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GOVERNMENT NOTICES GOEWERMENTSKENNISGEWINGS

DEPARTMENT OF LABOUR DEPARTEMENT VAN ARBEID

No. R. 1222

19 September 1997

LABOUR RELATIONS ACT, 1956

JEWELLERY AND PRECIOUS METAL INDUSTRY (CAPE): AMENDMENT OF MAIN 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 (hereinafter referred to as the Amending Agreement) which appears in the Schedule hereto and which relates to the Undertaking, Industry, Trade or Occupation referred to in the heading to this notice, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 10 May 1998 upon the employers' organisation and the trade union which entered into the Amending Agreement and upon the employers and employees who are members of the said organisation or union; and
- (b) in terms of section 48 (1) (b) of the said Act, declare that the provisions of the Amending Agreement, excluding those contained in clause 1 (1) (a) shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 10 May 1998, upon all employers and employees, other than those referred to in paragraph (a) of this notice, who are engaged or employed in the said Undertaking, Industry, Trade or Occupation in the areas specified in clause 1 of the Amending Agreement.

T. T. MBOWENI
Minister of Labour

SCHEDULE
INDUSTRIAL COUNCIL FOR THE JEWELLERY AND PRECIOUS METAL INDUSTRY (CAPE)
AGREEMENT

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

Cape Jewellery Manufacturers' Association

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

Jewellers' and Goldsmiths' Union

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

being the parties to the Industrial Council for the Jewellery and Precious Metal Industry (Cape),

to amend the Main Agreement published under Government Notice No. R. 1133 of 8 June 1984, as amended and renewed by Government Notices Nos. R. 2070 of 26 September 1986, R. 107 of 16 January 1987, R. 146 of 30 January 1987, R. 975 of 30 April 1987, R. 1992 of 11 September 1987, R. 2635 of 27 November 1987, R. 70 of 22 January 1988, R. 1233 of 24 June 1988, R. 1675 of 19 August 1988, R. 2591 of 23 December 1988, R. 1454 of 7 July 1989, R. 393 and R. 394 of 23 February 1990, R. 1762 of 2 August 1991, R. 2858 of 29 November 1991, R. 818 of 13 March 1992, R. 2248 of 7 August 1993, R. 702 of 30 April 1993, R. 949 of 20 May 1994, R. 1425 of 19 August 1994, R. 1523 of 9 September 1994, R. 1943 of 18 November 1994, R. 953 of 30 June 1995, R. 1880 of 8 December 1995, R. 122 and R. 123 of 2 February 1996, R. 2063 of 13 December 1996 and R. 161 of 31 January 1997.

1. SCOPE OF APPLICATION OF AGREEMENT

- (1) The terms of this Agreement shall be observed in the Jewellery and Precious Metal Industry (Cape)—
 - (a) by all employers who are members of the employers' organisation and by all employees who are members of the trade union;
 - (b) in the Magisterial Districts of Bellville and The Cape, including those portions of the Magisterial District of Goodwood which, prior to 3 October 1975 and 12 December 1980 (Government Notices Nos. 1882 of 3 October 1975 and 2536 of 12 December 1980), fell within the Magisterial Districts of The Cape and Wynberg.
- (2) Notwithstanding the provisions of subclause (1), the terms of this Agreement shall—
 - (a) apply only to employees for whom wages are prescribed in this Agreement, and to the employers of such employees;
 - (b) apply to apprentices in so far as they are not inconsistent with the provisions of the Manpower Training Act, 1981, or any contract entered into or any condition fixed hereunder.

2. CLAUSE 6: CLASSIFICATION OF WORK AND ORDINARY MINIMUM WAGES FOR ORDINARY HOURS OF WORK

Substitute the following for clause 6:

"The minimum weekly wages which shall be paid by an employer to each member of the undermentioned classes of his/her employees shall be as follows:

A—JOURNEYMAN'S WORK

Any one or more of the following operations, irrespective of the group or groups in which they appear:

Classes of work

	<i>Weekly wage</i> R
Group I: Mounting and/or precious metal working:	
(i) Alloying precious metals.....	575,00
(ii) Assembling by hand, with or without the use of hand tools.....	575,00
(iii) Bending, plying and/or manipulating metal to shape by hand.....	575,00
(iv) Making and/or preparing for use moulds for casting precious metals, but not including preparing for use moulds for casting plain ingots of precious metals.....	575,00
(v) Cutting metal incidental to the work being performed by the particular journeyman.....	575,00
(vi) Drilling by means of any hand tool (including flexible shaft drill) or by means of electrically operated hand drill.....	575,00
(vii) Filing metal with hand file.....	575,00
(viii) Hammering metal with hand-operated hammer or any other hand tool.....	575,00
(ix) Lathe turning.....	575,00
(x) Preparing metal for drawing tube or charnier (but not including the drawing thereof through draw plates).....	575,00

