n werknemer se besoldiging gegrond word op die hoeveelheid werk wat verrig is;

2.20 "tegniese en professionele personeel" werknemers wat in opdrag van die werkgever werk van 'n tegniese of professionele aard verrig;

2.21 "uurliks besoldigde werknemer" werknemer wie se besoldiging op 'n uurlikse grondslag bereken word ondanks die frekwensie van die betaling daarvan en wat nie 'n gesalarieerde werknemer is nie; (2.8)

2.22 "vaste masjinerie" 'n kragaangedrewe toestel, ongeag of dit gemonteer is op 'n selfgedrewe of nie-selfgedrewe voertuig of nie, wat hoofsaaklik ontwerp of aangepas is om een of meer funksies uit te voer terwyl dit stilstaan; (2.22)

2.23 "voorman" 'n werknemer wat aan die hoof staan van die werknemers in 'n bedryfsinrigting of afdeling daarvan wat beheer uitoefen oor sodanige werknemers en daarvoor verantwoordelik is dat hulle hulle pligte doeltreffend uitvoer; (2.7)

2.24 "wag" 'n werknemer wat betrokke is by een of meer van die volgende werksaamhede:

2.24.1 Goedere, persele, geboue, strukture of roerende of vaste eiendom bewaak of beskerm;

2.24.2 persele, geboue, strukture of eiendom patroleer; of

2.24.3 honde hanteer in die uitvoering van een of meer van die werksaamhede genoem in paragraaf 2.24.1 of 2.24.2; (2.25)

2.25 "wet" ook die gemene reg. (2.9)

3. BESOLDIGING

3.1 Die minimumloon wat 'n werkgever aan elke lid van ondergenoemde klasse werknemers in sy diens moet betaal, is dié uiteengesit in die Loonbylae in klousule 3.1.1: Met dien verstande dat hierdie vereiste nie van toepassing is nie op 'n werkgever wat slegs by die Siviele Ingenieursnywerheid betrokke is en altesaam hoogstens 20 werknemers te alle tye in diens het in of in verband met sodanige besigheid en wie se jaarlikse omset in sodanige besigheid op enige datum gedurende die voorafgaande 12 maande hoogstens R1 000 000 is:

3.1.1 Die minimum lone vir "wag" en "alle ander werknemers" verskyn as Aanhangsels 1 tot 7 by hierdie Ooreenkoms.

3.2 'n Werknemer se loon word bereken soos hieronder uiteengesit:

3.2.1 Die uurloon van 'n werknemer is sy weekloon gedeel deur die getal gewone werkure wat vir sodanige werknemer in enige week voorgeskryf word.

3.2.2 Die dagloon van 'n werknemer is sy weekloon gedeel deur—

3.2.2.1 vyf, in die geval van 'n werknemer wat normaalweg vyf dae per week werk;

3.2.2.2 ses, in die geval van enige ander werknemer.

3.2.3 Die weekloon van 'n werknemer is sy uurloon vermenigvuldig met die getal gewone werkure wat vir sodanige werknemer in enige week voorgeskryf word.

3.2.4 Die maandloon van 'n werknemer is vier en 'n derde maal sy weekloon.

4. PAYMENT OF REMUNERATION

4.1 Save as provided in clause 6.5, any amount due to an employee shall be paid weekly, fortnightly or monthly during the hours of work, on the usual pay-day of the establishment for such employee or on termination of employment if this takes place before the usual pay-day, and such amount shall be verified by a statement, or contained in a sealed envelope or container on which shall be recorded, or which shall be accompanied by a statement showing—

- 4.1.1 the employer's name;
- 4.1.2 the employee's name and/or his number on the pay-roll and his category;
- 4.1.3 the number of ordinary hours worked by the employee;
- 4.1.4 the number of overtime hours worked by the employee;
- 4.1.5 the number of hours worked by the employee on a Sunday or a paid holiday referred to in clause 8;
- 4.1.6 the employee's wage;
- 4.1.7 the details of any other remuneration arising out of the employee's employment;
- 4.1.8 the details of any deductions made;
- 4.1.9 the actual amount paid to the employee; and
- 4.1.10 the period in respect of which payment is made,

and such envelope, container or statement on which these particulars are recorded shall become the property of the employee: Provided that—

- 4.1.11 at the written request of an employee, the amount due to him may be paid into his building society or bank account by his employer who shall hand to him the aforementioned statement;
- 4.1.12 the aforementioned information relating to time worked need not be furnished in respect of an employee who is excluded from the hours of work provisions by virtue of clause 5.6.

4.2 *Premiums*: No payment shall be made to or accepted by an employer, either directly or indirectly, in respect of the employment or training of an employee, except as provided for by the Civil Engineering Industry Training Scheme.

4.3 *Deductions*: An employer shall not levy any fines against his employee nor shall he make any deductions from his employee's remuneration: Provided that he may make the following:

- 4.3.1 With the written consent of the employee, any deduction that relates to his conditions of employment, employment relationship with the employer and subscriptions to a trade union;
- 4.3.2 except where otherwise provided in this Agreement, whenever an employee is absent from work, other than on the instructions or at the request of his employer, a deduction proportionate to the period of his absence and calculated on the basis of the wage which such employee was receiving in respect of his ordinary hours of work at the time of such absence;
- 4.3.3 a deduction of any amount which an employer is by law or order of any competent court required or permitted to make; and

4. BETALING VAN BESOLDIGING

4.1 Behoudens klousule 6.5 moet elke bedrag verskuldig aan 'n werknemer weekliks, tweeweekliks of maandeliks betaal word gedurende die werkure op die gewone betaaldag van die bedryfsinrigting vir sodanige werknemer of met sy diensbeëindiging, as dit voor die gewone betaaldag geskied, en sodanige bedrag moet deur 'n staat geverifieer word of in 'n verseëelde koevert of houer wees waarop, of wat vergesel gaan van 'n staat waarop, gemeld word—

- 4.1.1 die werkgewer se naam;
- 4.1.2 die werknemer se naam en/of sy nommer op die betaalstaat en sy kategorie;
- 4.1.3 die getal gewone werkure wát die werknemer gewerk het;
- 4.1.4 die getal ure wat die werknemer oortyd gewerk het;
- 4.1.5 die getal ure wat die werknemer op 'n Sondag of 'n betaalde vakansiedag, in klousule 8 bedoel, gewerk het;
- 4.1.6 die werknemer se loon;
- 4.1.7 besonderhede van enige ander besoldiging wat uit die werknemer se diens voortspruit;
- 4.1.8 besonderhede van enige bedrag wat afgetrek is;
- 4.1.9 die werklike bedrag wat aan die werknemer betaal word; en
- 4.1.10 die tydperk waarvoor die betaling geskied,

en sodanige koevert, houer of staat waarop hierdie inligting aangeteken is, word die eiendom van die werknemer: Met dien verstande dat—

- 4.1.11 op die skriftelike versoek van die werknemer, die bedrag aan hom verskuldig gestort kan word in sy bouvereniging- of bankrekening deur die werkgewer, wat voormelde staat aan hom moet oorhandig;
- 4.1.12 voormelde inligting betreffende tyd gewerk nie verstrekkend hoef te word aan 'n werknemer wat ingevolge klousule 5.6 van die werkurebepalings uitgesluit is nie.

4.2 *Premies*: Geen bedrag mag regstreeks of onregstreeks vir die indiensneming of opleiding van 'n werknemer aan 'n werkgewer betaal of deur hom aangeneem word nie, behalwe soos deur die Opleidingskema van die Siviele Ingenieursnywerheid bepaal.

4.3 *Aftrekkings*: 'n Werkgewer mag sy werknemers geen boetes oplê of enige bedrae van sy werknemers se besoldiging aftrek nie: Met dien verstande dat hy die volgende kan aftrek:

- 4.3.1 Met die skriftelike toestemming van die werknemer enige bedrag wat verband hou met sy diensvoorwaardes, diensverhouding met die werkgewer en ledelge van 'n vakvereniging;
- 4.3.2 behoudens andersluidende bepalinge in hierdie Ooreenkoms, telkens wanneer 'n werknemer om 'n ander rede as op las of versoek van sy werkgewer van sy werk afwesig is, 'n bedrag eweredig aan die tydperk van sy afwesigheid en bereken op die grondslag van die loon wat sodanige werknemer ten tyde van sodanige afwesigheid ten opsigte van sy gewone werkure ontvang het;
- 4.3.3 enige bedrag wat 'n werkgewer volgens die wet of ingevolge 'n bevel van 'n bevoegde hof moet of mag aftrek; en

4.3.4 whenever the ordinary hours of work prescribed in clause 5 are reduced on account of short time, a deduction not exceeding the amount of the employee's hourly wage in respect of each hour of such reduction: Provided that—

4.3.4.1 such deduction shall not exceed one third of the employee's weekly wage, irrespective of the number of hours by which the ordinary hours of work are thus reduced;

4.3.4.2 no deduction shall be made in the case of short time arising out of slackness of trade or shortage of raw materials, unless the employer has given his employee notice on the previous working day of his intention to reduce the ordinary hours of work;

4.3.4.3 no deduction shall be made in the case of short time owing to a breakdown of plant or machinery or a breakdown or threatened breakdown of buildings or structures, in respect of the first two hours not worked, unless the employer has given his employee notice on the previous day that no work will be available due to such breakdown; and

4.3.4.4 if the employee has reported for work, no deduction shall be made in the case of short time owing to inclement weather in respect of the first two hours not worked, unless the employer has given his employee notice on the previous day that no work will be available due to inclement weather;

4.3.5 with the written consent of an employee, a deduction of any amount which the employer has paid or has undertaken to pay to—

4.3.5.1 any banking institution, building society, insurance business, local authority or registered financial institution in respect of a payment on a loan granted to such employee to acquire a dwelling;

4.3.5.2 any other organisation or body in respect of a dwelling or accommodation in a hostel occupied by such employee if such dwelling or hostel is provided through the instrumentality of such organisation or body wholly or partially from funds advanced for that purpose by the State, a building society or a local authority.

5. HOURS OF WORK, ORDINARY AND OVERTIME, AND PAYMENT FOR OVERTIME

5.1 *Ordinary hours of work:* An employer shall not require or permit an employee to work more ordinary hours of work than—

5.1.1 the following classes of employees when working a five-day week from Monday to Friday inclusive:

5.1.1.1 A watchman, 60 in any week and 12 on any day;

5.1.1.2 any other employee, 46 in any week and 9½ on any day;

5.1.2 the following classes of employees when working a six-day week from Monday to Saturday inclusive:

5.1.2.1 A watchman, 60 day in any week and 10 on any day;

5.1.2.2 any other employee, 46 in any week and eight on any day, unless the hours on one day do not exceed five, in which case the hours on any of the other days may be extended to 8½.

5.2 *Meal intervals:* An employer shall not require or permit an employee to work for more than five hours continuously without a meal interval of not less than half an hour, during which interval such employee shall not be required or per-

4.3.4 wanneer die gewone werkure by klousule 5 voorgeskryf weens korttyd verminder word, 'n bedrag van hoogstens die werknemer se uurloon vir elke uur van sodanige vermindering: Met dien verstande dat—

4.3.4.1 sodanige aftrekking hoogstens een derde van die werknemer se weekloon is, ongeag die getal ure waarmee die gewone werkure aldus verminder word;

4.3.4.2 geen aftrekking geskied nie ten opsigte van korttyd wat uit 'n slapte in die bedryf of 'n tekort aan grondstowwe ontstaan, tensy die werkgewer sy werknemer op die vorige werkdag kennis gegee het van sy voorneme om die gewone werkure te verminder;

4.3.4.3 geen aftrekking ten opsigte van korttyd geskied nie vir die eerste twee uur waarin daar nie gewerk word nie weens 'n onklaarraking van installasie of masjinerie of weens die feit dat die geboue of strukture onbruikbaar is of dreig om dit te word, tensy die werkgewer sy werknemer op die vorige dag kennis gegee het dat daar geen werk sal wees nie; en

4.3.4.4 as die werknemer vir werk aangemeld het, geen aftrekking ten opsigte van korttyd geskied vir die eerste twee uur waarin daar nie gewerk word nie weens swak weer, tensy die werkgewer sy werknemer op die vorige dag kennis gegee het dat daar geen werk sal wees nie weens swak weer;

4.3.5 met die skriftelike toestemming van 'n werknemer, 'n bedrag wat 'n werkgewer betaal het of onderneem het om te betaal aan—

4.3.5.1 enige bankinstelling, bougenootskap, versekeringsbesigheid, plaaslike owerheid of geregestreerde finansiële instelling ten opsigte van 'n paalement op 'n lening wat aan sodanige werknemer toegestaan is om 'n woning te bekom;

4.3.5.2 enige ander organisasie of liggaam ten opsigte van 'n woning of huisvesting in 'n hostel wat sodanige werknemer bewoon indien die woning of hostel voorsien is deur bemiddeling van sodanige organisasie of liggaam uitsluitlik of gedeeltelik uit fondse wat vir daardie doel deur die Staat, 'n bougenootskap of 'n plaaslike owerheid voorgeskiet is.

5. WERKURE, GEWONE EN OORTYD-, EN BETALING VIR OORTYDWERK

5.1 *Gewone werkure:* 'n Werkgewer mag nie van 'n werknemer vereis of hom toelaat om meer gewone werkure te werk nie as—

5.1.1 die volgende klasse werknemers as hulle vyf dae per week van Maandag tot en met Vrydag werk:

5.1.1.1 'n Wag, 60 in 'n week en 12 op een dag;

5.1.1.2 enige ander werknemer, 46 in 'n week en 9½ op 'n dag;

5.1.2 die volgende klasse werknemers as hulle ses dae per week van Maandag tot en met Saterdag werk:

5.1.2.1 'n Wag, 60 in 'n week en 10 op 'n dag;

5.1.2.2 enige ander werknemer, 46 in 'n week en agt op 'n dag, tensy die ure op een dag hoogstens vyf is, wanneer die ure op enigiene van die ander dae tot 8½ verleng kan word.

5.2 *Etenspouses:* 'n Werkgewer mag nie van 'n werknemer vereis of hom toelaat om meer as vyf uur aaneen sonder 'n etenspouse van minstens 'n halfuur te werk nie, en gedurende sodanige pouse mag daar nie van sodanige werk-

mitted to perform any work, and such interval shall not form part of the ordinary hours of work or overtime: Provided that—

5.2.1 periods of work interrupted by intervals of less than half an hour, except when proviso 5.2.5 applies, shall be deemed to be continuous;

5.2.2 if such interval is longer than half an hour, any period in excess of one hour shall be deemed to be time worked;

5.2.3 only one such interval during the ordinary hours of work of an employee on any day shall not form part of the ordinary hours of work;

5.2.4 when on any day by reason of overtime work an employer is required to give an employee a second meal interval, such interval may, at the request of the employee, be reduced to not less than 15 minutes;

5.2.5 a driver or an operator of self-propelled or stationary plant who during such interval does no work other than being or remaining in charge of a vehicle or such plant shall be deemed for the purposes of this subclause not to have worked during such interval.

5.3 *Limitation of overtime:* An employer may require an employee to work overtime but not more than, in the case of—

5.3.1 a watchman, 12 hours in any week;

5.3.2 an employee (other than a watchman) who is employed in or in connection with any premises which constitutes a factory within the meaning of section 1 of the Basic Conditions of Employment Act, 1983, 10 hours in any week;

5.3.3 any other employee, 15 hours in any week, provided that the total number of hours worked on any one day shall not exceed 12 hours without the agreement referred to in clause 5.4.

5.4 *Additional overtime:* Furthermore additional overtime to that referred to in clause 5.3.3 may be worked by an employee by agreement with the employee or employees affected: Provided that the total hours of overtime worked in any week shall not exceed 25 hours, which excludes Sundays and paid public holidays in the case of employees working a six day week; and in the case of employees working a five-day week, Saturdays, Sundays and paid public holidays.

5.5 *Payment for overtime:* An employer shall pay an employee who works overtime at a rate of not less than one and one third times his ordinary wage in respect of Saturdays for employees working a five-day week, and for the first 15 hours' overtime referred to in clause 5.3.3, provided that if an employee exceeds this first 15 hours' overtime per week he shall be paid at a rate of not less than one and one half times his ordinary wage in respect of a further maximum 10 hours: Provided that the overtime rates shall be paid in accordance with clause 5.4 above and clause 8 with respect to Saturdays, Sundays and paid public holidays.

5.6 Clause 5, save for this subclause 5.6, shall not apply to a foreman, a manager, an administrative employee or a technical or professional employee if and for so long as such an employee is in receipt of a regular wage at a rate of not less than R1 200 per month.