	Weekly wage R
(xi) Punching with hand punch or with any other hand tool or instrument.....	575,00
(xii) Repairing and/or altering any manufactured article or part of any such article	575,00
(xiii) Sawing metal with fretsaw.....	575,00
(xiv) Soldering metal by hand with or without the use of hand tools and with or without the use of blowpipe (whether such blowpipe is operated by mouth or by air under pressure)	575,00
(xv) Soldering metal by any machine process and/or operating any soldering machine and/or operating a soldering oven.....	575,00
(xvi) Spinning.....	575,00
Note: The terms "alloying" and "precious metals" are defined in clause 3.	
Group II: Setting ornamental stones:	
(i) Setting ornamental stones by hand, including the use of hand tools	575,00
(ii) Setting ornamental stones by means of hand-operated dies and/or punches.....	575,00
(iii) Carving and cutting up	575,00
Note: The term "ornamental stones" is defined in clause 3.	
Group III: Engraving:	
(i) Engraving by hand, including the use of any hand tool	575,00
(ii) Engraving by operating any machine.....	575,00
Note: The term "engraving" is defined in clause 3.	
Group IV: Enamelling:	
(i) Hand-painted enamelling.....	575,00
Note: The term "enamelling" is defined in clause 3.	
Group V: Model making:	
(i) Making models for mould castings.....	575,00

B—ARTISAN'S WORK

Work in any one of the following trades when performed by a person in the employment of an employer engaged in the Jewellery and Precious Metal Industry, and when undertaken by the employer in connection with his/her own activities therein:

Classes of work

	Weekly wage R
(i) Base-metal spinning.....	575,00
(ii) Ornamental base-metal working	575,00
(iii) Coppersmithing	575,00
(iv) Die and/or jig and/or tool and/or gauge making	575,00
(v) Electrical maintenance work and/or installation	575,00
(vi) Fitting and/or turning and/or machining and/or precision grinding	575,00
(vii) Machine tool setting up	575,00
(ix) Carpentering.....	575,00
(x) Engine turning	575,00
(xi) Die engraving and/or sinking.....	575,00

C—OPERATIVE WORK (GRADE A)

Any of the following operations:

Filing, sawing, drilling, assembling and soldering of pre-formed jewellery and of marcasite articles in silver, and shall include the use of a hammer.

	Weekly wage R
New employee	244,00
During first year of experience.....	293,00
During second year of experience.....	308,00
During third year of experience	329,00
Thereafter	360,00

Note: The terms "assembling" and "pre-formed jewellery" are defined in clause 3.

D—OPERATIVE WORK (GRADE B)

All operations in connection with the "lost-wax" process of casting, other than those enumerated under clause 6J (Mould Cutters), are amalgamated into one category as plaster and lost-wax operations and are as follows:

Classes of work

- (i) Injecting molten wax into moulds by hand and/or mechanical means;
- (ii) measuring quantity of and mixing plaster, including the evacuation of same by mechanical means;
- (iii) pouring by hand and/or mechanical means liquid plaster mixture into cans and/or containers into which cores, trees or sprues have been fitted and/or placed;
- (iv) making or building wax pattern cores, trees or sprues and the positioning of same in cans and/or containers;
- (v) ejecting and/or lifting and/or taking out wax patterns from moulds;
- (vi) trimming and/or removing "feather", "flash" and/or irregularities on wax patterns;
- (vii) preparing, vulcanising and curing moulds.

	<i>Weekly wage</i> R
New employee	244,00
During first year of experience.....	293,00
During second year of experience	301,00
During third year of experience	315,00
Thereafter	329,00

E—OPERATIVE WORK (GRADE C)

Any one or more of the following operations:

Classes of work

- (i) Gilding, plating, emerying, including making use of rubberised wheels or paper, either manually or mechanically (including flexible shaft) and/or sandblasting;
- (ii) press cutting, press punching and/or press embossing;
- (iii) cleaning and/or washing jewellery;
- (iv) annealing, drawing solid wire and/or drawing tube or charnier (as distinct from preparing the metal for drawing tube or charnier, which is within the scope of journeyman's work);
- (v) feeding rollers and/or using guages;
- (vi) cutting base metals and any precious metal scrap, and the smelting, casting and pouring thereof in plain ingots;
- (vii) fixing and/or filling articles in cement, wax, shellac and/or other cementing material for engraving, setting or engine turning;
- (viii) stamping quality, identification, registration, name, patent, date and/or carat marks;
- (ix) crushing and grinding enamel into fine powder and washing powdered enamel for Grade I operations;
- (x) glueing ornamented stones, pearls or other embellishments into or onto articles of jewellery in the final stages of production.

	<i>Weekly wage</i> R
New employee	244,00
During first year of experience.....	278,00
During second year of experience	285,00
During third year of experience	291,00
Thereafter	299,00

F—REPETITIVE WORK

- (i) Placing on and removing from the moving belt feed to the soldering oven trays of assembled articles prepared for soldering;
- (ii) Placing into jigs and tack welding component parts of pre-formed jewellery and placing thereon solder or soldering paste preparatory to placing the articles onto the moving belt of soldering oven;
- (iii) Processes relating to the production of sleeper earrings viz, drilling, riveting, sawing and removing flash by mechanical means.

	Weekly wage
	R
New employee	244,00
During first year of experience	278,00
During second year of experience	285,00
During third year of experience	291,00
Thereafter	299,00

G—POLISHING

A polisher means any person who polishes any article or component part of any article as defined in this Agreement under "Jewellery and Precious Metal Industry", either manually or mechanically, including the use of rubberised or paper wheels and/or flexible shafts.

	Weekly wage
	R
New employee	244,00
During first year of experience	293,00
During second year of experience	308,00
During third year of experience	329,00
Thereafter	360,00

H—GENERAL WORKER

Any one or more of the following operations:

Classes of work

	Weekly wage
	R
(i) cleaning and/or washing premises, utensils, containers, plant, machinery and/or tools	285,00
(ii) oiling and/or greasing plant and machinery	285,00
(iii) carrying, moving, wrapping packing and/or stacking goods	285,00
(iv) opening and/or closing doors, windows, boxes, packages, bales, sacks and/or bags	285,00
(v) making tea and/or preparing other beverages	285,00
(vi) delivering and/or collecting letters and/or executing messages	285,00
(vii) turning a hand-roller, swinging a hand press, operating the handle of any hand-operated machine and/or operating a blower or bellows	285,00
(viii) washing and/or ironing overalls and/or other protective clothing	285,00

I—APPRENTICES

Wages as prescribed from time to time in the conditions of apprenticeship fixed under the Manpower Training Act, 1981.

J—MOULD CUTTERS

A mould cutter means a person who cuts open rubber moulds in respect of lost wax casting.

	Weekly wage
	R
New employee	244,00
During first year of experience	325,00
Thereafter	421,00

K—MACHINIST

A machinist means a person engaged in the production by mechanical means of articles of jewellery, which production shall include the following:

Roughing out, smoothing, bevelling and shaping of such articles when performed by a person in the employ of an employer in the Jewellery and Precious Metal Industry and when undertaken by the employer in connection with his/her own activities therein.

	Weekly wage R
New employee.....	244,00
During first year of experience	265,00
During second year of experience	306,00
During third year of experience	409,00
Thereafter	575,00

L—GRINDER

Any person who grinds any article or component part of any articles as defined in this Agreement under "Jewellery & Precious Metal Industry", either manually or mechanically, including the use of rubberised or paper wheels and/or flexible shafts.

	Weekly wage R
New employee.....	244,00
During first year of experience	293,00
During second year of experience	308,00
During third year of experience	329,00
Thereafter	360,00

M—STONE MOUNTER IN WAX PATTERNS

Mounting stones in wax patterns and placing stones into rubber moulds using a beader. The required ratio is two mounters to one setter.

	Weekly wage R
New employee.....	244,00
During first year of experience.....	278,00
During second year of experience.....	285,00
During third year of experience.....	291,00
Thereafter	299,00

N—STONE MOUNTER IN PRE-PREPARED METAL CASTINGS

Mounting stones in pre-cut metal settings.

The employment of these stone mounters shall take place though negotiation with existing setters employed by each individual company and the setter's permission shall not be unreasonably withheld."

Signed at Cape Town on this 29th day of May 1997.

DAVIDS

Chairman

SNYMAN

Secretary

No. R. 1222

19 September 1997

WET OP ARBEIDSVERHOUDINGE, 1956**JUWELIERSWARE- EN EDELMETAALNYWERHEID (KAAP): WYSIGING VAN HOOFOOREENKOMS**

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 (hierna die Wysigingsooreenkoms genoem) wat in die Bylae hiervan verskyn en betrekking het op die Onderneming, Nywerheid, Bedryf of Beroep in die opskrif by hierdie kennisgewing vermeld, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 10 Mei 1998 eindig, bindend is vir die werkgewersorganisasie en die vakvereniging wat die Wysigingsooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasie of vereniging is; en
- (b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalings van die Wysigingsooreenkoms, uitgesonderd dié vervat in klousule 1 (1) (a), met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 10 Mei 1998 eindig, bindend is vir alle ander werknemers as dié genoem in paragraaf (a) van hierdie kennisgewing wat betrokke is by of in diens is in genoemde Onderneming, Nywerheid, Bedryf of Beroep in die gebiede in klousule 1 van die Wysigingsooreenkoms gespesifiseer.

T. T. MBOWENI

Minister van Arbeid

BYLAE**NYWERHEIDSRAAD VIR DIE JUWELIERSWARE- EN EDELMETAALNYWERHEID (KAAP)****OOREENKOMS**

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

Cape Jewellery Manufacturers' Association

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

Jewellers' and Goldsmiths' Union

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

wat die partye is by die Nywerheidsraad vir die Juweliersware- en Edelmetaalnywerheid (Kaap),