5.7 Clauses 5.2, 5.3 and 5.4 shall not apply to an employee while engaged on emergency work.

nemer vereis word of mag hy nie toegelaat word om enige werk te verrig nie, en sodanige pouse maak nie deel van die gewone werkure of oortydure uit nie: Met dien verstande dat—

5.2.1 werkydperke wat deur pouses van minder as 'n halfuur onderbreek word, uitgesonderd waar voorbehoudsbepaling 5.2.5 van toepassing is, geag word aan-eenlopend te wees;

5.2.2 as sodanige pouse langer as 'n halfuur is, enige tyd wat een uur te bowe gaan, geag word werkyd te wees;

5.2.3 slegs een sodanige pouse gedurende 'n werknemer se gewone werkure op 'n dag nie deel van die gewone werkure mag uitmaak nie;

5.2.4 wanneer daar, vanweë oortyd wat gewerk word, van 'n werknemer vereis word om op enige dag 'n tweede etenspouse aan 'n werknemer toe te staan, sodanige pouse op versoek van die werknemer tot minstens 15 minute verkort mag word;

5.2.5 'n drywer of 'n bediener van selfaangedrewe of vaste masjinerie wat gedurende sodanige pouse geen ander werk verrig as om in beheer van 'n voertuig of sodanige masjinerie te wees of te bly nie, by die toepassing van hierdie subklousule geag word nie gedurende sodanige pouse te gewerk het nie.

5.3 *Beperking van oortydwerk:* 'n Werkgewer mag van 'n werknemer vereis om oortyd te werk maar hoogstens—

5.3.1 in die geval van 'n wag, 12 uur in 'n week;

5.3.2 in die geval van 'n werknemer (uitgesonderd 'n wag) wat in diens is in of in verband met enige perseel wat 'n fabriek uitmaak binne die betekenis van artikel 1 van die Wet op Basiese Diensvoorwaardes, 1983, 10 uur in 'n week;

5.3.3 in die geval van enige ander werknemer, 15 uur in 'n week mits die totale aantal ure op 'n dag gewerk, nie 12 uur oorskry sonder die ooreenkoms bedoel in subklousule 5.4 nie.

5.4 *Bykomende oortydwerk:* Verder mag 'n werknemer bykomende oortyd in subklousule 5.3.3 bedoel, werk volgens ooreenkoms tussen die betrokke werknemer of werknemers: Met dien verstande dat die totale aantal ure oortydwerk wat in 'n week gewerk word, wat Sondae en betaalde openbare vakansiedae uitsluit, in die geval van werknemers wat ses dae per week werk, en in die geval van werknemers wat vyf dae per week werk, Saterdag, Sondae en betaalde openbare vakansiedae uitsluit, nie 25 uur oorskry nie.

5.5 *Betaling vir oortydwerk:* 'n Werkgewer moet 'n werknemer wat oortyd werk, betaal teen minstens een en een derde maal sy gewone loon ten opsigte van Saterdag vir werknemers wat vyf dae per week werk, en die eerste 15 uur oortyd in subklousule 5.3.3 bedoel, met dien verstande dat as 'n werknemer hierdie eerste 15 uur oortyd per week oorskry, hy teen minstens een 'n half maal sy gewone loon ten opsigte van 'n verdere maksimum van 10 uur werk: Met dien verstande dat die oortydgelde in ooreenstemming met klousule 5.4 hierbo en klousule 8 betaal word ten opsigte van Saterdag, Sondae en betaalde openbare vakansiedae.

5.6 Klousule 5, behoudens hierdie subklousule 5.6, is nie van toepassing nie op 'n voorman, 'n bestuurder, 'n administratiewe werknemer of 'n tegniese of professionele werknemer as en solank sodanige werknemer gereeld 'n loon ontvang van minstens R1 200 per maand.

5.7 Klousules 5.2, 5.3 en 5.4 is nie op 'n werknemer van toepassing terwyl hy noodwerk verrig nie.

6. ANNUAL LEAVE

6.1 An employer shall grant to his employee, and the employee shall take, in respect of each completed period of 12 months of employment—

6.1.1 in the case of a watchman, 19 working days' leave on full pay, of which 15 shall be taken consecutively, normally during the Civil Engineering Industry's shut-down period, and the remaining days shall be granted and be taken, subject to clause 6.2, by agreement between the individual employer and employee;

6.1.2 in the case of any other employee, 15 working days' leave on full pay, of which 10 shall be taken consecutively, normally during the Civil Engineering Industry's shut-down period, and the remaining days shall be granted and be taken, subject to clause 6.2, by agreement between the individual employer and employee;

6.2 If the leave prescribed in clause 6.1 has not been granted and taken earlier, it shall, save as provided in clause 6.3, be granted and be taken so as to commence within four months after the completion of the 12 months of employment to which it relates or, if the employer and employee have agreed thereto in writing before the expiration of the said period of four months, the employer shall grant such leave to the employee and the employee shall take the leave from a date not later than two months after the expiration of the said period of four months: Provided that the period of leave shall not be concurrent with—

6.2.1 sick leave granted in terms of clause 7 or with absence from work owing to incapacity in the circumstances set out in clauses 7.4.1 or 7.4.2, amounting in the aggregate to not more than 12 days in any one period of 12 months;

6.2.2 any period during which the employee is under notice of termination of employment in terms of clause 12; or

6.2.3 any period during which the employee is doing military training or service under the Defence Act, 1957.

6.3 At the written request of his employee, an employer may permit the leave to accumulate over a period of not more than 24 months of employment: Provided that—

6.3.1 the request shall be made by such employee not later than four months after the expiration of the first period of 12 months of employment to which the leave relates; and

6.3.2 the date of the receipt of the request shall be endorsed on the request over his signature by the employer, who shall retain the request at least until after the expiration of the period of leave.

6.4 The leave referred to in clause 6.3 shall be granted and be taken at a time to be fixed by the employer and the proviso to clause 6.2 shall *mutatis mutandis* apply to such leave.

6.5 The remuneration in respect of the leave prescribed in clause 6.1, read with clause 6.3, shall be paid not later than the last working day before the date of commencement of the leave.

6.6 Upon termination of employment the employer shall pay his employee his pay in respect of any period of leave which has accrued to him but was not granted to him before the date of termination of the employment.

6. JAARLIKSE VERLOF

6.1 'n Werkgewer moet ten opsigte van elke voltooide tydperk van 12 maande diens verlof soos volg verleen en die werknemer moet sodanige verlof soos volg neem:

6.1.1 In die geval van 'n wag, 19 werkdag verlof teen volle betaling, waarvan 15 agtereenvolgend geneem moet word, normaalweg gedurende die Siviele Ingenieursnywerheid se sluitingstydperk, en die oorblywende dae kan volens ooreenkoms tussen die individuele werkgewer en werknemer verleen en geneem word, onderhewig aan klousule 6.2;

6.1.2 in die geval van enige ander werknemer, 15 werkdag verlof teen volle betaling, waarvan 10 agtereenvolgend geneem moet word, normaalweg gedurende die Siviele Ingenieursnywerheid se sluitingstydperk, en die oorblywende dae kan volgens ooreenkoms tussen die individuele werkgewer en werknemer verleen en geneem word, onderhewig aan klousule 6.2.

6.2 As die verlof by klousule 6.1 voorgeskryf nie eerder verleen of geneem is nie, moet dit, behoudens klousule 6.3, so verleen en geneem word dat dit binne vier maande begin na voltooiing van die 12 maande diens waarop dit betrekking het of, as die werkgewer en die werknemer voor die verstryking van genoemde tydperk van die vier maande skriftelik daartoe ooreengekom het, moet die werkgewer sodanige verlof aan die werknemer verleen en die werknemer moet dit neem met ingang van 'n datum uiterlik twee maande na die verstryking van genoemde tydperk van vier maande: Met dien verstande dat die tydperk van verlof nie mag saamval nie met—

6.2.1 siekteverlof wat ingevolge klousule 7 toegeestaan is of met afwesigheid van werk weens ongeschiktheid in die omstandighede uiteengesit in klousule 7.4.1 of 7.4.2, en wel tot 'n totaal in enige tydperk van 12 maande van hoogstens 12 dae;

6.2.2 enige tydperk waarin die werknemer kennisgewing van diensbeëindiging ingevolge klousule 12 uitdien; of

6.2.3 enige tydperk waarin die werknemer militêre opleiding of diens kragtens die Verdedigingswet, 1957, ondergaan.

6.3 Op die skriftelike versoek van sy werknemer kan 'n werkgewer toelaat dat die verlof oor 'n tydperk van hoogstens 24 maande diens oploop: Met dien verstande dat—

6.3.1 sodanige werknemer so 'n versoek rig uiterlik vier maande na verstryking van die eerste tydperk van 12 maande diens waarop die verlof betrekking het; en

6.3.2 die werkgewer die datum van ontvangs van die versoek daarop aanbring oor sy handtekening, en hy moet dit tot minstens tot na verstryking van die verloftydperk bewaar.

6.4 Die verlof by klousule 6.3 bedoel, moet verleen of geneem word op 'n tyd wat die werkgewer bepaal en die voorbehoudsbepaling in klousule 6.2 is *mutatis mutandis* van toepassing op sodanige verlof.

6.5 Die besoldiging ten opsigte van die verlof voorgeskryf by klousule 6.1, gelees met klousule 6.3, moet uiterlik op die laaste werkdag voor die aanvangsdatum van die verlof betaal word.

6.6 By diensbeëindiging moet die werkgewer aan sy werknemer sy betaling ten opsigte van enige verlof wat opgeloopt het, maar nie voor die datum van diensbeëindiging aan hom verleen is nie, betaal.

6.7 For the purpose of this clause the expression "employment" shall be deemed to include—

6.7.1 any period during which an employee is absent for military training or service in pursuance of the Defence Act, 1957: Provided that an employee shall not be entitled to claim as employment more than four months of any one period of such training or service; and

6.7.2 any time during which an employee is required by his employer not to work because of the vagaries of the weather, slackness of trade or a breakdown of machinery or plant.

6.8 Notwithstanding anything to the contrary contained in this clause, an employer may for the purposes of annual leave at any time, but not more than once in any period of 12 months, close his establishment or a portion of his establishment for 15 consecutive working days,

plus an additional day for each paid holiday referred to in clause 2.15 falling within such closed period: Provided such day falls on a day which is normally a working day.

6.9 An employee who at the date of the closing of an establishment or the portion thereof in which he is employed, is not entitled to the full period of annual leave prescribed in clause 6.1 shall, in respect of any leave due to him, be paid by his employer on the basis set out in clause 6.6, and for the purposes of annual leave thereafter his employment shall be deemed to commence on the date of such closing of the establishment or portion of the establishment, as the case may be.

7. SICK LEAVE

7.1 Subject to clause 7.2, an employer shall grant to his employee, who is absent from work through incapacity, not less than 36 working days' sick leave in the aggregate during each cycle of 36 consecutive months of employment with him, and shall pay such employee in respect of any period of absence in terms of this subclause not less than the wage which would have been paid had the employee worked during such period: Provided that—

7.1.1. in the first 36 consecutive months of employment an employee shall not be entitled to sick leave on full pay at a rate of more than one working day in respect of each completed month of employment;

7.1.2 where, in the first cycle of 36 months of employment with the same employer, an employee is absent owing to incapacity for a period in excess of any sick leave accrued at the time of such incapacity, the employee shall be entitled to be paid in respect of only such leave as has so accrued, but the employer shall, if he has not previously done so, at the expiration of the said cycle of employment or on termination of employment before such expiration, pay the employee in respect of such excess period of absence owing to incapacity, to the extent to which sick leave, accrued at such expiration or termination, had not been taken;

7.1.3 where an employer is by any law required to pay fees for hospital or medical treatment in respect of an employee, and pays such fees, the amount so paid may be set off against the payment due in respect of absence owing to incapacity in terms of this clause;

7.1.4 no unused sick leave may be accrued from one cycle to another.

6.7 By die toepassing van hierdie klousule word die uitdrukking "diens" geag te omvat—

6.7.1 enige tydperk wat 'n werknemer afwesig is vir militêre opleiding of diens ingevolge die Verdedigingswet, 1957: Met dien verstande dat 'n werknemer nie geregtig is om meer as vier maande van een sodanige opleidings- of dienstydsperk as diens te eis nie; en

6.7.2 enige tydperk wat 'n werkgewer van sy werknemer vereis om nie te werk nie weens weersomstandighede, 'n slapte in die bedryf of 'n onklaarraking van masjinerie.

6.8 Ondanks andersluidende bepalings in hierdie klousule, kan 'n werkgewer vir die doel van jaarlikse verlof te eniger tyd maar hoogstens een maal in 'n tydperk van 12 maande, sy bedryfsinrigting of 'n gedeelte van sy bedryfsinrigting vir 15 agtereenvolgende werkdade sluit,

plus 'n addisionele dag vir elke dag bedoel in klousule 2.5 wat binne die tydperk van sluiting val: Met dien verstande dat sodanige dag op 'n dag wat gewoonlik 'n werkdag is, val.

6.9 'n Werknemer wat op die sluitingsdatum van 'n bedryfsinrigting of die gedeelte daarvan waarin hy werksaam is, nie geregtig is op die volle tydperk van jaarlikse verlof by klousule 6.1 voorgeskryf nie, moet ten opsigte van enige verlof wat aan hom verskuldig is, deur sy werkgewer betaal word op die grondslag in klousule 6.6 uiteengesit, en vir die doel van jaarlikse verlof daarna word sy diens geag te begin op die datum waarop die bedryfsinrigting of gedeelte van die bedryfsinrigting, na gelang van die geval, aldus sluit.

7. SIEKTEVERLOF

7.1 Behoudens klousule 7.2, moet 'n werkgewer aan sy werknemer, wat weens ongeskiktheid van die werk afwesig is, siekteverlof verleen van altesaam minstens 36 werkdade gedurende elke tydkring van 36 agtereenvolgende maande diens by hom, en moet hy sodanige werknemer ten opsigte van enige tydperk van afwesigheid ingevolge hierdie subklousule minstens die loon betaal wat hy sou ontvang het as hy gedurende sodanige tydperk gewerk het: Met dien verstande dat—

7.1.1. in 'n werknemer gedurende die eerste 36 agtereenvolgende maande diens nie op meer siekteverlof met volle betaling geregtig is nie as een werkdag ten opsigte van elke voltooide maand diens;

7.1.2 wanneer in die eerste tydkring van 36 maande diens by dieselfde werkgewer, 'n werknemer afwesig weens ongeskiktheid is vir 'n langer tydperk as die siekteverlof wat hom ten tyde van sodanige ongeskiktheid toekom, die werknemer geregtig is op betaling vir slegs die siekteverlof wat hom dan toekom, maar die werkgewer moet, indien hy dit nie reeds gedoen het nie, by verstryking van genoemde dienstydskring of by diensbeëindiging voor sodanige verstryking die werknemer betaal ten opsigte van sodanige langer tydperk van afwesigheid weens ongeskiktheid, vir sover die siekteverlof wat hom by sodanige verstryking of diensbeëindiging toekom, nog nie geneem is nie;

7.1.3 waar 'n werkgewer ingevolge 'n wet vir hospitaal- of mediese behandeling ten opsigte van 'n werknemer moet betaal en sodanige gelde wel betaal, die bedrag wat aldus betaal is, afgetrek kan word van die bedrag wat ingevolge hierdie klousule ten opsigte van afwesigheid weens ongeskiktheid verskuldig is;

7.1.4 onbenutte verlof mag nie van een tydperk na 'n ander oorgedra word nie.

7.2 An employer may, as a condition precedent to the payment by him of an amount claimed in terms of this clause by an employee in respect of any absence from work—

7.2.1 for more than three consecutive working days; or

7.2.2 on the working day immediately preceding or the working day immediately succeeding a Sunday or a paid holiday;

required the employee to produce a certificate signed by a registered medical practitioner stating the nature and duration of the employee's incapacity. Provided that, when an employee has, during any period of up to eight weeks, received payment in terms of this clause on two or more occasions without producing such a certificate, the employer may, during the period of eight weeks immediately succeeding the last such occasion, require the production of such certificate in respect of any absence. Furthermore, an employer may require an employee to obtain a certificate issued by a medical practitioner nominated by the employer but at the employer's expense in order to satisfy the requirements of this clause.

7.3 For the purposes of this clause the expression—

7.3.1 "employment" shall be deemed to include—

7.3.1.1 any period during which an employee is absent—

7.3.1.1.1 on leave in terms of clause 6;

7.3.1.1.2 on the instructions or at the request of his employer;

7.3.1.1.3 on sick leave in terms of subclause 7.1;

amounting in the aggregate, in any period of 12 months, to not more than 10 weeks; and

7.3.1.2 any period during which an employee is absent from work owing to military training or service in pursuance of the Defence Act, 1957: Provided that an employee shall not be entitled to claim as employment more than four months of any one period of such training or service;

7.3.1.3 any time during which an employee is required by the employer not to work because of the vagaries of the weather, slackness of trade or a breakdown of machinery or plant; and any period of employment which an employee has had with the same employer immediately before the date on which this Agreement became binding shall for the purposes of this clause be deemed to be employment under this Agreement, and any sick leave on full pay granted to such an employee during such period shall be deemed to have been granted under this Agreement;

7.3.2 "incapacity" means inability to work owing to any sickness or injury other than sickness or injury caused by an employee's own misconduct: Provided that any such inability to work, caused by an accident or a scheduled disease for which compensation is payable under the Compensation for Occupational Injuries and Diseases Act, 1993, shall only be regarded as incapacity during any period in respect of which no disablement payment is payable in terms of that Act.