tot wysiging van die Hoof-ooreenkoms, gepubliseer by Goewermentskennisgewing No. R. 1133 van 8 Junie 1984, soos gewysig en hernieu by Goewermentskennisgewing Nos. R. 2070 van 26 September 1986, R. 107 van 16 Januarie 1987, R. 146 van 30 Januarie 1987, R. 975 van 30 April 1987, R. 1992 van 11 September 1987, R. 2635 van 27 November 1987, R. 70 van 22 Januarie 1988, R. 1233 van 24 Junie 1988, R. 1675 van 19 Augustus 1988, R. 2591 van 23 Desember 1988, R. 1454 van 7 Julie 1989, R. 393 en R. 394 van 23 Februarie 1990, R. 1762 van 2 Augustus 1991, R. 2858 van 29 November 1991, R. 818 van 13 Maart 1992, R. 2248 van 7 Augustus 1993, R. 702 van 30 April 1993, R. 949 van 20 Mei 1994, R. 1425 van 19 Augustus 1994, R. 1523 van 9 September 1994, R. 1943 van 18 November 1994, R. 953 van 30 Junie 1995, R. 1880 van 8 Desember 1995, R. 122 en R. 123 van 2 Februarie 1996, R. 2063 van 13 Desember 1996 en R. 161 van 31 Januarie 1997.

1. TOEPASSINGSBESTEK VAN OOREENKOMS

- (1) Hierdie Ooreenkoms moet in die Juweliersware- en Edelmetaalnywerheid (Kaap) nagekom word—
- (a) deur alle werkgewers wat lede is van die werkgewersorganisasie en deur alle werknemers wat lede is van die vakvereniging;
 - (b) in die landdrosdistrikte Bellville, Die Kaap, met inbegrip van die gedeeltes van die landdrosdistrik Goodwood wat voor 3 Oktober 1975 en 12 Desember 1980 (Goewermentskennisgewings Nos. 1882 van 3 Oktober 1975 en 2536 van 12 Desember 1980) binne die landdrosdistrikte Die Kaap en Wynberg geval het.
- (2) Ondanks subklousule (1), is hierdie Ooreenkoms van toepassing—
- (a) slegs op werknemers vir wie lone in hierdie Ooreenkoms voorgeskryf word en op die werkgewers van sodanige werknemers;
 - (b) op vakleerlinge vir sover dit nie onbestaanbaar is met die Wet op Mannekragopleiding, 1981, of met 'n kontrak wat daarkragtens aangegaan of 'n voorwaarde wat daarkragtens gestel is nie.

2. KLOUSULE 6: INDELING VAN WERK EN GEWONE MINIMUM LONE VIR GEWONE WERKURE

Vervang klousule 6 deur die volgende:

"Die minimum weeklone wat 'n werkgewer aan elkeen van ondergenoemde klasse werknemers moet betaal, is soos volg:

A—VAKMAN SE WERK

Enigeen of meer van de volgende werksaamhede ongeag die groep of groepe waaronder hulle val:

Klasse werk	Weekloon R
Groep 1: Monteer- en/of edelmetaalwerk:	
(i) Edelmetale leger.....	575,00
(ii) Met die hand monteer, met of sonder die gebruik van handgereedskap.....	575,00
(iii) Metaal met die hand fatsoeneer deur dit te buig, te vou en/of te manupiteer.....	575,00
(iv) Vorms vir die giet van edelmetale maak en/of berei, maar uitgesonderd die bereiding van vorms vir die giet van gewone gietblokke van edelmetaal.....	575,00
(v) Metaal sny as 'n werk wat voortvloei uit die werk wat deur die bepaalde vakman verrig word.....	575,00
(vi) Boorwerk deur middel van handgereedskap (met inbegrip van 'n boor met 'n buigsame skag) of met 'n elektriesaangedrewe handboor.....	575,00
(vii) Metaal met 'n handvyl vyl.....	575,00
(viii) Metaal met 'n handhamer of ander handgereedskap uitklop.....	575,00
(ix) Draaibankwerk.....	575,00
(x) Metaal berei vir trekpyp of charnier (maar uitgesonderd die trek van metaal deur trek-plate).....	575,00

	Weekloon R
(xi) Ponswerk met 'n handpons of ander handgereedskap of instrument.....	575,00
(xii) 'n Vervaardigde artikel of 'n gedeelte van sodanige herstel en/of verander.....	575,00
(xiii) Metaal met 'n figuursaag saag.....	575,00
(xiv) Metaal met die hand en met of sonder die gebruik van handgereedskap en met of sonder die gebruik van 'n blaaspyp soldeer (afgesien daarvan of sodanige blaaspyp met die mond of met lugdruk in werking gebring word).....	575,00
(xv) Metaal deur middel van 'n masjienproses soldeer en/of 'n soldeermasjien bedien en/of 'n soldeeroond bedien.....	575,00
(xvi) Spinwerk.....	575,00
Opmerking: Die uitdrukking "legeer" en "edelmetale" word in klousule 3 omskryf.	
Groep II: Die montering van sierstene:	
(i) Sierstene met die hand, en ook met behulp van handgereedskap, monteer.....	575,00
(ii) Sierstene deur middel van handstempels en/of -sponse monteer.....	575,00
(iii) Kerf- en opsnywerk.....	575,00
Opmerking: Die uitdrukking "sierstene" word in klousule 3 omskryf.	
Groep III: Graveerwerk:	
(i) Met die hand graveer, met inbegrip van die gebruik van gereedskap.....	575,00
(ii) Met 'n masjien graveer.....	575,00
Opmerking: Die uitdrukking "graveerwerk" word in klousule 3 omskryf.	
Groep IV: Emaljering:	
(i) Handgeskilderde emaljewerk.....	575,00
Opmerking: Die uitdrukking "emaljering" word in klousule 3 omskryf.	
Groep V: Die maak van modelle:	
(i) Die maak van modelle vir vormafgietsels.....	575,00

B—AMBAGSMAN SE WERK

Werk in enigeen of meer van die volgende ambagte, wanneer dit verrig word deur 'n persoon wat in die diens is van 'n werkgewer in die Juweliersware- en edelmetaalnywerheid en wanneer dit deur die werkgewer onderneem word in verband met sy eie werksaamhede in sodanige Nywerheid:

Klasse werk

	Weekloon R
(i) Spinwerk in verband met onedelmetaal.....	575,00
(ii) Sierwerk met onedelmetale.....	575,00
(iii) Kopersmidswerk.....	575,00
(iv) Die maak van stempels en/of setmate en/of gereedskap en/of mate.....	575,00
(v) Elektrotegniese onderhoudswerk en/of installering.....	575,00
(vi) Monteer- en/of draaiwerk en/of masjienwerk en/of presiesieslypwerk.....	575,00
(vii) Die maak en/of herstel van instrumente.....	575,00
(ix) Die opstel van masjiengereedskap.....	575,00
(x) Timmermanswerk.....	575,00
(xi) Graveer- en/of stempelsnywerk.....	575,00

C—WERKMAN (GRAAD A) SE WERK

Enigeen van die volgende werksaamhede:

Die vyl, saag, boor, monteer en soldeer van vooraf gevormde juweliersware en van markesiet-artikels in silwer, en moet die gebruik van 'n hamer insluit.

	Weekloon R
Nuwe werknemer.....	244,00
Gedurende die eerste jaar ondervinding.....	293,00

	<i>Weekloon</i> R
Gedurende die tweede jaar ondervinding.....	308,00
Gedurende die derde jaar ondervinding	329,00
Daarna	360,00
<i>Opmerking:</i> Die uitdrukking, "monteer" en "vooraf gevormde juweliersware" word in klousule 3 omskryf.	

D—WERKMAN (GRAAD B) SE WERK

Alle werksaamhede in verband met die waslaaggietproses, uitgesonderd dié genoem onder klousule 6J (Gietvormsnywers se werk), word in een kategorie saamgevat as gips- en waslaagwerksaamhede en bestaan uit die volgende:

Klasse werk

- (i) Gesmelte was met die hand en/of 'n masjien in vorms inspuut;
- (ii) hoeveelhede gips afmeet en meng en dit met behulp van 'n masjien verwyder;
- (iii) gipsmengsel in 'n vloeibare vorm met die hand en/of 'n masjien giet in kanne en/of houers waarin kerns, gietvertakkings of gietkanale aangebring en/of geplaas is;
- (iv) wasmodelkerns, gietvertakkings of gietkanale maak of bou en dit in kanne en/of houers in posisie plaas;
- (v) wasmodelle uit vorms uitwerp en/of uitlig en/of uithaal;
- (vi) "baarde", "vinne" en/of onreëlmatighede aan wasmodelle afwerk en/of verwyder;
- (vii) bereiding, vulkanisering en droging van gietvorms.

	<i>Weekloon</i> R
Nuwe werknemer.....	244,00
Gedurende die eerste jaar ondervinding	293,00
Gedurende die tweede jaar ondervinding.....	301,00
Gedurende die derde jaar ondervinding	315,00
Daarna	329,00

E—WERKMAN (GRAAD C) SE WERK

Enigene of meer van die volgende werksaamhede:

Klasse werk

- (i) Verguld-, plateer- en skuurwerk met rubberwiele of papier hetsy met die hand of met 'n masjien (met inbegrip van 'n buigsame as) en/of sandbestraling;
- (ii) perssnywerk, persponswerk en/or persbosseleerwerk;
- (iii) die skoonmaak en/of was van juweliersware;
- (iv) die uitgloeïing en trek van soliede draad en/of trekpype of charniers (in teenstelling met die bereiding van metaal vir trekpype of charniers, wat binne die bestek van 'n vakman se werk val);
- (v) rollers voer en/of mate gebruik;
- (vi) onedelmetale en afval van die edelmetale opsny en dit smelt, giet en in gewone gietblokke gooi;
- (vii) die vassit en/of vul van artikels in sement, was, skellak en/of ander sementeerstof vir graveerwerk, monteer- en masjiendraaiwerk;
- (viii) die afstempeling van gehalte-, identifikasie-, registrasienaam-, patent-, datum- en/of karaatmerke;
- (ix) die vergruising en maal van emalje tot 'n fyn poeier en die was van gepoeierde emalje vir die werksaamhede van Graad I;
- (x) versierde stene, pèrels of ander sierwerk vaslym in of op juweliersware in die finale produksiestadiums.