7.2 'n Werkgewer kan, as 'n opskortende voorwaarde vir die betaling deur hom van 'n bedrag wat 'n werknemer kragtens hierdie klousule eis ten opsigte van enige afwesigheid van sy werk—

7.2.1 vir langer as drie agtereenvolgende werkdag; of

7.2.2 on op die werkdag onmiddellik voor of die werkdag onmiddellik na 'n Sondag of 'n betaalde openbare vakansiedag;

van die werknemer vereis om 'n sertifikaat voor te lê wat deur 'n geregistreerde mediese praktisyn onderteken is en waarin die aard en duur van die werknemer se ongeskiktheid vermeld word: Met dien verstande dat, wanneer 'n werknemer gedurende enige tydperk van hoogstens agt weke by twee of meer geleenthede betaling ingevolge hierdie klousule ontvang het sonder om so 'n sertifikaat voor te lê, die werkgewer gedurende die tydperk van agt weke onmiddellik na die laaste sodanige geleentheid van hom kan vereis om so 'n sertifikaat ten opsigte van enige afwesigheid voor te lê. Verder kan 'n werkgewer van 'n werknemer vereis om 'n sertifikaat te verkry watter deur 'n mediese praktisyn uitgereik is wat deur die werkgewer genomineer is, maar op die werkgewer se onkoste, om aan die vereistes van hierdie klousule te voldoen.

7.3 By die toepassing van hierdie klousule—

7.3.1 wor die uitdrukking "diens" geag te omvat—

7.3.1.1 enige tydperk wat 'n werknemer afwesig is—

7.3.1.1.1 met verlof ingevolge klousule 6;

7.3.1.1.2 op las of versoek van die werkgewer;

7.3.1.1.3 met siekteverlof ingevolge subklousule 7.1;

en wat in enige tydperk van 12 maande altesaam hoogstens 10 weke beloop; en

7.3.1.2 enige tydperk wat 'n werknemer afwesig is vir militêre opleiding of diens ingevolge die Verdedigingswet, 1957: Met dien verstande dat 'n werknemer nie geregtig is om meer as vier maande van enige tydperk van sodanige opleidings- of dienstydsperk as diens te eis nie;

7.3.1.3 enige tydperk wat 'n werkgewer van 'n werknemer vereis om nie te werk nie weens weersomstandighede, 'n slapte in die bedryf of 'n onklaar-raking van masjinerie; en word enige tydperk van diens by dieselfde werkgewer onmiddellik voor hierdie Ooreenkoms bindend geword het, by die toepassing van hierdie klousule geag diens ingevolge hierdie Ooreenkoms te wees, en word alle siekteverlof wat met volle betaling aan so 'n werknemer gedurende sodanige tydperk verleen is, geag ingevolge hierdie Ooreenkoms verleen te wees;

7.3.2 beteken "ongeskiktheid" onvermoë om te werk weens siekte of besering, behalwe siekte of besering wat deur 'n werknemer se eie wangedrag veroorsaak is: Met dien verstande dat sodanige onvermoë om te werk wat veroorsaak is deur 'n ongeluk of vergoedingspligtige siekte waarvoor vergoeding kragtens die Wet op Vergoeding vir Beroepsbeserings en -siektes, 1993, betaalbaar is, as ongeskiktheid beskou word slegs gedurende 'n tydperk ten opsigte waarvan geen ongeskiktheidsbetaling ingevolge daardie Wet betaalbaar is nie.

7.4 Clause 7, save for this subclause 7.4, shall not apply—

7.4.1 to an employee at whose written request the employer makes contributions, at least equal to those made by the employee, to any fund or organisation nominated by the employee, which fund or organisation guarantees to the employee in the event of incapacity in the circumstances set out in this clause, the payment to him of not less than in the aggregate the equivalent of his wage for 36 working days in each cycle of 36 months of employment, except during the first 36 months of the payment of contributions by the employee, the guaranteed rate may be reduced by not less than the rate of accrual set out in the first proviso to clause 7.1;

7.4.2. in respect of any period of incapacity of an employee for which the employer is required by any other law to pay to the employee not less than his full wages.

8. PAYMENT IN RESPECT OF SUNDAYS AND PAID PUBLIC HOLIDAYS

8.1 Whenever an employee works on a Sunday, his employer shall either—

8.1.1 pay the employee—

8.1.1.1 if he works for a period not exceeding four hours, not less than his daily wage; and

8.1.1.2 if he works for a period exceeding four hours, at a rate of not less than double his ordinary wage in respect of the total period worked by him on such Sunday, or not less than double his daily wage, whichever is the greater; or

8.1.2 pay the employee at a rate of not less than one and a third times his ordinary wage in respect of the total period worked by him on such Sunday, and grant him within seven days of such Sunday one day's leave and pay him in respect thereof not less than his daily wage: Provided that where such an employee is required or permitted to work for less than four hours on such Sunday he shall be deemed to have worked for four hours.

8.2 If an employee does not work on an obligatory paid holiday as referred to in clause 2.15 his employer shall pay him for the week in which such day falls not less than his weekly wage.

8.3 Whenever an employee works on an obligatory paid holiday as referred to in clause 2.15 his employer shall pay him for the week in which such day falls not less than his weekly wage plus his hourly wage for each hour or part of an hour worked by the employee on such day: Provided that where such an employee is required or permitted to work for less than four hours on such day he shall be deemed to have worked for four hours.

8.4 This clause shall not apply to an employee who is excluded from the hours of work provisions by virtue of clause 5.6.

9. PIECE WORK

9.1 An employer may, after at least one week's notice to his employee, introduce a piece-work system and, save as provided in clauses 4.3 and 9.3, such employer shall pay such employee remuneration at the rate applicable under such system: Provided that, irrespective of the quantity of work done, the employer shall pay such employee in respect of each week in which piece-work is performed, not less than the amount which he would have been required to pay such employee for that week had the employee been remunerated on the basis of time worked.

9.2 An employer shall keep posted up in a conspicuous place in his establishment a schedule of the rates referred to in clause 9.1.

7.4 Klousule 7, behoudens hierdie subklousule 7.4, is nie van toepassing nie—

7.4.1 op 'n werknemer op wie se skriftelike versoek 'n werkgewer bydraes wat minstens gelyk is aan dié wat die werknemer self bydra, aan 'n fonds of organisasie betaal wat die werknemer aanwys en wat die werknemer waarborg dat, in geval van sy ongeskiktheid in die omstandighede in hierdie klousule vermeld, altesaam minstens die ekwivalent van sy loon vir 36 werkdade in elke tydkring van 36 maande diens aan hom betaal sal word, behalwe dat die gewaarborgde koers gedurende die eerste 36 maande wat die werknemer bydraes betaal, verlaag kan word, maar tot minstens die aanwaskoers uiteengesit in die eerste voorbehoudsbepaling van klousule 7.1;

7.4.2. op enige tydperk van ongeskiktheid van 'n werknemer waarvoor daar by 'n ander wet vereis word om die werknemer minstens sy volle loon te betaal.

8. BETALING TEN OPSIGTE VAN SONDAE EN BETAALDE OPENBARE VAKANSIEDAE

8.1 Wanneer 'n werknemer op 'n Sondag werk, moet sy werkgewer óf—

8.1.1 die werknemer—

8.1.1.1 indien hy vir 'n tydperk van hoogstens vier uur werk, minstens sy dagloon betaal; en

8.1.1.2 indien hy vir 'n tydperk van meer as vier uur werk, teen minstens dubbel sy gewone loon ten opsigte van die hele tydperk wat hy op sodanige Sondag werk, of minstens dubbel sy dagloon betaal, en wel die bedrag wat die grootste is; óf

8.1.2 hom teen minstens een en 'n derde maal sy gewone loon betaal ten opsigte van die hele tydperk wat hy op sodanige Sondag werk en hom binne sewe dae vanaf sodanige Sondag een dag verlof verleen en hom ten opsigte daarvan minstens sy dagloon betaal: Met dien verstande dat waar daar van sodanige werknemer vereis of hy toegelaat word om minder as vier uur op sodanige Sondag te werk, daar geag moet word dat hy vier uur gewerk het.

8.2 As 'n werknemer nie op 'n verpligte betaalde vakansiedag in klousule 2.6 bedoel, werk nie, moet die werkgewer hom minstens sy weekloon betaal vir die week waarin sodanige dag val.

8.3 Wanneer 'n werknemer op 'n verpligte betaalde vakansiedag in klousule 2.6 bedoel, werk, moet sy werkgewer hom vir die week waarin daardie dag val, minstens sy weekloon betaal, plus sy uurloon vir elke uur of deel van 'n uur wat die werknemer altesaam op so 'n dag gewerk het: Met dien verstande dat wanneer daar van 'n werknemer vereis of hy toegelaat word om minder as vier uur op sodanige dag te werk, hy geag moet word vier uur te gewerk het.

8.4 Hierdie klousule is nie van toepassing nie op 'n werknemer wat ingevolge klousule 5.6 van die werkerebepalings uitgesluit is.

9. STUKWERK

9.1 'n Werkgewer kan, nadat hy minstens een week vooraf kennis aan sy werknemer gegee het, 'n stukwerkstelsel invoer, en sodanige werkgewer moet, behoudens klousules 4.3 en 9.3, sodanige werknemer besoldig teen die tariewe wat ooreenkomstig sodanige stelsel van toepassing is: Met dien verstande dat die werkgewer ongeag die hoeveelheid werk wat verrig is, sodanige werknemer moet betaal vir elke week waarin stukwerk verrig word, minstens die bedrag wat so 'n werknemer vir daardie week sou moes betaal het as hy hom 'n tydloon betaal het.

9.2 'n Werkgewer moet 'n lys van die besoldiging in klousule 9.1 bedoel, op 'n opvallende plek in sy bedryfsinrigting opgeplak hou.

9.3 An employer who intends to cancel or amend the piece-work system in operation or the rates applicable thereunder, shall give his employee employed on such system not less than one week's notice of such intention: Provided that an employer and his employee may agree on a longer period of notice, in which case the employer shall give notice for a period not shorter than that agreed upon.

10. PROTECTIVE CLOTHING

An employer shall supply and maintain in serviceable condition, free of charge, any protective clothing which he requires his employee to wear or which by any law he is compelled to provide to his employee and any such article shall remain the property of the employer.

11. PROHIBITION OF EMPLOYMENT

An employer shall not employ any person under the age of 15 years.

12. TERMINATION OF CONTRACT OF EMPLOYMENT

12.1 An employer or his employee, who wishes to terminate the contract of employment, shall give notice of termination of—

12.1.1 in the case of a salaried employee, not less than one working day during the first four weeks of employment, and not less than one week after the first four weeks of employment; and

12.1.2 in the case of an hourly-rated employee, not less than one working day,

or an employer or employee may terminate the contract without notice by, subject to clauses 12.2 and 12.3, paying the employee or paying the employer, as the case may be, *in lieu of* such notice not less than in the case of—

12.1.3 one working day's notice, the daily wage;

12.1.4 one week's notice, the weekly wage,

which the employee is receiving at the time of such termination.

12.2 The provision in clause 12.1 for notice pay shall not affect the operation of any forfeitures or penalties which by law may be applicable in respect of an employee who deserts.

12.3 Where the wage of an employee at the date of termination has been reduced by deductions in respect of short time, the expression "is receiving at the time of such termination" in clause 12.1 shall, when an employer pays an employee *in lieu of* notice, be deemed to mean "would have received at the time of such termination if no deduction had been made in respect of short time".

12.4 The notice prescribed in clause 12.1 may be given on any working day: Provided that—

12.4.1 the period of notice shall not run concurrently with nor shall notice be given during an employee's absence—

12.4.1.1 on leave in terms of clause 6;

12.4.1.2 on military training or service in pursuance of the Defence Act, 1957;

12.4.2 notice shall not be given during an employee's absence on sick leave in terms of clause 7 or absence owing to incapacity in the circumstances set out in clause 7.4;

9.3 'n Werkgewer wat voornemens is om 'n bestaande stukwerkstelsel of die besoldiging wat daarvolgens van toepassing is, af te skaf of te wysig, moet aan sy werknemer wat volgens sodanige stelsel werk, minstens een week kennis van sodanige voorneme gee: Met dien verstande dat 'n werkgewer en sy werknemer oor 'n langer kennisgewingstermyn ooreen kan kom, en in so 'n geval mag die werkgewer nie vir 'n korter termyn as dié waaroor daar ooreengekom is, kennis gee nie.

10. BESKERMENDE KLERE

'n Werkgewer moet alle beskermende klere wat hy van sy werknemer vereis om te dra of wat hy ingevolge enige wet verplig is om sy werknemer te verskaf gratis verskaf en in 'n bruikbare toestand hou, en alle sodanige artikels bly die eien-dom van die werkgewer.

11. VERBOD OP INDIENSNEMING

'n Werkgewer mag niemand onder die leeftyd van 15 jaar in diens neem nie.

12. BEÏNDIGING VAN DIENSKONTRAK

12.1 'n Werkgewer of sy werknemer wat die dienskontrak wil beëindig, moet—

12.1.1 in die geval van 'n gesalarieerde werknemer, gedurende die eerste vier weke diens, minstens een werkdag, en na die eerste vier weke diens, minstens een week vooraf kennis van die beëindiging van die kontrak gee; en

12.1.2 in die geval van 'n uurliks besoldigde werknemer, minstens een werkdag vooraf kennis van die beëindiging van die kontrak gee,

of 'n werkgewer of 'n werknemer kan die kontrak sonder kennisgewing beëindig deur, in plaas van sodanige kennisgewing, aan die werknemer of die werkgewer, na gelang van die geval, en behoudens klausules 12.2 en 12.3, te betaal in die geval van—

12.1.3 een werkdag kennisgewing, minstens die dag-loon;

12.1.4 een week kennisgewing, minstens die week-loon,

wat die werknemer ten tyde van sodanige beëindiging ontvang.

12.2 Die werking van 'n verbeuring of boete wat regtens van toepassing mag wees op 'n werknemer wat dros, word nie geraak deur die bepaling in klausule 12.1 ten opsigte van betaling in plaas van kennisgewing nie.

12.3 Indien die loon van 'n werknemer op die datum van die beëindiging verminder is deur aftrekkings ten opsigte van korttyd, word die uitdrukking "ten tyde van sodanige diensbeëindiging ontvang" in klausule 12.1, wanneer 'n werkgewer 'n werknemer betaal in plaas van kennis te gee, geag te beteken "ten tyde van sodanige beëindiging sou ontvang het as geen bedrag weens korttyd afgetrek was nie".

12.4 Die kennisgewing by klausule 12.1 voorgeskryf, kan op enige werkdag geskied: Met dien verstande dat—

12.4.1 die kennisgewingstermyn nie mag saamval nie met, en die kennisgewing nie mag geskied nie gedurende 'n werknemer se afwesigheid—

12.4.1.1 met verlof ingevolge klausule 6;

12.4.1.2 terwyl militêre opleiding of diens ingevolge die Verdedigingswet, 1957, ondergaan word;

12.4.2 daar nie kennis gegee mag word nie, gedurende 'n werknemer se afwesigheid met siekteverlof ingevolge klausule 7 of weens ongeskiktheid in die omstandighede uiteengesit in klausule 7.4;

amounting in the aggregate, in respect of absences referred to in clauses 12.4.1.1 and 12.4.2, to not more than 10 weeks in any period of 12 months.

12.5 Notwithstanding anything to the contrary in this Agreement, where an employee terminates his contract of employment by leaving his employment without having given and served the required period of notice or without paying his employer in lieu of notice, his employer may appropriate to himself, from any moneys which he owes to such employee by virtue of any provisions of this Agreement, an amount of not more than that which such employee would have had to pay him in lieu of notice: Provided that where an employer has so appropriated an amount in lieu of notice, the employee shall for the purposes of clause 6.5 be deemed to have paid the employer in lieu of notice.

13. CERTIFICATE OF SERVICE

Except where a contract of employment of an employee is terminated on the grounds of desertion the employer shall, upon termination of any contract of employment, furnish the employee with a certificate of service substantially in the following form, showing the full names of the employer and the employee, the class of the employee, the date of commencement and the date of termination of the contract and the weekly wage of the employee on the date of such termination.

CERTIFICATE OF SERVICE

I/We(13.1),
 carrying on trade in the Civil Engineering Industry at.....

 hereby certify that.....
 was employed by me/us(13.1) from the.....
 day of 19..... to the.....
 day of 19..... as (13.2)

At the termination of employment his/her(13.1) wage was R..... per week/month(13.1).

.....
 (Signature of employer or
 authorised representative)

Date19.....

- 13.1 Delete whichever is unapplicable.
- 13.2 State class in which employee was wholly or mainly engaged.

14. CASUAL EMPLOYEES

Unless the context otherwise indicates, the conditions of employment prescribed in this Agreement shall apply to casual employees, except in the following circumstances:

14.1 Remuneration:

14.1.1 Where an employer requires a casual employee to work for a period of not more than four consecutive hours on any day, his daily wage may be reduced by not more than 50 per cent in respect of that day.

14.2 Payment of remuneration:

14.2.1 The provisions of clause 4.1 do not apply.

14.2.2 An employer shall pay the remuneration due to a casual employee on termination of his employment but not less than weekly.

en wel tot 'n totaal, ten opsigte van afwesigheid in paragrawe 12.4.1.1 en 12.4.2. bedoel, in enige tydperk van 12 maande, van hoogstens 10 weke.

12.5 Ondanks andersluidende bepalings in hierdie Ooreenkoms, in die geval waar 'n werknemer sy dienskontrak beëindig deur sy diens te verlaat sonder om kennis te gee en sonder om die kennisgewingstermyn uit te dien of sonder om sy werkgever te betaal in plaas van kennis te gee, mag sy werkgever uit enige gelde wat hy aan sodanige werknemer uit hoofde van enige bepaling van hierdie ooreenkoms skuld, hom 'n bedrag toeëien van hoogstens dit wat sodanige werknemer hom sou moes betaal het in plaas van kennis te gee: Met dien verstande dat wanneer 'n werkgever hom aldus 'n bedrag toegeëien het in plaas van kennisgewing, daar by die toepassing van klousule 6.5 geag word dat die werknemer die werkgever betaal het in plaas van kennis te gee.

13. DIENSSERTIFIKAAT

Behalwe waar 'n werknemer se dienskontrak op grond van diensverlating beëindig word, moet die werkgever by beëindiging van enige dienskontrak die werknemer van 'n dienssertifikaat voorsien wat wesenlik in die volgende vorm is en waarop die volle name van die werkgever en die werknemer, die werknemer se klas en die aanvangsdatum en die datum van beëindiging van die kontrak en die weekloon van die werknemer op die datum van sodanige beëindiging vermeld word.

DIENSSERTIFIKAAT

Ek/Ons(13.1),
 wat die Siviele Ingenieursbedryf beoefen te

 sertifiseer hierby dat.....
 by my/ons(13.1) in diens was vanaf die.....
 dag van 19..... tot die.....
 dag van 19..... as (13.2)

By beëindiging van diens was sy/haar(13.1) loon R..... per week/maand(13.1).

.....
 (Handtekening van werkgever of
 gemagtigde verteenwoordiger)

Datum19.....

- 13.1 Skrap wat nie van toepassing is nie.
- 13.2 Meld klas waarin werknemer uitsluitlik of hoofsaaklik in diens was.

14. LOS WERKNEMERS

Tensy die sinsverband anders aandui, is die diensvoorwaardes wat in hierdie Ooreenkoms voorgeskryf word, op los werknemers van toepassing, behalwe in die volgende omstandighede:

14.1 Besoldiging:

14.1.1 Wanneer 'n werkgever van 'n los werknemer vereis om vir 'n tydperk van nie meer nie as vier agtereenvolgende ure op een dag te werk, kan sy dagloon met nie meer nie as 50 persent ten opsigte van dié dag verminder word.

14.2 Betaling van besoldiging:

14.2.1 Die bepalings van klousule 4.1 is nie van toepassing nie.

14.2.2 'n Werkgever moet die besoldiging wat aan 'n los werknemer verskuldig is, by diensbeëindiging betaal, maar minstens weekliks.

14.3 Payment for overtime:

14.3.1 An employer shall pay a casual employee who works overtime at a rate of not less than one and a third times his ordinary wage in respect of the total period so worked by such employee on any day.

14.4 Annual leave:

Clause 6 shall not apply.

14.5 Sick leave:

Clause 7 shall not apply.

14.6 Termination of contract of employment:

Clause 12 shall not apply.

14.7 Certificate of service:

Clause 13 shall not apply.

15. RETIREMENT BENEFIT FUND

15.1 All members of the employers' organisation shall, on or before 1 March 1997, either join the Construction Industry Retirement Benefit Fund, or, whether independently or with other members, do whatever may be necessary to have a retirement benefit fund registered in terms of the Pension Funds Act, 1956, in favour of their employees and shall confer the benefit of membership of such retirement benefit fund on all permanent employees.

15.2 The rules of the retirement benefit fund referred to in clause 15.1 shall require that employers and employees contribute equally in respect of each employee's membership of the retirement benefit fund.

15.3 As an interim measure, the employers shall do whatever may be necessary in terms of the Pension Funds Act, 1956, to establish and join a risk benefit fund for the benefit of those of their permanent employees who are not members of the construction Industry Retirement Benefit Fund or of any other retirement benefit fund.

15.4 The risk benefit fund referred to in clause 15.3 shall operate from the date of commencement of this Agreement up to and including 28 February 1997.

15.5 The rules of the risk benefit fund referred to in clause 15.3 shall provide for death, disability and funeral benefits for the employees referred to in clause 15.3. The rules of such risk benefit fund shall further require employers and employees to contribute equally in respect of each employee's membership of such risk benefit fund.

15.6 The provisions of clause 15 shall not be renegotiated in 1996 or 1997.

16. YEAR-END BONUS

16.1 Subject to the provisions of this clause, employers shall pay their employees a bonus amount as follows:

16.1.1 in December 1995, an amount equal to 5 working days' pay;

16.1.2 in December 1996, an amount equal to 7½ working days' pay;

16.1.3 in December 1997 and each December thereafter, an amount equal to 10 working days' pay.

16.2 Where agreements, substantive or otherwise, provide for bonuses in excess of that provided for in clause 16.1, such existing agreements shall prevail.

16.3 An employee shall not be entitled to the bonus amounts referred to in clause 16.1 unless he is employed by his employer in December of the year in which the bonus amount is to be paid and he has been continuously so employed for at least one full year.

14.3 Betaling van oortyd:

14.3.1 'n Werkgewer moet 'n los werknemer wat oortyd werk, teen minstens een en 'n derde keer sy gewone loon betaal ten opsigte van die totale tydperk wat deur sodanige werknemer op 'n dag gewerk is.

14.4 Jaarlikse verlof:

Klousule 6 is nie van toepassing nie.

14.5 Siekteverlof:

Klousule 7 is nie van toepassing nie.

14.6 Beëindiging van die dienskontrak:

Klousule 12 is nie van toepassing nie.

14.7 Dienssertifikaat:

Klousule 13 is nie van toepassing nie.

15. AFTREEVOORDEELFONDS

15.1 Alle lede van die werkgewersorganisasie moet, voor of op 1 Maart 1997, óf by die Construction Industry Retirement Benefit Fund aansluit, óf, hetsy onafhanklik of saam met ander lede, doen wat ook al nodig mag wees om 'n aftreevoordeelfonds ingevolge die Wet op Pensioenfonds, 24 van 1956, ten gunste van hulle werknemers te laat registreer en hulle moet die voordeel van lidmaatskap van sodanige aftreevoordeelfonds aan alle permanente werknemers verleen.

15.2 Die reëls van die aftreevoordeelfonds in klousule 15.1 bedoel, moet dit as 'n vereiste stel dat werkgewers en werknemers ewe veel bydra ten opsigte van elke werknemer se lidmaatskap van die aftreevoordeelfonds.

15.3 As interimmaatreeël, moet die werkgewers alles doen wat ingevolge die Wet op Pensioenfonds, 24 van 1956, nodig mag wees om 'n risikovooredeelfonds ten behoeve van dié van hulle permanente werknemers wat nie lede is nie van die Construction Industry Retirement Benefit Fund of van enige ander aftreevoordeelfonds, tot stand te bring en om by sodanige fonds aan te sluit.

15.4 Die risikovooredeelfonds in klousule 15.3 bedoel, moet in werking bly vanaf die datum van inwerkingtreding van hierdie Ooreenkoms tot en met 28 Februarie 1997.

15.5 Die reëls van die risikovooredeelfonds in klousule 15.3 bedoel, moet voorsiening maak vir dood-, ongeskiktheids- en begrafnisvoordele vir die werknemers in klousule 15.3 bedoel. Die reëls van sodanige risikovooredeelfonds moet voorts vereis dat werkgewers en werknemers ewe veel bydra ten opsigte van elke werknemer se lidmaatskap van sodanige risikovooredeelfonds.

15.6 Die bepalinge van klousule 15 mag nie in 1996 of 1997 heronderhandel word nie.

16. JAAREINDEBONUS

16.1 Behoudens die bepalinge van hierdie klousule, moet werkgewers aan hulle werknemers 'n bonusbedrag soos volg betaal:

16.1.1 in Desember 1995, 'n bedrag gelykstaande met die besoldiging vir 5 werkdag;

16.1.2 in Desember 1996, 'n bedrag gelykstaande met die besoldiging vir 7½ werkdag;

16.1.3 in Desember 1997 en elke daaropvolgende Desember, 'n bedrag gelykstaande met die besoldiging vir 10 werkdag.

16.2 Waar ooreenkomste, substantief al dan nie, hoër bonusse voorskryf as dié wat in klousule 16.1 voorgeskryf word, geld sodanige bestaande ooreenkomste.

16.3 'n Werknemer is nie geregtig nie op die bonusbedrag in klousule 16.1 bedoel tensy hy in sy werkgewer se diens is in Desember van die jaar waarin die bonusbedrag betaalbaar is, en hy ten minste een volle jaar deurlopend aldus in diens was.

16.4 An employee who is employed by his employer in December of the year in which a bonus amount is to be paid and who has been continuously so employed for at least three months, but for less than one full year, shall be entitled to a *pro rata* bonus payment.

16.5 an employee whose employment is terminated through no fault of his own, through retrenchment, retirement, disability or death, shall be entitled to a *pro rata* bonus payment. No bonus payment shall be made to employees whose employment was terminated by reason of misconduct.

16.6 Where an employee is absent for more than 10 working days in any one year, the bonus payment to which he is entitled shall be reduced by the proportion of total working days lost to total possible working days in a year.

16.7 The provisions of clause 16 shall not be renegotiated in 1996 or 1997.

17. OUTSTANDING ISSUES FOR NEGOTIATION

17.1 The parties shall, as soon as possible, refer the draft retrenchment/redundancy policy and procedure prepared by the employers to a subcommittee comprising members of both parties for discussion and finalisation with a view to including such policy in this Agreement when it is renegotiated in 1996 in terms of clause 19.

17.2 The parties shall constitute a subcommittee which shall negotiate and prepare agreements, for inclusion at some later date to be agreed, on—

17.2.1 special employment conditions applicable to major project work;

17.2.2 a health and safety policy; and

17.2.3 productivity, job evaluation, job grading and training.

17.3 The parties shall continue to participate in a review of the Framework/National Committee for Labour-Intensive Construction ("NCLIC") Agreement.

18. MATTERS EXCLUDED FROM ANNUAL NEGOTIATIONS

18.1 During annual negotiations in terms of clause 19 the parties shall not negotiate conditions of employment relating to—

18.1.1 tool allowances; or

18.1.2 transport allowances.

18.2 The matters referred to in clause 18.1 shall be dealt with by the parties at plant level.

19. ANNUAL NEGOTIATIONS

Subject to the provisions of this Agreement, the parties shall renegotiate the provisions of this Agreement in good faith each year and shall endeavour to finalise any amendments to this Agreement by the end of August of each year.

Signed at Germiston, on behalf of the parties this 8th day of September 1995.

D. J. MOKOENA,

for and on behalf of the South African Federation of Civil Engineering Contractors (duly authorised thereto).

D. TSHABALALA,

for and on behalf of the Construction and Allied Workers' Union (duly authorised thereto).

N. MOLOTO,

for and on behalf of the Building Construction and Allied Workers' Union (duly authorised thereto).

16.4 'n Werknemer wat in sy werkgewer se diens is in Desember van die jaar waarin die bonusbedrag betaalbaar is, en wat ten minste drie maande maar minder as een volle jaar deurlopend geregtig is op 'n *pro rata*-bonusbetaling.

16.5 'n Werknemer wie se diens beëindig is sonder eie toedoen, as gevolg van personeelbesnoeiing, aftrede, ongeskiktheid of die dood, is geregtig op 'n *pro rata*-bonusbetaling. Geen bonusbetaling word gemaak aan werknemers wie se diens op grond van wangedrag beëindig is nie.

16.6 Wanneer 'n werknemer langer afwesig is as 10 werkdade in een jaar, moet die bonusbetaling wat hom toekom, verminder word na gelang van die verhouding van die totale verlore werkdade teenoor totale moontlike werkdade in een jaar.

16.7 Die bepalings van klousule 16 mag nie in 1996 of 1997 heronderhandel word nie.

17. OORBLYWENDE ONDERHANDELINGS-PUNTE

17.1 Die partye moet so gou moontlik die konsep-personeelbesnoeiings/oortolligheidsbeleid en -prosedure wat deur die werkgewers voorberei is, na 'n subkomitee verwys bestaande uit lede van albei partye waar dit bespreek en gefinaliseer moet word met die oog op die insluiting van sodanige beleid in hierdie Ooreenkoms wanneer dit in 1996 ingevolge klousule 19 heronderhandel word.

17.2 Die partye moet 'n subkomitee saamstel wat ooreenkomste moet onderhandel en voorberei, vir insluiting later, op 'n ooreengekome datum, ten opsigte van—

17.2.1 spesiale diensvoorwaardes van toepassing op groot projekwerk;

17.2.2 'n gesondheids- en veiligheidsbeleid; en

17.2.3 produktiwiteit, pos-evaluering, posgradering en opleiding.

17.3 Die partye moet voortgaan met hulle deelname aan 'n hersiening van die Framework/National Committee for Labour-Intensive Construction ("NCLIC") Agreement.

18. SAKE UITGESLUIT VAN JAARLIKSE ONDERHANDELINGS

18.1 Gedurende die jaarlikse onderhandelings ingevolge klousule 19 moet die partye nie diensvoorwaardes onderhandel nie met betrekking tot—

18.1.1 gereedskaptoelaes; of

18.1.2 vervoertoelaes.

18.2 Die sake in klousule 18.1 bedoel, moet deur die partye op ondernemingsvlak afgehandel word.

19. JAARLIKSE ONDERHANDELINGS

Behoudens die bepalings van hierdie Ooreenkoms, moet die partye die bepalings van hierdie Ooreenkoms elke jaar te goeder trou heronderhandel en moet hulle hulle beywer om enige wysigings tot hierdie Ooreenkoms teen die einde van Augustus elke jaar af te handel.

Namens die partye op hede die 8ste dag van September 1995 te Germiston onderteken.

D. J. MOKOENA,

namens die Suid-Afrikaanse Federasie van Aannemers van Siviele Ingenieurswerk (behoorlik daartoe gemagtig).

D. TSHABALALA,

namens die Construction and Allied Workers' Union (behoorlik daartoe gemagtig).

N. MOLOTO,

namens die Building Construction and Allied Workers' Union (behoorlik daartoe gemagtig).