	<i>Weekloon</i> R
Nuwe werknemer.....	244,00
Gedurende die eerste jaar ondervinding	278,00
Gedurende die tweede jaar ondervinding.....	285,00
Gedurende die derde jaar ondervinding	291,00
Daarna	299,00

F—HERHALINGSWERK

- (i) Panne gemonteerde artikels wat voorberei is om gesoldeer te word op die bewegende band plaas wat die soldeeroond voer en daarvan verwyder;
- (ii) Samestellende dele van vooraf gevormde juweliersware in setmate plaas en hegsweis en soldeersel of soldeer pasta daarop sit voordat die artikels op die bewegende band van 'n soldeeroond geplaas word;
- (iii) Die prosesse met betrekking tot die produksie van ooringe, d.w.s. met 'n masjien boor, klink, saag en vinne verwyder.

	<i>Weekloon</i>
	R
Nuwe werknemer	244,00
Gedurende die eerste jaar ondervinding	278,00
Gedurende die tweede jaar ondervinding	285,00
Gedurende die derde jaar ondervinding	291,00
Daarna	299,00

G—POLEER

'n Poleerder beteken iemand wat 'n artikel of samestellende gedeelte van 'n artikel soos in hierdie Ooreenkoms onder "Juweliersware- en Edelmetaalnywerheid" omskryf, poleer, hetsy met die hand of met 'n masjien, met inbegrip van die gebruik van rubber- of papierwiele en/of buigsame asse.

	<i>Weekloon</i>
	R
Nuwe werknemer	244,00
Gedurende die eerste jaar ondervinding	293,00
Gedurende die tweede jaar ondervinding	308,00
Gedurende die derde jaar ondervinding	329,00
Daarna	360,00

H—ALGEMENE WERKER

Enigeen of meer van die volgende werksaamhede:

Klasse werk

	<i>Weekloon</i>
	R
(i) persele, gerei, houers, installasie, masjinerie en/of gereedskap skoonmaak en/of was	285,00
(ii) installasie en masjinerie olie en/of smeer	285,00
(iii) goedere dra, verwyder, toedraai, verpak en/of opstapel	285,00
(iv) deure, vensters, kiste, pakke, bale en/of sakke oop- en/of toemaak	285,00
(v) tee maak en/of ander drankte berei	285,00
(vi) briewe en/of goedere aflewer en/of afhaal en/of boodskappe doen	285,00
(vii) 'n handroller draai, 'n handpers swaai, die slinger van 'n handmasjien draai en/of 'n blaser of blaasbalk bedien	285,00
(viii) oorklere en/of ander beskermende klere was en/of stryk	285,00

I—VAKLEERLINGE

Die lere soos van tyd tot tyd voorgeskryf, in die vakleerlingvoorwaardes wat ooreenkomstig die Wet op Mannekragopleiding, 1981, vasgestel is.

J—GIETVORMSNYERS

'n Gietvormsnier is 'n persoon wat die rubbergietvorm in verband met waslaaggietwerk oopsny.

	<i>Weekloon</i>
	R
Nuwe werknemer	244,00
Gedurende die eerste jaar ondervinding	325,00
Daarna	421,00

K—MASJINIS

'n Masjinis is 'n persoon wat aangestel is vir die produksie van juweliersartikels deur meganiese werksaamhede, wat die volgende insluit:

Ru-bewerking, gladmaking, afskuinsing en vorming van sodanige artikels wanneer dit gedoen word deur 'n persoon wat 'n werknemer is van 'n werkgewer in die Juweliersware- en Edelmetaalnywerheid en wanneer dit onderneem word deur die werkgewer in verband met sy eie werksaamhede daarin:

	<i>Weekloon</i>
	R
Nuwe werknemer.....	244,00
Gedurende die eerste jaar ondervinding.....	265,00
Gedurende die tweede jaar ondervinding.....	306,00
Gedurende die derde jaar ondervinding.....	409,00
Daarna.....	575,00

L—SLYPER

Iemand wat 'n artikel of samestellende gedeelte van 'n artikel soos in hierdie Ooreenkoms onder "Juweliersware- en edelmetaalnywerheid" omskryf, slyp, hetsy met die hand of met 'n masjien, met inbegrip van die gebruik van rubber- of papierwiele en/of buigsame asse.

	<i>Weekloon</i>
	R
Nuwe werknemer.....	244,00
Gedurende die eerste jaar ondervinding.....	293,00
Gedurende die tweede jaar ondervinding.....	308,00
Gedurende die derde jaar ondervinding.....	329,00
Daarna.....	360,00

M—MONTEERDER VAN STENE IN WASPATRONE

Stene monteer in waspatrone en die stene in rubbervorms plaas met behulp van 'n lysinstrument. Die vereise verhouding is twee steenmonteerders teenoor een setter.

	<i>Weekloon</i>
	R
Nuwe werknemer.....	244,00
Gedurende die eerste jaar ondervinding.....	278,00
Gedurende die tweede jaar ondervinding.....	285,00
Gedurende die derde jaar ondervinding.....	291,00
Daarna.....	299,00

N—MONTEERDER VAN STENE IN VOORAF VOORBEREIDE METAALGIETVORMS

Montering van stene in vooraf gesnyde metaalmonterings.