ANNEXURE 1

GAUTENG PROVINCE	NORTH-WEST PROVINCE																																																																									
	Column 1	Column 2																																																																								
<p>The Magisterial Districts of Alberton, Benoni, Boksburg, Brakpan, Bronkhorstspuit, Germiston, Heidelberg, Johannesburg, Kempton Park, Krugersdorp, Nigel, Oberholzer, Pretoria, Randburg, Randfontein, Roodepoort, Springs, Vanderbijlpark, Vereeniging, Westonaria and Wonderboom</p>	<p>The Magisterial Districts of Klerksdorp and Potchefstroom</p>	<p>The Magisterial Districts of Bloemhof, Brits, Christiana, Coligny, Delareyville, Koster, Lichtenburg, Marico, Rustenburg, Schweizer-Reneke, Swaruggens, Ventersdorp, Vryburg, Wolmaransstad and the Remainder of the Province, including the territory of the former Republic of Bophuthatswana</p>																																																																								
<p>INCREASES FOR EMPLOYEES WITH MORE THAN SIX MONTHS SERVICE EARNING BETWEEN THE FOLLOWING RATES:</p> <table style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th></th> <th style="text-align: center;"><i>w.e.f. date of publication</i></th> <th style="text-align: center;"><i>w.e.f. 4/3/96</i></th> </tr> <tr> <th></th> <th style="text-align: center;">c/h</th> <th style="text-align: center;">c/h</th> </tr> </thead> <tbody> <tr> <td>507 - 599</td> <td style="text-align: center;">47</td> <td style="text-align: center;">12</td> </tr> <tr> <td>600 - 699</td> <td style="text-align: center;">52</td> <td style="text-align: center;">13</td> </tr> <tr> <td>700 - 799</td> <td style="text-align: center;">58</td> <td style="text-align: center;">15</td> </tr> <tr> <td>800 - 899</td> <td style="text-align: center;">66</td> <td style="text-align: center;">16</td> </tr> <tr> <td>900 - 999</td> <td style="text-align: center;">69</td> <td style="text-align: center;">17</td> </tr> <tr> <td>10,00 and above</td> <td style="text-align: center;">70</td> <td style="text-align: center;">17</td> </tr> </tbody> </table> <p>NOTE: Employers who are based in the Gauteng Province operating contracts in the Free State, North-West, Northern Province and Mpumalanga will apply the Gauteng negotiated increases to employees from Gauteng transferred to those contracts.</p> <p>ALL EMPLOYEES WITH SIX MONTHS OR LESS SERVICE WILL RECEIVE 50% OF THE INCREASE, WHICH COMES INTO OPERATION ON THE DATE OF PUBLICATION. EMPLOYEES RECRUITED AFTER THE DATE OF IMPLEMENTATION, I.E. DATE OF PUBLICATION:</p> <table style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th></th> <th style="text-align: center;">c/h A</th> <th style="text-align: center;">c/h B</th> </tr> </thead> <tbody> <tr> <td>Minimum/entry rate</td> <td style="text-align: center;">507</td> <td style="text-align: center;">507</td> </tr> </tbody> </table> <table style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th></th> <th style="text-align: center;">R/Week A</th> <th style="text-align: center;">R/Week B</th> </tr> </thead> <tbody> <tr> <td>Watchmen</td> <td style="text-align: center;">264,92</td> <td style="text-align: center;">264,92</td> </tr> </tbody> </table>		<i>w.e.f. date of publication</i>	<i>w.e.f. 4/3/96</i>		c/h	c/h	507 - 599	47	12	600 - 699	52	13	700 - 799	58	15	800 - 899	66	16	900 - 999	69	17	10,00 and above	70	17		c/h A	c/h B	Minimum/entry rate	507	507		R/Week A	R/Week B	Watchmen	264,92	264,92	<p>EMPLOYEES WITH MORE THAN SIX MONTHS SERVICE:</p> <table style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th></th> <th style="text-align: center;">c/h A</th> <th style="text-align: center;">c/h B</th> </tr> </thead> <tbody> <tr> <td>Increase</td> <td style="text-align: center;">32</td> <td style="text-align: center;">8</td> </tr> </tbody> </table> <p>EMPLOYEES WITH SIX MONTHS OR LESS WILL RECEIVE 50% OF THE INCREASE WHICH COMES INTO OPERATION ON THE DATE OF PUBLICATION.</p> <p>EMPLOYEES RECRUITED AFTER THE DATE OF IMPLEMENTATION, I.E. DATE OF PUBLICATION:</p> <table style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th></th> <th style="text-align: center;">c/h A</th> <th style="text-align: center;">c/h B</th> </tr> </thead> <tbody> <tr> <td>Minimum/entry rate</td> <td style="text-align: center;">507</td> <td style="text-align: center;">507</td> </tr> </tbody> </table> <table style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th></th> <th style="text-align: center;">R/Week A</th> <th style="text-align: center;">R/Week B</th> </tr> </thead> <tbody> <tr> <td>Watchmen</td> <td style="text-align: center;">264,92</td> <td style="text-align: center;">264,92</td> </tr> </tbody> </table>		c/h A	c/h B	Increase	32	8		c/h A	c/h B	Minimum/entry rate	507	507		R/Week A	R/Week B	Watchmen	264,92	264,92	<p>EMPLOYEES WITH MORE THAN SIX MONTHS SERVICE:</p> <table style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th></th> <th style="text-align: center;">c/h A</th> <th style="text-align: center;">c/h B</th> </tr> </thead> <tbody> <tr> <td>Increase</td> <td style="text-align: center;">32</td> <td style="text-align: center;">8</td> </tr> </tbody> </table> <p>EMPLOYEES WITH SIX MONTHS OR LESS WILL RECEIVE 50% WHICH COMES INTO OPERATION ON THE DATE OF PUBLICATION.</p> <p>EMPLOYEES RECRUITED AFTER THE DATE OF IMPLEMENTATION, I.E. DATE OF PUBLICATION:</p> <table style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th></th> <th style="text-align: center;">c/h A</th> <th style="text-align: center;">c/h B</th> </tr> </thead> <tbody> <tr> <td>Minimum/entry rate</td> <td style="text-align: center;">338</td> <td style="text-align: center;">338</td> </tr> </tbody> </table> <table style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th></th> <th style="text-align: center;">R/Week A</th> <th style="text-align: center;">R/Week B</th> </tr> </thead> <tbody> <tr> <td>Watchmen</td> <td style="text-align: center;">176,80</td> <td style="text-align: center;">176,80</td> </tr> </tbody> </table>		c/h A	c/h B	Increase	32	8		c/h A	c/h B	Minimum/entry rate	338	338		R/Week A	R/Week B	Watchmen	176,80	176,80
	<i>w.e.f. date of publication</i>	<i>w.e.f. 4/3/96</i>																																																																								
	c/h	c/h																																																																								
507 - 599	47	12																																																																								
600 - 699	52	13																																																																								
700 - 799	58	15																																																																								
800 - 899	66	16																																																																								
900 - 999	69	17																																																																								
10,00 and above	70	17																																																																								
	c/h A	c/h B																																																																								
Minimum/entry rate	507	507																																																																								
	R/Week A	R/Week B																																																																								
Watchmen	264,92	264,92																																																																								
	c/h A	c/h B																																																																								
Increase	32	8																																																																								
	c/h A	c/h B																																																																								
Minimum/entry rate	507	507																																																																								
	R/Week A	R/Week B																																																																								
Watchmen	264,92	264,92																																																																								
	c/h A	c/h B																																																																								
Increase	32	8																																																																								
	c/h A	c/h B																																																																								
Minimum/entry rate	338	338																																																																								
	R/Week A	R/Week B																																																																								
Watchmen	176,80	176,80																																																																								

Column A: Effective from date of publication.
Column B: Effective from Monday, 4 March 1996.

ANNEXURE 2

NORTHERN PROVINCE			FREE STATE					
Column 1			Column 1			Column 2		
<p>The Magisterial Districts of Ellisras, Letaba, Messina, Phalaborwa, Pietersburg, Potgietersrus, Soutpansberg, Thabazimbi, Warmbad, Waterberg and Remainder of the Province, including territory of the former Republic of Venda and the former self-governing territories of Gazankulu, KwaNdebele and Lebowa</p>			<p>The Magisterial Districts of Bloemfontein, Odendaalsrus, Sasolburg, Virginia and Welkom</p>			<p>The Magisterial Districts of Bethlehem, Bethulie, Boshof, Bothaville, Botshabelo, Brandfort, Bultfontein, Clocolan, Dewetsdorp, Edenburg, Excelsior, Fauresmith, Ficksburg, Fouriesburg, Frankfort, Harrismith, Heilbron, Hennenman, Hoopstad, Jacobsdal, Jagersfontein, Koffiefontein, Koppies, Kroonstad, Ladybrand, Lindley, Marquard, Parys, Petrusburg, Philippolis, Reddersburg, Reitz, Rouxville, Senekal, Smithfield, Theunissen, Trompsburg, Ventersburg, Viljoenskroon, Vrede, Vredefort, Wepener, Wesselsbron, Winburg, Zastron, and the Remainder of the Province, including the former self-governing territory of Qwaqwa</p>		
<p>EMPLOYEES WITH MORE THAN SIX MONTHS SERVICE:</p>			<p>EMPLOYEES WITH MORE THAN SIX MONTHS SERVICE:</p>			<p>EMPLOYEES WITH MORE THAN SIX MONTHS SERVICE:</p>		
	c/h A	c/h B		c/h A	c/h B		c/h A	c/h B
Increase	32	8	Increase	32	8	Increase	32	8
<p>EMPLOYEES WITH SIX MONTHS OR LESS SERVICE WILL RECEIVE 50% OF THE INCREASE WHICH COMES INTO OPERATION ON THE DATE OF PUBLICATION.</p>			<p>EMPLOYEES WITH SIX MONTHS OR LESS SERVICE WILL RECEIVE 50% OF THE INCREASE WHICH COMES INTO OPERATION ON THE DATE OF PUBLICATION.</p>			<p>EMPLOYEES WITH SIX MONTHS OR LESS SERVICE WILL RECEIVE 50% OF THE INCREASE WHICH COMES INTO OPERATION ON THE DATE OF PUBLICATION.</p>		
<p>EMPLOYEES RECRUITED AFTER THE DATE OF IMPLEMENTATION, I.E. DATE OF PUBLICATION:</p>			<p>EMPLOYEES RECRUITED AFTER THE DATE OF IMPLEMENTATION, I.E. DATE OF PUBLICATION:</p>			<p>EMPLOYEES RECRUITED AFTER THE DATE OF IMPLEMENTATION, I.E. DATE OF PUBLICATION:</p>		
	c/h A	c/h B		c/h A	c/h B		c/h A	c/h B
Minimum/entry rate	338	338	Minimum/entry rate	453	453	Minimum/entry rate	338	338
	R/Week A	R/Week B		R/Week A	R/Week B		R/Week A	R/Week B
Watchmen	176,80	176,80	Watchmen	236,49	236,49	Watchmen	176,80	176,80

Column A: Effective from date of publication.

Column B: Effective from Monday, 4 March 1996.

AANHANGSEL 3

MPUMALANGA-PROVINSIE
(voormalige Oos-Transvaal)

Kolom 1	Kolom 2	Kolom 3
In die landdrostdistrikte Balfour, Bethal, Hoëveldrif, Middelburg, Standerton en Witbank	In die landdrostdistrikte Nelspruit, Pelgrimsrus en Witrivier	In die landdrostdistrikte Amersfoort, Barberton, Belfast, Carolina, Delmas, Ermelo, Groblersdal, Lydenburg, Moutse, Piet Retief, Volksrust, Wakkerstroom en Waterval-Boven en die res van die provinsie insluitende die voormalige selfregerende gebied van KaNgwane
WERKNEMERS MET MEER AS SES MAANDE DIENS:	WERKNEMERS MET MEER AS SES MAANDE DIENS:	WERKNEMERS MET MEER AS SES MAANDE DIENS:
Verhoging.....	Verhoging.....	Verhoging.....
WERKNEMERS MET SES MAANDE OF MINDER DIENS MOET 50% VAN DIE VERHOGINGS MET INGANG VAN DIE DATUM VAN PUBLIKASIE, KRY.	WERKNEMERS MET SES MAANDE OF MINDER DIENS MOET 50% VAN DIE VERHOGINGS MET INGANG VAN DIE DATUM VAN PUBLIKASIE, KRY.	WERKNEMERS MET SES MAANDE OF MINDER DIENS MOET 50% VAN DIE VERHOGINGS MET INGANG VAN DIE DATUM VAN PUBLIKASIE, KRY.
WERKNEMERS WAT NA DIE DATUM VAN IMPLEMENTERING, I.E. DATUM VAN PUBLIKASIE GEWERF WORD:	WERKNEMERS WAT NA DIE DATUM VAN IMPLEMENTERING, I.E. DATUM VAN PUBLIKASIE GEWERF WORD:	WERKNEMERS WAT NA DIE DATUM VAN IMPLEMENTERING, I.E. DATUM VAN PUBLIKASIE GEWERF WORD:
Minimum/toetree tarief.....	Minimum/toetree tarief.....	Minimum/toetree tarief.....
Wagte.....	Wagte.....	Wagte.....

Kolom A: Tree in werking vanaf datum van publikasie.

Kolom B: Tree in werking vanaf Maandag, 4 Maart 1996.

ANNEXURE 4

WESTERN CAPE PROVINCE

Column 1	Column 2	Column 3																																																																																										
The Magisterial Districts of Bellville, Cape, Goodwood, Hopefield, Kuils River, Malmesburg, Mooresburg, Paarl, Simon's Town, Somerset West, Stellenbosch, Strand, Vredenburg, Wellington, Worcester, Wynberg and Mitchells Plain	The Magisterial Districts of Bredasdorp, Caledon, George, Heidelberg, Hermanus, Montagu, Mossel Bay, Piketburg, Riversdale, Robertson, Swellendam and Tulbagh	The Magisterial Districts of Beaufort West, Calitzdorp, Ceres, Clanwilliam, Knysna, Ladismith, Laingsburg, Murraysburg, Oudtshoorn, Prince Albert, Uniondale, Vanryhnsdorp, Vredendal and the Remainder of the Province																																																																																										
EMPLOYEES WITH MORE THAN SIX MONTHS SERVICE EARNING BETWEEN THE FOLLOWING RATES:	EMPLOYEES WITH MORE THAN SIX MONTHS SERVICE EARNING BETWEEN THE FOLLOWING RATES:	EMPLOYEES WITH MORE THAN SIX MONTHS SERVICE EARNING BETWEEN THE FOLLOWING RATES:																																																																																										
<table border="0"> <thead> <tr> <th></th> <th align="center"><i>w.e.f. date of publication</i></th> <th align="center"><i>w.e.f. 4/3/96</i></th> </tr> <tr> <th></th> <th align="center">c/h</th> <th align="center">c/h</th> </tr> </thead> <tbody> <tr><td>300-399.....</td><td align="center">30</td><td align="center">20</td></tr> <tr><td>400-499.....</td><td align="center">30</td><td align="center">25</td></tr> <tr><td>500-599.....</td><td align="center">32</td><td align="center">30</td></tr> <tr><td>600-699.....</td><td align="center">34</td><td align="center">33</td></tr> <tr><td>700-799.....</td><td align="center">37</td><td align="center">37</td></tr> <tr><td>800-899.....</td><td align="center">40</td><td align="center">40</td></tr> <tr><td>900-999.....</td><td align="center">43</td><td align="center">42</td></tr> <tr><td>10.00 and above.....</td><td align="center">45</td><td align="center">44</td></tr> </tbody> </table>		<i>w.e.f. date of publication</i>	<i>w.e.f. 4/3/96</i>		c/h	c/h	300-399.....	30	20	400-499.....	30	25	500-599.....	32	30	600-699.....	34	33	700-799.....	37	37	800-899.....	40	40	900-999.....	43	42	10.00 and above.....	45	44	<table border="0"> <thead> <tr> <th></th> <th align="center"><i>w.e.f. date of publication</i></th> <th align="center"><i>w.e.f. 4/3/96</i></th> </tr> <tr> <th></th> <th align="center">c/h</th> <th align="center">c/h</th> </tr> </thead> <tbody> <tr><td>300-399.....</td><td align="center">30</td><td align="center">20</td></tr> <tr><td>400-499.....</td><td align="center">30</td><td align="center">25</td></tr> <tr><td>500-599.....</td><td align="center">32</td><td align="center">30</td></tr> <tr><td>600-699.....</td><td align="center">34</td><td align="center">33</td></tr> <tr><td>700-799.....</td><td align="center">37</td><td align="center">37</td></tr> <tr><td>800-899.....</td><td align="center">40</td><td align="center">40</td></tr> <tr><td>900-999.....</td><td align="center">43</td><td align="center">42</td></tr> <tr><td>10.00 and above.....</td><td align="center">45</td><td align="center">44</td></tr> </tbody> </table>		<i>w.e.f. date of publication</i>	<i>w.e.f. 4/3/96</i>		c/h	c/h	300-399.....	30	20	400-499.....	30	25	500-599.....	32	30	600-699.....	34	33	700-799.....	37	37	800-899.....	40	40	900-999.....	43	42	10.00 and above.....	45	44	<table border="0"> <thead> <tr> <th></th> <th align="center"><i>w.e.f. date of publication</i></th> <th align="center"><i>w.e.f. 4/3/96</i></th> </tr> <tr> <th></th> <th align="center">c/h</th> <th align="center">c/h</th> </tr> </thead> <tbody> <tr><td>300-399.....</td><td align="center">30</td><td align="center">20</td></tr> <tr><td>400-499.....</td><td align="center">30</td><td align="center">25</td></tr> <tr><td>500-599.....</td><td align="center">32</td><td align="center">30</td></tr> <tr><td>600-699.....</td><td align="center">34</td><td align="center">33</td></tr> <tr><td>700-799.....</td><td align="center">37</td><td align="center">37</td></tr> <tr><td>800-899.....</td><td align="center">40</td><td align="center">40</td></tr> <tr><td>900-999.....</td><td align="center">43</td><td align="center">42</td></tr> <tr><td>10.00 and above.....</td><td align="center">45</td><td align="center">44</td></tr> </tbody> </table>		<i>w.e.f. date of publication</i>	<i>w.e.f. 4/3/96</i>		c/h	c/h	300-399.....	30	20	400-499.....	30	25	500-599.....	32	30	600-699.....	34	33	700-799.....	37	37	800-899.....	40	40	900-999.....	43	42	10.00 and above.....	45	44
	<i>w.e.f. date of publication</i>	<i>w.e.f. 4/3/96</i>																																																																																										
	c/h	c/h																																																																																										
300-399.....	30	20																																																																																										
400-499.....	30	25																																																																																										
500-599.....	32	30																																																																																										
600-699.....	34	33																																																																																										
700-799.....	37	37																																																																																										
800-899.....	40	40																																																																																										
900-999.....	43	42																																																																																										
10.00 and above.....	45	44																																																																																										
	<i>w.e.f. date of publication</i>	<i>w.e.f. 4/3/96</i>																																																																																										
	c/h	c/h																																																																																										
300-399.....	30	20																																																																																										
400-499.....	30	25																																																																																										
500-599.....	32	30																																																																																										
600-699.....	34	33																																																																																										
700-799.....	37	37																																																																																										
800-899.....	40	40																																																																																										
900-999.....	43	42																																																																																										
10.00 and above.....	45	44																																																																																										
	<i>w.e.f. date of publication</i>	<i>w.e.f. 4/3/96</i>																																																																																										
	c/h	c/h																																																																																										
300-399.....	30	20																																																																																										
400-499.....	30	25																																																																																										
500-599.....	32	30																																																																																										
600-699.....	34	33																																																																																										
700-799.....	37	37																																																																																										
800-899.....	40	40																																																																																										
900-999.....	43	42																																																																																										
10.00 and above.....	45	44																																																																																										
EMPLOYEES WITH LESS THAN SIX MONTHS SERVICE:	EMPLOYEES WITH LESS THAN SIX MONTHS SERVICE:	EMPLOYEES WITH LESS THAN SIX MONTHS SERVICE:																																																																																										
<table border="0"> <thead> <tr> <th></th> <th align="center">c/h</th> <th align="center">c/h</th> </tr> <tr> <th></th> <th align="center">A</th> <th align="center">B</th> </tr> </thead> <tbody> <tr><td>Minimum wage.....</td><td align="center">517</td><td align="center">517</td></tr> </tbody> </table>		c/h	c/h		A	B	Minimum wage.....	517	517	<table border="0"> <thead> <tr> <th></th> <th align="center">c/h</th> <th align="center">c/h</th> </tr> <tr> <th></th> <th align="center">A</th> <th align="center">B</th> </tr> </thead> <tbody> <tr><td>Minimum wage.....</td><td align="center">442</td><td align="center">442</td></tr> </tbody> </table>		c/h	c/h		A	B	Minimum wage.....	442	442	<table border="0"> <thead> <tr> <th></th> <th align="center">c/h</th> <th align="center">c/h</th> </tr> <tr> <th></th> <th align="center">A</th> <th align="center">B</th> </tr> </thead> <tbody> <tr><td>Minimum wage.....</td><td align="center">397</td><td align="center">437</td></tr> </tbody> </table>		c/h	c/h		A	B	Minimum wage.....	397	437																																																															
	c/h	c/h																																																																																										
	A	B																																																																																										
Minimum wage.....	517	517																																																																																										
	c/h	c/h																																																																																										
	A	B																																																																																										
Minimum wage.....	442	442																																																																																										
	c/h	c/h																																																																																										
	A	B																																																																																										
Minimum wage.....	397	437																																																																																										
<table border="0"> <thead> <tr> <th></th> <th align="center">R/Week</th> <th align="center">R/Week</th> </tr> <tr> <th></th> <th align="center">A</th> <th align="center">B</th> </tr> </thead> <tbody> <tr><td>Watchmen.....</td><td align="center">264,92</td><td align="center">264,92</td></tr> </tbody> </table>		R/Week	R/Week		A	B	Watchmen.....	264,92	264,92	<table border="0"> <thead> <tr> <th></th> <th align="center">R/Week</th> <th align="center">R/Week</th> </tr> <tr> <th></th> <th align="center">A</th> <th align="center">B</th> </tr> </thead> <tbody> <tr><td>Watchmen.....</td><td align="center">224,57</td><td align="center">224,57</td></tr> </tbody> </table>		R/Week	R/Week		A	B	Watchmen.....	224,57	224,57	<table border="0"> <thead> <tr> <th></th> <th align="center">R/Week</th> <th align="center">R/Week</th> </tr> <tr> <th></th> <th align="center">A</th> <th align="center">B</th> </tr> </thead> <tbody> <tr><td>Watchmen.....</td><td align="center">176,80</td><td align="center">176,80</td></tr> </tbody> </table>		R/Week	R/Week		A	B	Watchmen.....	176,80	176,80																																																															
	R/Week	R/Week																																																																																										
	A	B																																																																																										
Watchmen.....	264,92	264,92																																																																																										
	R/Week	R/Week																																																																																										
	A	B																																																																																										
Watchmen.....	224,57	224,57																																																																																										
	R/Week	R/Week																																																																																										
	A	B																																																																																										
Watchmen.....	176,80	176,80																																																																																										

Column A: Effective from date of publication.

Column B: Effective from Monday, 4 March 1996.

ANNEXURE 5

NORTHERN CAPE

Column 1			Column 2		
The Magisterial District of Kimberley			The Magisterial Districts of Barkly West, Britstown, Calvinia, Carnarvon, Colesburg, De Aar, Fraserburg, Gordonia, Hanover, Hartswater, Hay, Herbert, Hopetown, Noupoot, Kenhardt, Kuruman, Namakwaland, Philipstown, Postmasburg, Prieska, Richmond, Sutherland, Victoria West and the Remainder of the Province		
EMPLOYEES WITH MORE THAN SIX MONTHS SERVICE:			EMPLOYEES WITH MORE THAN SIX MONTHS SERVICE:		
	c/h	c/h		c/h	c/h
	A	B		A	B
Increase	18	18	Increase	18	18
EMPLOYEES RECRUITED AFTER THE DATE OF IMPLEMENTATION, I.E. DATE OF PUBLICATION:			EMPLOYEES RECRUITED AFTER THE DATE OF IMPLEMENTATION, I.E. DATE OF PUBLICATION:		
	c/h	c/h		c/h	c/h
	A	B		A	B
Minimum wage	347	347	Minimum wage	348	348
	R/Week	R/Week		R/Week	R/Week
	A	B		A	B
Watchmen	181,35	181,35	Watchmen	176,80	176,80

Column A: Effective from date of publication.

Column B: Effective from Monday, 4 March 1996.

ANNEXURE 6

KWAZULU/NATAL

Column 1			Column 2		
The Magisterial Districts of Camperdown, Chatsworth, Dundee, Durban, Empangeni, Inanda, Klip River, Lower Tugela, Lower Umfolozi, Mtunzini, Newcastle, Pietermaritzburg, Pinetown, Port Shepstone, Richards Bay and Umzinto			The Magisterial Districts of Alfred, Babanango, Bergville, Dannhauser, Eshowe, Estcourt, Glencoe, Hlabisa, Impendle, Ixopo, Kranskop, Lions River, Mooi River, Mount Currie, Mtonjaneni, New Hanover, Ngotshe, Paulpietersburg, Polela, Richmond, Ubombo, Umvoti, Underberg, Utrecht, Vryheid, Weenen and the Remainder of the Province, including the former self-governing territory of the Republic of KwaZulu		
EMPLOYEES WITH MORE THAN THREE MONTHS SERVICE:			EMPLOYEES WITH MORE THAN THREE MONTHS SERVICE:		
	c/h	c/h		c/h	c/h
	A	B		A	B
Increase.....	35	24	Increase.....	20	20
THE FOLLOWING MINIMUM WAGE FOR ALL NEW EMPLOYEES RECRUITED AFTER THE DATE OF IMPLEMENTATION, I.E. DATE OF PUBLICATION, WILL APPLY:			THE FOLLOWING MINIMUM WAGE FOR ALL NEW EMPLOYEES RECRUITED AFTER THE DATE OF IMPLEMENTATION, I.E. DATE OF PUBLICATION, WILL APPLY:		
	c/h	c/h		c/h	c/h
	A	B		A	B
Minimum wage.....	507	507	Minimum wage.....	353	353
ALL EMPLOYEES WITH LESS THAN THREE MONTHS SERVICE WILL RECEIVE 50% OF THE INCREASE WHICH COMES INTO OPERATION ON THE DATE OF PUBLICATION.			ALL EMPLOYEES WITH LESS THAN THREE MONTHS SERVICE WILL RECEIVE 50% OF THE INCREASE WHICH COMES INTO OPERATION ON THE DATE OF PUBLICATION.		
	R/Week	R/Week		R/Week	R/Week
	A	B		A	B
Watchmen.....	264,92	264,92	Watchmen.....	184,19	184,19

Column A: Effective from date of publication.

Column B: Effective from Monday, 4 March 1996.

ANNEXURE 7

EASTERN CAPE

Column 1			Column 2		
The Magisterial Districts of East London, King William's Town, Port Elizabeth and Uitenhage			The Magisterial Districts of Aberdeen, Adelaide, Albany Albert, Alexandria, Aliwal North, Barkly East, Bathurst, Bedford, Cathcart, Cradock, Elliot, Fort Beaufort, Graaff-Reinet, Hankey, Hofmeyr, Humansdorp, Indwe, Jansenville, Joubertina, Kirkwood, Komga, Lady Grey, Maclear, Middelburg, Molteno, Pearston, Queenstown, Somerset East, Sterkstroom, Steylerville, Steynsburg, Stutterheim, Tarka, Venterstad, Willowmore, Wodehouse and the Remainder of the Province, including the territories of the former Republics of Ciskei and Transkei		
EMPLOYEES RECRUITED BEFORE THE DATE OF IMPLEMENTATION, I.E. DATE OF PUBLICATION:			ALL EMPLOYEES:		
	c/h A	c/h B		c/h A	c/h B
Increase.....	38	16	Minimum wage	402	418
EMPLOYEES RECRUITED AFTER THE DATE OF IMPLEMENTATION, I.E. DATE OF PUBLICATION:					
	c/h A	c/h B			
Minimum wage	500	500			
	R/Week A	R/Week B		R/Week A	R/Week B
Watchmen	253,00	253,00	Watchmen	176,80	176,80

Column A: Effective from date of publication.

Column B: Effective from Monday, 4 March 1996.

AANHANGSEL 1

GAUTENG-PROVINSIE	NOORDWES-PROVINSIE																																																																												
In die landdrosdistrikte Alberton, Benoni, Boksburg, Brakpan, Bronkhorstspuit, Germiston, Heidelberg, Johannesburg, Kempton Park, Krugersdorp, Nigel, Oberholzer, Pretoria, Randburg, Randfontein, Rodepoort, Springs, Vanderbijlpark, Vereeniging, Westonaria en Wonderboom	Kolom 1		Kolom 2																																																																										
	Die landdrosdistrikte Klerksdorp en Potchefstroom		Die landdrosdistrikte Bloemhof, Brits, Christiana, Coligny, Delareyville, Koster, Lichtenburg, Marico, Rustenburg, Schweizer-Reneke, Swaruggens, Ventersdorp, Vryburg, Wolmaransstad en die res van die Provinsie, insluitende die gebied van die voormalige Republiek van Bophuthatswana																																																																										
VERHOOGINGS VIR WERKNEMERS MET MEER AS SES MAANDE DIENS EN WAT TUSSEN DIE VOLGENDE TARIWE VERDIEN:	WERKNEMERS MET MEER AS SES MAANDE DIENS:		WERKNEMERS MET MEER AS SES MAANDE DIENS:																																																																										
<table border="0"> <tr> <td></td> <td align="center"><i>m.i.v. die datum</i></td> <td align="center"><i>m.i.v.</i></td> <td></td> <td></td> </tr> <tr> <td></td> <td align="center"><i>van publikasie</i></td> <td align="center"><i>04/03/96</i></td> <td></td> <td></td> </tr> <tr> <td></td> <td align="center">s/u</td> <td align="center">s/u</td> <td></td> <td></td> </tr> <tr> <td>507 – 599</td> <td align="center">47</td> <td align="center">12</td> <td></td> <td></td> </tr> <tr> <td>600 – 699</td> <td align="center">52</td> <td align="center">13</td> <td></td> <td></td> </tr> <tr> <td>700 – 799</td> <td align="center">58</td> <td align="center">15</td> <td></td> <td></td> </tr> <tr> <td>800 – 899</td> <td align="center">66</td> <td align="center">16</td> <td></td> <td></td> </tr> <tr> <td>900 – 999</td> <td align="center">69</td> <td align="center">17</td> <td></td> <td></td> </tr> <tr> <td>10,00 en meer</td> <td align="center">70</td> <td align="center">17</td> <td></td> <td></td> </tr> </table>		<i>m.i.v. die datum</i>	<i>m.i.v.</i>				<i>van publikasie</i>	<i>04/03/96</i>				s/u	s/u			507 – 599	47	12			600 – 699	52	13			700 – 799	58	15			800 – 899	66	16			900 – 999	69	17			10,00 en meer	70	17			<table border="0"> <tr> <td></td> <td align="center">s/u</td> <td align="center">s/u</td> <td></td> <td></td> </tr> <tr> <td></td> <td align="center">A</td> <td align="center">B</td> <td></td> <td></td> </tr> <tr> <td>Verhoging.....</td> <td align="center">32</td> <td align="center">8</td> <td></td> <td></td> </tr> </table>		s/u	s/u				A	B			Verhoging.....	32	8			<table border="0"> <tr> <td></td> <td align="center">s/u</td> <td align="center">s/u</td> <td></td> <td></td> </tr> <tr> <td></td> <td align="center">A</td> <td align="center">B</td> <td></td> <td></td> </tr> <tr> <td>Verhoging.....</td> <td align="center">32</td> <td align="center">8</td> <td></td> <td></td> </tr> </table>		s/u	s/u				A	B			Verhoging.....	32	8		
	<i>m.i.v. die datum</i>	<i>m.i.v.</i>																																																																											
	<i>van publikasie</i>	<i>04/03/96</i>																																																																											
	s/u	s/u																																																																											
507 – 599	47	12																																																																											
600 – 699	52	13																																																																											
700 – 799	58	15																																																																											
800 – 899	66	16																																																																											
900 – 999	69	17																																																																											
10,00 en meer	70	17																																																																											
	s/u	s/u																																																																											
	A	B																																																																											
Verhoging.....	32	8																																																																											
	s/u	s/u																																																																											
	A	B																																																																											
Verhoging.....	32	8																																																																											
WERKNEMERS MET SES MAANDE OF MINDER DIENS, MOET 50% VAN DIE VERHOOGINGS WAT MET INGANG VAN DIE DATUM VAN PUBLIKASIE IN WERKING TREE, ONTVANG.	WERKNEMERS MET SES MAANDE OF MINDER DIENS, MOET 50% VAN DIE VERHOOGINGS WAT MET INGANG VAN DIE DATUM VAN PUBLIKASIE IN WERKING TREE, ONTVANG.		WERKNEMERS MET SES MAANDE OF MINDER DIENS, MOET 50% VAN DIE VERHOOGINGS WAT MET INGANG VAN DIE DATUM VAN PUBLIKASIE IN WERKING TREE, ONTVANG.																																																																										
WERKNEMERS WAT NA DIE DATUM VAN IMPLEMENTERING, I.E. DATUM VAN PUBLIKASIE GEWERF WORD:	<table border="0"> <tr> <td></td> <td align="center">s/u</td> <td align="center">s/u</td> <td></td> <td></td> </tr> <tr> <td></td> <td align="center">A</td> <td align="center">B</td> <td></td> <td></td> </tr> <tr> <td>Minimum/toetree tarief.....</td> <td align="center">507</td> <td align="center">507</td> <td></td> <td></td> </tr> </table>		s/u	s/u				A	B			Minimum/toetree tarief.....	507	507			<table border="0"> <tr> <td></td> <td align="center">s/u</td> <td align="center">s/u</td> <td></td> <td></td> </tr> <tr> <td></td> <td align="center">A</td> <td align="center">B</td> <td></td> <td></td> </tr> <tr> <td>Minimum/toetree tarief.....</td> <td align="center">338</td> <td align="center">338</td> <td></td> <td></td> </tr> </table>		s/u	s/u				A	B			Minimum/toetree tarief.....	338	338																																															
	s/u	s/u																																																																											
	A	B																																																																											
Minimum/toetree tarief.....	507	507																																																																											
	s/u	s/u																																																																											
	A	B																																																																											
Minimum/toetree tarief.....	338	338																																																																											
WERKNEMERS MET SES MAANDE OF MINDER DIENS, MOET 50% VAN DIE VERHOOGINGS WAT MET INGANG VAN DIE DATUM VAN PUBLIKASIE IN WERKING TREE, ONTVANG.	<table border="0"> <tr> <td></td> <td align="center">R/Week</td> <td align="center">R/Week</td> <td></td> <td></td> </tr> <tr> <td></td> <td align="center">A</td> <td align="center">B</td> <td></td> <td></td> </tr> <tr> <td>Wagte.....</td> <td align="center">264,92</td> <td align="center">264,92</td> <td></td> <td></td> </tr> </table>		R/Week	R/Week				A	B			Wagte.....	264,92	264,92			<table border="0"> <tr> <td></td> <td align="center">R/Week</td> <td align="center">R/Week</td> <td></td> <td></td> </tr> <tr> <td></td> <td align="center">A</td> <td align="center">B</td> <td></td> <td></td> </tr> <tr> <td>Wagte.....</td> <td align="center">176,80</td> <td align="center">176,80</td> <td></td> <td></td> </tr> </table>		R/Week	R/Week				A	B			Wagte.....	176,80	176,80																																															
	R/Week	R/Week																																																																											
	A	B																																																																											
Wagte.....	264,92	264,92																																																																											
	R/Week	R/Week																																																																											
	A	B																																																																											
Wagte.....	176,80	176,80																																																																											
WERKNEMERS WAT NA DIE DATUM VAN IMPLEMENTERING, I.E. DATUM VAN PUBLIKASIE GEWERF WORD:	<table border="0"> <tr> <td></td> <td align="center">s/u</td> <td align="center">s/u</td> <td></td> <td></td> </tr> <tr> <td></td> <td align="center">A</td> <td align="center">B</td> <td></td> <td></td> </tr> <tr> <td>Minimum/toetree tarief.....</td> <td align="center">507</td> <td align="center">507</td> <td></td> <td></td> </tr> </table>		s/u	s/u				A	B			Minimum/toetree tarief.....	507	507			<table border="0"> <tr> <td></td> <td align="center">s/u</td> <td align="center">s/u</td> <td></td> <td></td> </tr> <tr> <td></td> <td align="center">A</td> <td align="center">B</td> <td></td> <td></td> </tr> <tr> <td>Minimum/toetree tarief.....</td> <td align="center">507</td> <td align="center">507</td> <td></td> <td></td> </tr> </table>		s/u	s/u				A	B			Minimum/toetree tarief.....	507	507																																															
	s/u	s/u																																																																											
	A	B																																																																											
Minimum/toetree tarief.....	507	507																																																																											
	s/u	s/u																																																																											
	A	B																																																																											
Minimum/toetree tarief.....	507	507																																																																											
WERKNEMERS WAT NA DIE DATUM VAN IMPLEMENTERING, I.E. DATUM VAN PUBLIKASIE GEWERF WORD:	<table border="0"> <tr> <td></td> <td align="center">R/Week</td> <td align="center">R/Week</td> <td></td> <td></td> </tr> <tr> <td></td> <td align="center">A</td> <td align="center">B</td> <td></td> <td></td> </tr> <tr> <td>Wagte.....</td> <td align="center">264</td> <td align="center">264,92</td> <td></td> <td></td> </tr> </table>		R/Week	R/Week				A	B			Wagte.....	264	264,92																																																															
	R/Week	R/Week																																																																											
	A	B																																																																											
Wagte.....	264	264,92																																																																											

Kolom A: Tree in werking vanaf datum van publikasie.