Die indiensname van hierdie steenmonteerders sal plaasvind d.m.v. onderhandelinge met huidige setters op maatskappyvlak. Setters mag nie toestemming onredelik weerhou nie."

Geteken te Kaapstad op hede die 29ste dag van Mei 1997.

DAVIDS
Voorsitter

SNYMAN
Sekretaris

DEPARTMENT OF SAFETY AND SECURITY
DEPARTEMENT VAN VEILIGHEID EN SEKURITEIT

No. R. 1237

19 September 1997

REGULATIONS FOR THE SOUTH AFRICAN POLICE SERVICE

The Minister for Safety and Security has under section 24 (1) (h) of the South African Police Service Act, 1995 (Act No. 68 of 1995), made the regulations in the Schedule.

F. S. MUFAMADI,
Minister for Safety and Security

SCHEDULE**REGULATIONS FOR THE SOUTH AFRICAN POLICE SERVICE RELATING TO THE CODE OF CONDUCT FOR MEMBERS OF THE SERVICE****IMPLEMENTATION OF THE CODE OF CONDUCT**

1. (1) A form containing the Code of Conduct, as set out in regulation 2, must be completed and be signed by every member.
- (2) The completed and signed form of the member must be filed on the personal file of the member.

CODE OF CONDUCT

2. (1) I, (no.) (rank) (full names) commit myself to the creation of a safe and secure environment for all the people in South Africa by—
 - (a) participating in endeavours to address the root causes of crime in the community;
 - (b) preventing action which may threaten the safety or security of any community; and
 - (c) investigating criminal conduct which has endangered the safety or security of the community and bringing the perpetrators thereof to justice.
- (2) In realization of the aforesaid commitment, I shall at all times—
 - (a) uphold the Constitution and the law;
 - (b) be guided by the needs of the community;
 - (c) give full recognition to the needs of the South African Police Service as employer; and
 - (d) co-operate with the community, government at every level and all other related role-players.
- (3) In order to achieve a safe and secure environment for all the people of South Africa I undertake to—
 - (a) with integrity, render a responsible and effective service of high quality which is accessible to every person and continuously strive towards improving this service;
 - (b) utilize all the available resources responsibly, efficiently and cost effectively to maximise their use;
 - (c) develop my own skills and participate in the development of my fellow members to ensure equal opportunities for all;
 - (d) contribute to the reconstruction and development of, and reconciliation in our country;
 - (e) uphold and protect the fundamental rights of every person;
 - (f) act impartially, courteously, honestly, respectfully, transparently and in an accountable manner;
 - (g) exercise the powers conferred upon me in a responsible and controlled manner; and
 - (h) work actively towards preventing any form of corruption and to bring the perpetrators thereof to justice.

DATE

SIGNATURE

No. R. 1237**19 September 1997****REGULASIES VIR DIE SUID-AFRIKAANSE POLISIEDIENS**

Die Minister vir Veiligheid en Sekuriteit het kragtens artikel 24 (1) (h) van die Wet op die Suid-Afrikaanse Polisie, 1995 (Wet No. 68 van 1995), die regulasies in die Bylae gemaak.

F. S. MUFAMADI,**Minister vir Veiligheid en Sekuriteit****BYLAE****REGULASIES VIR DIE SUID-AFRIKAANSE POLISIEDIENS MET BETREKKING TOT DIE GEDRAGSKODE VIR LEDE VAN DIE DIENS****IMPLEMENTERING VAN DIE GEDRAGSKODE**