Kolom B: Tree in werking vanaf Maandag, 4 Maart 1996.

AANHANGSEL 2

NOORDELIKE PROVINSIE			VRYSTAAT					
Kolom 1			Kolom 1			Kolom 2		
<p>In die landdrostdistrikte Ellisras, Letaba, Messina, Phalaborwa, Pietersburg, Potgietersrus, Soutpansberg, Thabazimbi, Warmbad, Waterberg en die res van die provinsie, insluitende die gebied van die voormalige Republiek van Venda en die voormalige selfregerende gebiede van Gazankulu, KwaNdebele en Lebowa</p>			<p>In die landdrostdistrikte Bloemfontein, Odendaalsrus, Sasolburg, Virginia en Welkom</p>			<p>In die landdrostdistrikte Bethlehem, Bethulie, Boshof, Bothaville, Botshabelo, Brandfort, Bultfontein, Clocolan, Dewetsdorp, Edenburg, Excelsior, Fauresmith, Ficksburg, Fouriesburg, Frankfort, Harrismith, Heilbron, Hennenman, Hoopstad, Jacobsdal, Jagersfontein, Koffiefontein, Koppies, Kroonstad, Ladybrand, Lindley, Marquard, Parys, Petrusburg, Philippolis, Reddersburg, Reitz, Rouxville, Senekal, Smithfield, Theunissen, Trompsburg, Ventersburg, Viljoenskroon, Vrede, Vredefort, Wepener, Wesselsbron, Winburg, Zastron, en die res van die provinsie insluitende die voormalige selfregerende gebied van Qwaqwa</p>		
<p>WERKNEMERS MET MEER AS SES MAANDE DIENS:</p>			<p>WERKNEMERS MET MEER AS SES MAANDE DIENS:</p>			<p>WERKNEMERS MET MEER AS SES MAANDE DIENS:</p>		
	s/u A	s/u B		s/u A	s/u B		s/u A	s/u B
Verhoging	32	8	Verhoging	32	8	Verhoging	32	8
<p>WERKNEMERS MET SES MAANDE OF MINDER DIENS MOET 50% VAN DIE VERHOOGINGS MET INGANG VAN DIE DATUM VAN PUBLIKASIE KRY.</p>			<p>WERKNEMERS MET SES MAANDE OF MINDER DIENS MOET 50% VAN DIE VERHOOGINGS MET INGANG VAN DIE DATUM VAN PUBLIKASIE KRY.</p>			<p>WERKNEMERS MET SES MAANDE OF MINDER DIENS MOET 50% VAN DIE VERHOOGINGS MET INGANG VAN DIE DATUM VAN PUBLIKASIE KRY.</p>		
<p>WERKNEMERS WAT NA DIE DATUM VAN IMPLEMENTERING, I.E. DATUM VAN PUBLIKASIE GEWERF WORD:</p>			<p>WERKNEMERS WAT NA DIE DATUM VAN IMPLEMENTERING, I.E. DATUM VAN PUBLIKASIE GEWERF WORD:</p>			<p>WERKNEMERS WAT NA DIE DATUM VAN IMPLEMENTERING, I.E. DATUM VAN PUBLIKASIE GEWERF WORD:</p>		
	s/u A	s/u B		s/u A	s/u B		s/u A	s/u B
Minimum/toetree tarief	338	338	Minimum/toetree tarief	453	453	Minimum/toetree tarief	338	338
	R/Week A	R/Week B		R/Week A	R/Week B		R/Week A	R/Week B
Wagte	176,80	176,80	Wagte	236,49	236,49	Wagte	176,80	176,80

Kolom A: Tree in werking vanaf datum van publikasie.

Kolom B: Tree in werking vanaf Maandag, 4 Maart 1996.

ANNEXURE 3

**MPUMALANGA PROVINCE
(formerly Eastern Transvaal)**

Column 1	Column 2	Column 3																																																																																	
The Magisterial Districts of Balfour, Bethal, Highveld Ridge, Middelburg, Standerton and Witbank	The Magisterial Districts of Nelspruit, Pilgrim's Rest and Witrivier	The Magisterial Districts of Amersfoort, Barberton, Belfast, Carolina, Delmas, Ermelo, Groblersdal, Lydenburg, Moutse, Piet Retief, Volksrust, Wakkerstroom and Waterval-Boven and Remainder of the Province, including the former self-governing territory of KaNgwane																																																																																	
<p>EMPLOYEES WITH MORE THAN SIX MONTHS SERVICE:</p> <table border="0"> <tr> <td></td> <td align="center">c/h</td> <td align="center">c/h</td> </tr> <tr> <td></td> <td align="center">A</td> <td align="center">B</td> </tr> <tr> <td>Increase</td> <td align="center">32</td> <td align="center">8</td> </tr> </table> <p>EMPLOYEES WITH SIX MONTHS OR LESS SERVICE WILL RECEIVE 50% OF THE INCREASE WHICH COMES INTO OPERATION ON THE DATE OF PUBLICATION.</p> <p>EMPLOYEES RECRUITED AFTER THE DATE OF IMPLEMENTATION, I.E. DATE OF PUBLICATION:</p> <table border="0"> <tr> <td></td> <td align="center">c/h</td> <td align="center">c/h</td> </tr> <tr> <td></td> <td align="center">A</td> <td align="center">B</td> </tr> <tr> <td>Minimum/entry rate</td> <td align="center">507</td> <td align="center">507</td> </tr> </table> <table border="0"> <tr> <td></td> <td align="center">R/Week</td> <td align="center">R/Week</td> </tr> <tr> <td></td> <td align="center">A</td> <td align="center">B</td> </tr> <tr> <td>Watchmen</td> <td align="center">264,92</td> <td align="center">264,92</td> </tr> </table>		c/h	c/h		A	B	Increase	32	8		c/h	c/h		A	B	Minimum/entry rate	507	507		R/Week	R/Week		A	B	Watchmen	264,92	264,92	<p>EMPLOYEES WITH MORE THAN SIX MONTHS SERVICE:</p> <table border="0"> <tr> <td></td> <td align="center">c/h</td> <td align="center">c/h</td> </tr> <tr> <td></td> <td align="center">A</td> <td align="center">B</td> </tr> <tr> <td>Increase</td> <td align="center">32</td> <td align="center">8</td> </tr> </table> <p>EMPLOYEES WITH SIX MONTHS OR LESS SERVICE WILL RECEIVE 50% OF THE INCREASE WHICH COMES INTO OPERATION ON THE DATE OF PUBLICATION.</p> <p>EMPLOYEES RECRUITED AFTER THE DATE OF IMPLEMENTATION, I.E. DATE OF PUBLICATION:</p> <table border="0"> <tr> <td></td> <td align="center">c/h</td> <td align="center">c/h</td> </tr> <tr> <td></td> <td align="center">A</td> <td align="center">B</td> </tr> <tr> <td>Minimum/entry rate</td> <td align="center">300</td> <td align="center">300</td> </tr> </table> <table border="0"> <tr> <td></td> <td align="center">R/Week</td> <td align="center">R/Week</td> </tr> <tr> <td></td> <td align="center">A</td> <td align="center">B</td> </tr> <tr> <td>Watchmen</td> <td align="center">143,83</td> <td align="center">143,83</td> </tr> </table>		c/h	c/h		A	B	Increase	32	8		c/h	c/h		A	B	Minimum/entry rate	300	300		R/Week	R/Week		A	B	Watchmen	143,83	143,83	<p>EMPLOYEES WITH MORE THAN SIX MONTHS SERVICE:</p> <table border="0"> <tr> <td></td> <td align="center">c/h</td> <td align="center">c/h</td> </tr> <tr> <td></td> <td align="center">A</td> <td align="center">B</td> </tr> <tr> <td>Increase</td> <td align="center">32</td> <td align="center">8</td> </tr> </table> <p>EMPLOYEES WITH SIX MONTHS OR LESS SERVICE WILL RECEIVE 50% OF THE INCREASE WHICH COMES INTO OPERATION ON THE DATE OF PUBLICATION.</p> <p>EMPLOYEES RECRUITED AFTER THE DATE OF IMPLEMENTATION, I.E. DATE OF PUBLICATION:</p> <table border="0"> <tr> <td></td> <td align="center">c/h</td> <td align="center">c/h</td> </tr> <tr> <td></td> <td align="center">A</td> <td align="center">B</td> </tr> <tr> <td>Minimum/entry rate</td> <td align="center">338</td> <td align="center">338</td> </tr> </table> <table border="0"> <tr> <td></td> <td align="center">R/Week</td> <td align="center">R/Week</td> </tr> <tr> <td></td> <td align="center">A</td> <td align="center">B</td> </tr> <tr> <td>Watchmen</td> <td align="center">176,80</td> <td align="center">176,80</td> </tr> </table>		c/h	c/h		A	B	Increase	32	8		c/h	c/h		A	B	Minimum/entry rate	338	338		R/Week	R/Week		A	B	Watchmen	176,80	176,80
	c/h	c/h																																																																																	
	A	B																																																																																	
Increase	32	8																																																																																	
	c/h	c/h																																																																																	
	A	B																																																																																	
Minimum/entry rate	507	507																																																																																	
	R/Week	R/Week																																																																																	
	A	B																																																																																	
Watchmen	264,92	264,92																																																																																	
	c/h	c/h																																																																																	
	A	B																																																																																	
Increase	32	8																																																																																	
	c/h	c/h																																																																																	
	A	B																																																																																	
Minimum/entry rate	300	300																																																																																	
	R/Week	R/Week																																																																																	
	A	B																																																																																	
Watchmen	143,83	143,83																																																																																	
	c/h	c/h																																																																																	
	A	B																																																																																	
Increase	32	8																																																																																	
	c/h	c/h																																																																																	
	A	B																																																																																	
Minimum/entry rate	338	338																																																																																	
	R/Week	R/Week																																																																																	
	A	B																																																																																	
Watchmen	176,80	176,80																																																																																	

Column A: Effective from date of publication.

Column B: Effective from Monday, 4 March 1996.

AANHANGSEL 4

WES-KAAP-PROVINSIE

Kolom 1	Kolom 2	Kolom 3																																																																																																																					
<p>In die landdrostrikte Bellville, Kaapstad, Goodwood, Hopefield, Kuilsrivier, Malmesbury, Moorreesburg, Paarl, Simonstad, Somerset-Wes, Stellenbosch, die Strand Vredenburg, Wellington, Worcester, Wynberg en Mitchells Plain</p>	<p>Die landdrostrikte Bredasdorp, Caledon, George, Heidelberg, Hermanus, Montagu, Mosselbaai, Piketberg, Riversdal, Robertson, Swellendam en Tulbagh</p>	<p>In die landdrostrikte Beaufort Wes, Calitzdorp, Ceres, Clanwilliam, Knysna, Laingsburg, Murraysburg, Oudtshoorn, Prince Albert, Uniondale, Vanryhnsdorp Vredendal en die res van die provinsie</p>																																																																																																																					
<p>WERKNEMERS MET MEER AS SES MAANDE DIENS EN WAT TUSSEN DIE VOLGENDE TARIIEWE VERDIEN:</p> <table border="0"> <thead> <tr> <th></th> <th><i>m.i.v. die datum van publikasie</i></th> <th><i>m.i.v. 04/03/96</i></th> </tr> <tr> <th></th> <th>s/u</th> <th>s/u</th> </tr> </thead> <tbody> <tr><td>300-399.....</td><td>30</td><td>20</td></tr> <tr><td>400-499.....</td><td>30</td><td>25</td></tr> <tr><td>500-599.....</td><td>32</td><td>30</td></tr> <tr><td>600-699.....</td><td>34</td><td>33</td></tr> <tr><td>700-799.....</td><td>37</td><td>37</td></tr> <tr><td>800-899.....</td><td>40</td><td>40</td></tr> <tr><td>900-999.....</td><td>43</td><td>42</td></tr> <tr><td>10.00 en meer.....</td><td>45</td><td>44</td></tr> </tbody> </table> <p>WERKNEMERS MET MINDER AS SES MAANDE DIENS:</p> <table border="0"> <thead> <tr> <th></th> <th>s/u</th> <th>s/u</th> </tr> <tr> <th></th> <th>A</th> <th>B</th> </tr> </thead> <tbody> <tr> <td>Minimum loon.....</td> <td>517</td> <td>517</td> </tr> </tbody> </table>		<i>m.i.v. die datum van publikasie</i>	<i>m.i.v. 04/03/96</i>		s/u	s/u	300-399.....	30	20	400-499.....	30	25	500-599.....	32	30	600-699.....	34	33	700-799.....	37	37	800-899.....	40	40	900-999.....	43	42	10.00 en meer.....	45	44		s/u	s/u		A	B	Minimum loon.....	517	517	<p>WERKNEMERS MET MEER AS SES MAANDE DIENS EN WAT TUSSEN DIE VOLGENDE TARIIEWE VERDIEN:</p> <table border="0"> <thead> <tr> <th></th> <th><i>m.i.v. die datum van publikasie</i></th> <th><i>m.i.v. 04/03/96</i></th> </tr> <tr> <th></th> <th>s/u</th> <th>s/u</th> </tr> </thead> <tbody> <tr><td>300-399.....</td><td>30</td><td>20</td></tr> <tr><td>400-499.....</td><td>30</td><td>25</td></tr> <tr><td>500-599.....</td><td>32</td><td>30</td></tr> <tr><td>600-699.....</td><td>34</td><td>33</td></tr> <tr><td>700-799.....</td><td>37</td><td>37</td></tr> <tr><td>800-899.....</td><td>40</td><td>40</td></tr> <tr><td>900-999.....</td><td>43</td><td>42</td></tr> <tr><td>10.00 en meer.....</td><td>45</td><td>44</td></tr> </tbody> </table> <p>WERKNEMERS MET MINDER AS SES MAANDE DIENS:</p> <table border="0"> <thead> <tr> <th></th> <th>s/u</th> <th>s/u</th> </tr> <tr> <th></th> <th>A</th> <th>B</th> </tr> </thead> <tbody> <tr> <td>Minimum loon.....</td> <td>442</td> <td>442</td> </tr> </tbody> </table>		<i>m.i.v. die datum van publikasie</i>	<i>m.i.v. 04/03/96</i>		s/u	s/u	300-399.....	30	20	400-499.....	30	25	500-599.....	32	30	600-699.....	34	33	700-799.....	37	37	800-899.....	40	40	900-999.....	43	42	10.00 en meer.....	45	44		s/u	s/u		A	B	Minimum loon.....	442	442	<p>WERKNEMERS MET MEER AS SES MAANDE DIENS EN WAT TUSSEN DIE VOLGENDE TARIIEWE VERDIEN:</p> <table border="0"> <thead> <tr> <th></th> <th><i>m.i.v. die datum van publikasie</i></th> <th><i>m.i.v. 04/03/96</i></th> </tr> <tr> <th></th> <th>s/u</th> <th>s/u</th> </tr> </thead> <tbody> <tr><td>300-399.....</td><td>30</td><td>20</td></tr> <tr><td>400-499.....</td><td>30</td><td>25</td></tr> <tr><td>500-599.....</td><td>32</td><td>30</td></tr> <tr><td>600-699.....</td><td>34</td><td>33</td></tr> <tr><td>700-799.....</td><td>37</td><td>37</td></tr> <tr><td>800-899.....</td><td>40</td><td>40</td></tr> <tr><td>900-999.....</td><td>43</td><td>42</td></tr> <tr><td>10.00 en meer.....</td><td>45</td><td>44</td></tr> </tbody> </table> <p>WERKNEMERS MET MINDER AS SES MAANDE DIENS:</p> <table border="0"> <thead> <tr> <th></th> <th>s/u</th> <th>s/u</th> </tr> <tr> <th></th> <th>A</th> <th>B</th> </tr> </thead> <tbody> <tr> <td>Minimum loon.....</td> <td>397</td> <td>437</td> </tr> </tbody> </table>		<i>m.i.v. die datum van publikasie</i>	<i>m.i.v. 04/03/96</i>		s/u	s/u	300-399.....	30	20	400-499.....	30	25	500-599.....	32	30	600-699.....	34	33	700-799.....	37	37	800-899.....	40	40	900-999.....	43	42	10.00 en meer.....	45	44		s/u	s/u		A	B	Minimum loon.....	397	437
	<i>m.i.v. die datum van publikasie</i>	<i>m.i.v. 04/03/96</i>																																																																																																																					
	s/u	s/u																																																																																																																					
300-399.....	30	20																																																																																																																					
400-499.....	30	25																																																																																																																					
500-599.....	32	30																																																																																																																					
600-699.....	34	33																																																																																																																					
700-799.....	37	37																																																																																																																					
800-899.....	40	40																																																																																																																					
900-999.....	43	42																																																																																																																					
10.00 en meer.....	45	44																																																																																																																					
	s/u	s/u																																																																																																																					
	A	B																																																																																																																					
Minimum loon.....	517	517																																																																																																																					
	<i>m.i.v. die datum van publikasie</i>	<i>m.i.v. 04/03/96</i>																																																																																																																					
	s/u	s/u																																																																																																																					
300-399.....	30	20																																																																																																																					
400-499.....	30	25																																																																																																																					
500-599.....	32	30																																																																																																																					
600-699.....	34	33																																																																																																																					
700-799.....	37	37																																																																																																																					
800-899.....	40	40																																																																																																																					
900-999.....	43	42																																																																																																																					
10.00 en meer.....	45	44																																																																																																																					
	s/u	s/u																																																																																																																					
	A	B																																																																																																																					
Minimum loon.....	442	442																																																																																																																					
	<i>m.i.v. die datum van publikasie</i>	<i>m.i.v. 04/03/96</i>																																																																																																																					
	s/u	s/u																																																																																																																					
300-399.....	30	20																																																																																																																					
400-499.....	30	25																																																																																																																					
500-599.....	32	30																																																																																																																					
600-699.....	34	33																																																																																																																					
700-799.....	37	37																																																																																																																					
800-899.....	40	40																																																																																																																					
900-999.....	43	42																																																																																																																					
10.00 en meer.....	45	44																																																																																																																					
	s/u	s/u																																																																																																																					
	A	B																																																																																																																					
Minimum loon.....	397	437																																																																																																																					
<table border="0"> <thead> <tr> <th></th> <th>R/Week A</th> <th>R/Week B</th> </tr> </thead> <tbody> <tr> <td>Wagte.....</td> <td>264,92</td> <td>264,92</td> </tr> </tbody> </table>		R/Week A	R/Week B	Wagte.....	264,92	264,92	<table border="0"> <thead> <tr> <th></th> <th>R/Week A</th> <th>R/Week B</th> </tr> </thead> <tbody> <tr> <td>Wagte.....</td> <td>224,57</td> <td>224,57</td> </tr> </tbody> </table>		R/Week A	R/Week B	Wagte.....	224,57	224,57	<table border="0"> <thead> <tr> <th></th> <th>R/Week A</th> <th>R/Week B</th> </tr> </thead> <tbody> <tr> <td>Wagte.....</td> <td>176,80</td> <td>176,80</td> </tr> </tbody> </table>		R/Week A	R/Week B	Wagte.....	176,80	176,80																																																																																																			
	R/Week A	R/Week B																																																																																																																					
Wagte.....	264,92	264,92																																																																																																																					
	R/Week A	R/Week B																																																																																																																					
Wagte.....	224,57	224,57																																																																																																																					
	R/Week A	R/Week B																																																																																																																					
Wagte.....	176,80	176,80																																																																																																																					

Kolom A: Tree in werking vanaf datum van publikasie.
Kolom B: Tree in werking vanaf Maandag, 4 Maart 1996.

AANHANGSEL 5

NOORD-KAAP

Kolom 1			Kolom 2		
Die landdrosdistrik Kimberley			Die landdrosdistrikte Barkly-Wes, Britstown, Calvinia, Carnarvon, Colesburg, De Aar, Fraserburg, Gordonia, Hanover, Hartswater, Hay, Herbert, Hopetown, Noupoot, Kenhardt, Kuruman, Namakwaland, Philipstown, Postmasburg, Prieska, Richmond, Sutherland, Victoria-Wes en die res van die provinsie		
WERKNEMERS MET MEER AS SES MAANDE DIENS:			WERKNEMERS MET MEER AS SES MAANDE DIENS:		
	s/u A	s/u B		s/u A	s/u B
Verhoging	18	18	Verhoging	18	18
WERKNEMERS WAT NA DIE DATUM VAN INWERKINGTREDING, I.E. DIE DATUM VANPUBLIKASIE GEWERF IS:			WERKNEMERS WAT NA DIE DATUM VAN INWERKINGTREDING, I.E. DIE DATUM VAN PUBLIKASIE GEWERF IS:		
	s/u A	s/u B		s/u A	s/u B
Minimum loon	347	347	Minimum loon	348	348
	R/Week A	R/Week B		R/Week A	R/Week B
Wagte	181,35	181,35	Wagte	176,80	176,80

Kolom A: Tree in werking vanaf datum van publikasie.

Kolom B: Tree in werking vanaf Maandag, 4 Maart 1996.

AANHANGSEL 6

KWAZULU/NATAL

Kolom 1			Kolom 2		
Die landdrosdistrikte Camperdown, Chatsworth, Dundee, Durban, Empangeni, Inanda, Kliprivier, Laer Tugela, Laer Umfolozi, Mtunzini, Newcastle, Pietermaritzburg, Pinetown, Port Shepstone, Richardsbaai en Umzinto			Die landdrosdistrikte Alfred, Babanango, Bergville, Dannhauser, Eshowe, Estcourt, Glencoe, Hlabisa, Impendle, Ixopo, Kranskop, Lions River, Mooirivier, Mount Currie, Mtonjaneni, New Hanover, Ngotshe, Paulpietersburg, Polela, Richmond, Ubombo, Umvoti, Underberg, Utrecht, Vryheid, Weenen en die res van die provinsie, insluitende die voormalige selfregerende gebied van KwaZulu		
WERKNEMERS MET MEER AS DRIE MAANDE DIENS:			WERKNEMERS MET MEER AS DRIE MAANDE DIENS:		
	s/u	s/u		s/u	s/u
	A	B		A	B
Verhoging	35	24	Verhoging	20	20
DIE VOLGENDE MINIMUM LONE IS VAN TOEPASSING OP ALLE NUWE WERKNEMERS WAT NA DIE DATUM VAN IMPLEMENTERING, I.E. DIE DATUM VAN PUBLIKASIE GEWERF IS:			DIE VOLGENDE MINIMUM LONE IS VAN TOEPASSING OP ALLE NUWE WERKNEMERS WAT NA DIE DATUM VAN IMPLEMENTERING, I.E. DIE DATUM VAN PUBLIKASIE GEWERF IS:		
	s/u	s/u		s/u	s/u
	A	B		A	B
Minimum loon	507	507	Minimum loon	353	353
ALLE WERKNEMERS MET MINDER AS DRIE MAANDE DIENS MOET 50% VAN DIE VERHOOGING WAT MET INGANG VAN DIE DATUM VAN PUBLIKASIE IN WERKING TREE, ONTVANG.			ALLE WERKNEMERS MET MINDER AS DRIE MAANDE DIENS MOET 50% VAN DIE VERHOOGINGS WAT MET INGANG VAN DIE DATUM VAN PUBLIKASIE IN WERKING TREE, ONTVANG.		
	R/Week	R/Week		R/Week	R/Week
	A	B		A	B
Wagte	264,92	264,92	Wagte	184,19	184,19

Kolom A: Tree in werking vanaf datum van publikasie.

Kolom B: Tree in werking vanaf Maandag, 4 Maart 1996.

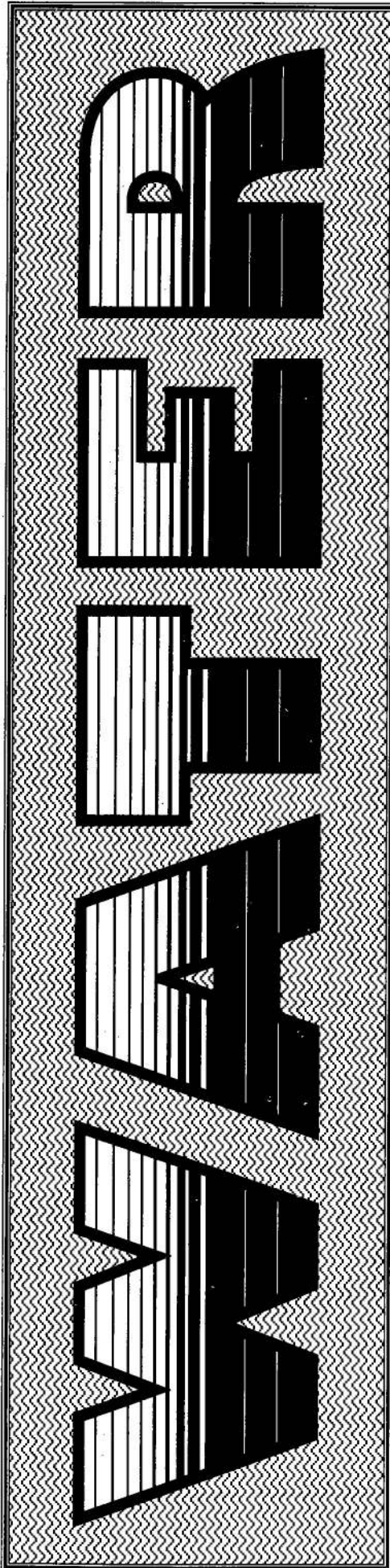
AANHANGSEL 7

OOS-KAAP

Kolom 1			Kolom 2		
In die landrosdistrikte Oos-Londen, King William's Town, Port Elizabeth en Uitenhage			In die landrosdistrikte Adelaide, Albany Albert, Alexandra, Aliwal-Noord, Barkley-Oos, Bathurst, Bedford, Cathcart, Elliot, Fort Beaufort, Graaff-Reinet, Hankey, Hofmeyr, Humansdorp, Indwe, Jansenville, Joubertina, Kirkwood, Komga, Lady Grey, Maclear, Middelburg, Molteno, Pearston, Queenstown, Somerset-Oos, Sterkstroom, Steytlerville, Steynsburg, Stutterheim, Tarka, Venterstad, Willowmore, Wodehouse, en die res van die provinsie, insluitende die gebiede van die voormalige Republieke van Ciskei en Transkei		
WERKNEMERS WAT VOOR DIE DATUM VAN IMPLEMENTERING, I.E. DATUM VAN PUBLIKASIE GEWERF WORD:			ALLE WERKNEMERS:		
	s/u A	s/u B		s/u A	s/u B
Verhoging	38	16	Minimum loon	402	418
WERKNEMERS WAT NA DIE DATUM VAN IMPLEMENTERING, I.E. DATUM VAN PUBLIKASIE GEWERF WORD:					
	s/u A	s/u B			
Minimum loon	500	500			
	R/Week A	R/Week B		R/Week A	R/Week B
Wagte	253,00	253,00	Wagte	176,80	176,80

Kolom A: Tree in werking vanaf datum van publikasie.

Kolom B: Tree in werking vanaf Maandag, 4 Maart 1996.

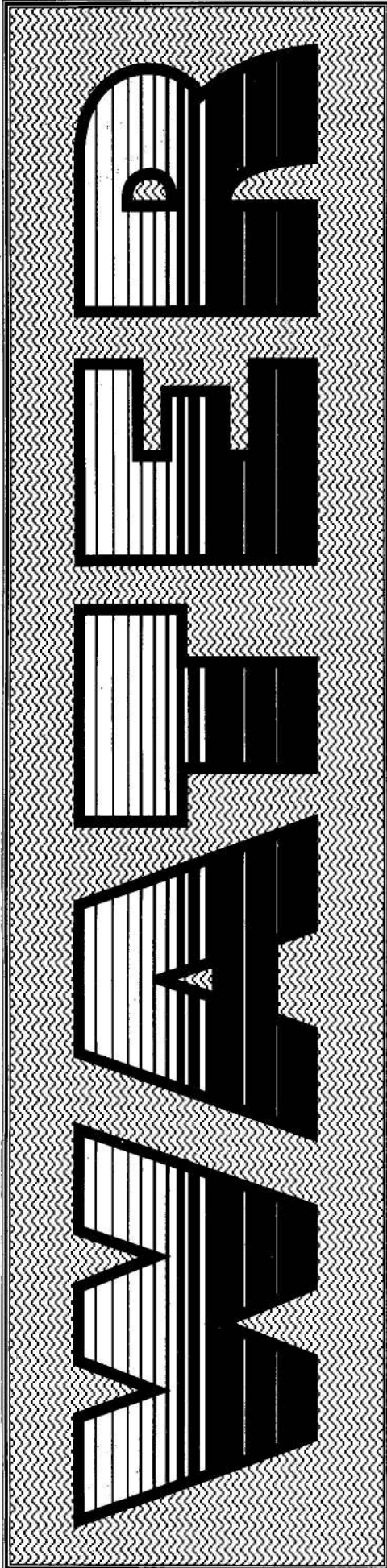


DON'T

WASTE

IT!

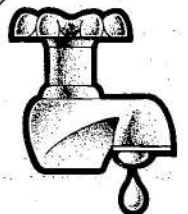




WERK

SPAARSAAM

DAARMEE!



CONTENTS**INHOUD**

No.		Page No.	Gazette No.	No.		Bladsy No.	Koerant No.
PROCLAMATION				PROKLAMASIE			
R. 102	Financial Institutions Amendment Act (83/1992): Commencement.....	1	16833	R. 102	Wysigingswet op Finansiële Instellings (83/1992): Inwerkingtreding.....	1	16833
GOVERNMENT NOTICES				GOEWERMENSKENNISGEWINGS			
Agriculture, Department of				Arbeid, Departement van			
<i>Government Notices</i>				<i>Goewermentskennisgewings</i>			
R. 1813	Agricultural Product Standards Act (119/1990): Regulations: Control of the export of apples: Amendment.....	11	16833	R. 1822	Wet op Mannekragopleiding (56/1981): Wysiging: Opleidingskema vir die Druk-Nuusblad- en Verpakkingsnywerheid.....	23	16833
R. 1814	do.: do.: Control of the export of pears: Amendment.....	13	16833	R. 1840	Wet op Arbeidsverhoudinge (28/1956): Intrekking van Goewermentskennisgewings: Siviele Ingenieursnywerheid.....	23	16833
R. 1815	do.: do.: Control of the export of grapes: Amendment.....	15	16833	R. 1841	do.: Siviele Ingenieursbedryf: Ooreenkoms.....	23	16833
R. 1816	do.: do.: Control of the export of apricots: Amendment.....	16	16833	Finansies, Departement van			
R. 1817	do.: do.: Control of the export of peaches and nectarines: Amendment.....	18	16833	<i>Goewermentskennisgewings</i>			
R. 1818	do.: do.: Control of the export of plums and prunes: Amendment.....	19	16833	R. 1810	Doeane- en Aksynswet (91/1964): Wysiging van Bylae No. 1 (No. 1/1/751).....	1	16833
R. 1839	Marketing Act (59/1968): Canning Fruit Scheme: Prices for canning fruit: Amendment.....	21	16833	R. 1811	do.: Wysiging van Bylae No. 1 (No. 1/1/750).....	2	16833
Finance, Department of				R. 1812	do.: Wysiging van Bylae No. 3 (No. 3/309).....	3	16833
<i>Government Notices</i>				R. 1838	Wet op Pensioenfondse (24/1956): Raad op Finansiële Dienste: Wysigings van die regulasies.....	4	16833
R. 1810	Customs and Excise Act (91/1964): Amendment of Schedule No. 1 (No. 1/1/751).....	1	16833	Justisie, Departement van			
R. 1811	do.: Amendment of Schedule No. 1 (No. 1/1/750).....	2	16833	<i>Goewermentskennisgewing</i>			
R. 1812	do.: Amendment of Schedule No. 3 (No. 3/309).....	3	16833	R. 1825	Aanstelling van twee lede tot die Kommissie van Ondersoek na die Rasionalisering van die Provinsiale en Plaaslike Afdelings van die Hooggeregshof.....	11	16833
R. 1838	Pension Funds Act (24/1956): Financial Services Board: Amendment to the regulations.....	4	16833	Landbou, Departement van			
Justice, Department of				<i>Goewermentskennisgewings</i>			
<i>Government Notice</i>				R. 1813	Wet op Landbouprodukstandaarde (119/1990): Regulasies: Beheer oor die uitvoer van appels: Wysiging.....	11	16833
R. 1825	Appointment of two members to the Commission of Inquiry into the Rationalization of the Provincial and Local Divisions of the Supreme Court.....	11	16833	R. 1814	do.: do.: Beheer oor die uitvoer van pere: Wysiging.....	13	16833
Labour, Department of				R. 1815	do.: do.: Beheer oor die uitvoer van druiwe: Wysiging.....	15	16833
<i>Government Notices</i>				R. 1816	do.: do.: Beheer oor die uitvoer van appelkose: Wysiging.....	16	16833
R. 1822	Manpower Training Act (56/1981): Amendment: Training Scheme for the Printing, Newspaper and Packaging Industries.....	23	16833	R. 1817	do.: do.: Beheer oor die uitvoer van perskes en nektariene: Wysiging.....	18	16833
R. 1840	Labour Relations Act (28/1956): Cancellation of Government Notices: Civil Engineering Industry.....	23	16833	R. 1818	do.: do.: Beheer oor die uitvoer van pruime en pruimedante: Wysiging.....	19	16833
R. 1841	do.: Civil Engineering Industry: Agreement.....	23	16833	R. 1839	Bemarkingswet (59/1968): Inmaakvrugteskema: Pryse vir inmaakvrugte: Wysiging.....	20	16833