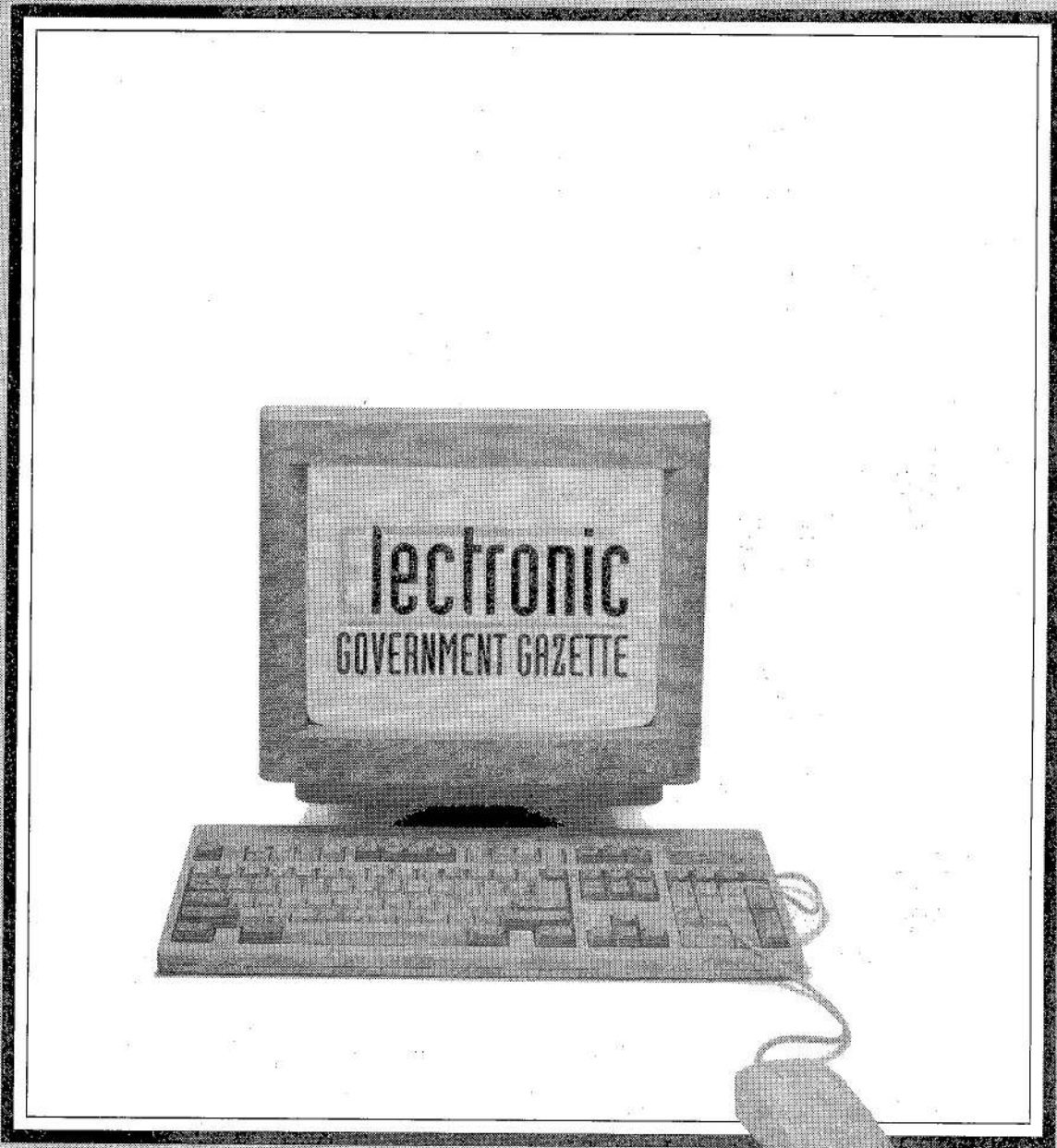
1. (1) 'n Vorm wat die Gedragskode bevat, soos uiteengesit in regulasie 2, moet deur elke lid voltooi en onderteken word.
- (2) Die voltooiende en getekende vorm van die lid moet op die lid se persoonlike lêer geliasseer word.

GEDRAGSKODE

2. (1) Ek, (no.) (rang) (volle name) verbind myself tot die skepping van 'n veilige en beskermde omgewing vir al die persone in Suid-Afrika deur—
- (a) deelname aan pogings om die grondoorsake van misdaad in die gemeenskap aan te spreek;
 - (b) optrede wat die veiligheid en sekuriteit van enige gemeenskap kan bedreig, te verhoed; en
 - (c) misdadige gedrag wat die veiligheid en sekuriteit van die gemeenskap bedreig het, te ondersoek en die oortreders daarvan voor die gereg te bring.
- (2) Ter verwesenliking van die voorafgaande verbintenisse, sal ek ten alle tye—
- (a) die Grondwet en die regstelsel onderhou;
 - (b) gelei word deur die behoeftes van die gemeenskap;
 - (c) volle erkenning gee aan die behoeftes van die Suid-Afrikaanse Polisiediens as werkgewer; en
 - (d) saamwerk met die gemeenskap, die regering op alle vlakke en alle ander verwante rolspelers.
- (3) Ten einde 'n veilige en beskermde omgewing vir al die mense van Suid-Afrika te bereik, onderneem ek om—
- (a) met integriteit, 'n verantwoordelike en effektiewe diens van hoë gehalte te lewer wat toeganklik is vir alle persone en voortdurend te streef om hierdie diens te verbeter;
 - (b) al die beskikbare bronne verantwoordelik, doeltreffend en koste-effektief te benut om hul gebruik te maksimaliseer;
 - (c) my eie vaardighede te ontwikkel en deel te neem aan die ontwikkeling van my medelede om gelyke geleenthede vir almal te verseker;
 - (d) by te dra tot die herstrukturering en ontwikkeling van, en versoening in ons land;
 - (e) die fundamentele regte van elke persoon te handhaaf en te beskerm;
 - (f) onpartydig, hoflik, eerlik, eerbiedig, deursigtig en op 'n verantwoordelike manier op te tree;
 - (g) die bevoegdhede wat aan my verleen is, op 'n verantwoordelike en beheersde manier uit te oefen; en
 - (h) aktief op te tree om enige vorm van korrupsie te voorkom en om die plegers daarvan voor die gereg te bring.

DATUM

HANDTEKENING



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EN TOERISME

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