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Government Notice

Goewermentskennisgewing

The following Government Notices are published for general information.

H. S. P. W. VAN NIEUWENHUIZEN,
Secretary for South West Africa.

Administrator's Office,
Windhoek.

No. 335] [10 December 1975

REGULATIONS ON THE CONDITIONS OF APPOINTMENT AND SERVICE OF WHITE TEACHERS: AMENDMENT.

The Executive Committee has under and by virtue of the provision of section 117(1) and (2) of the Education Ordinance, 1962 (Ordinance 27 of 1962) made the regulations contained in the attached annexures.

ANNEXURE I

The regulations promulgated under Government Notice 53 of 29 April 1964 are hereby amended as follows:

Die volgende Goewermentskennisgewings word vir algemene inligting gepubliseer.

H. S. P. W. VAN NIEUWENHUIZEN,
Sekretaris van Suidwes-Afrika.

Kantoor van die Administrateur,
Windhoek.

No. 335] [10 Desember 1975

REGULASIES OP DIE AANSTELLING- EN DIENSVORWAARDES VAN BLANKE ONDERWYSERS: WYSIGING.

Die Uitvoerende Komitee het kragtens en ingevolge die bepalings van artikel 117(1) en (2) van die Onderwysordonnansie, 1962 (Ordonnansie 27 van 1962) die regulasies in die bylaes hierby vervat, gemaak.

BYLAE I

Die regulasies afgekondig by Goewermentskennisgewing 53 van 29 April 1964 word hierby soos volg gewysig:

1.(1) The words "Executive Committee" shall be substituted for the word "Administrator" wherever it occurs in the regulations.

(2) Subregulation (1) shall be deemed to have taken effect on the first day of January 1973.

2.(1) Regulation I is hereby amended by the substitution of the following paragraph for paragraph (vi):

"(vi) 'recognised teacher's certificate' means a teacher's certificate recognised by the Department;"

(2) Subregulation (1) shall be deemed to have taken effect on the first day of January 1966.

3.(1) Regulation 7 is hereby amended -

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

"(1)(I) The determination of the number of teachers of schools of the Department under section 4(2)(vi) of the Ordinance shall be in accordance with the number of pupils enrolled, as follows:

(i) At high schools, secondary schools and secondary divisions of primary schools:

Scale:

Enrolment	Staff	Principal
20	1	+
36	2	+
52	3	+
68	4	+
84	5	+
100	6	+
116	7	+
134	8	+
154	9	+
174	10	+
194	11	+
214	12	+
234	13	+
254	14	+
276	15	+
298	16	+
320	17	+

Above 320 an additional teacher for every 22 pupils above 320.

(ii) At primary schools:

Allocation:	Decrease
15 pupils - 1 teacher (principal)	
24 pupils - principal + 1 assistant	22
48 pupils - principal + 2 assistants	46
73 pupils - principal + 3 assistants	70
98 pupils - principal + 4 assistants	95

1.(1) Die woord "Administrateur" word oral waar dit in genoemde regulasies voorkom, deur die uitdrukking "Uitvoerende Komitee" vervang.

(2) Subregulasie (1) word geag op die eerste dag van Januarie 1973 in werking te getree het.

2.(1) Regulasie 1 word hierby gewysig deur paragraaf (vi) deur die volgende paragraaf te vervang:

"(vi) 'erkende onderwysersertifikaat' 'n onderwysersertifikaat deur die Departement erken;"

(2) Subregulasie 1 word geag op die eerste dag van Januarie 1966 in werking te getree het.

3.(1) Regulasie 7 word hierby gewysig

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

"(1)(I) Die bepaling van die aantal onderwysers van skole van die Departement ooreenkomstig artikel 4(2)(vi) van die Ordonnansie geskied volgens die aantal ingeskrewe leerlinge soos volg:

(i) By hoërskole, sekondêre skole en sekondêre afdelings van laerskole:

Skaal:

Inskrywing	Personeel	Hoof
20	1	+
36	2	+
52	3	+
68	4	+
84	5	+
100	6	+
116	7	+
134	8	+
154	9	+
174	10	+
194	11	+
214	12	+
234	13	+
254	14	+
276	15	+
298	16	+
320	17	+

bo 320 'n addisionele onderwyser vir elke 22 leerlinge bo 320.

(ii) By Laerskole:

Toekening	Vermindering
15 leerlinge - 1 leerkrag (Hoof)	
24 leerlinge - Hoof + 1 Assistent	22
48 leerlinge - Hoof + 2 Assistente	46
73 leerlinge - Hoof + 3 Assistente	70
98 leerlinge - Hoof + 4 Assistente	95

123 pupils - principal + 5 assistants	120
148 Pupils - principal + 6 assistants	145
173 pupils - principal + 7 assistants	170
198 pupils - principal + 8 assistants	195
223 pupils - principal + 9 assistants	220
248 pupils - principal + 10 assistants	245
273 pupils - principal + 11 assistants	270
298 pupils - principal + 12 assistants	295
328 pupils - principal + 13 assistants	325
358 pupils - principal + 14 assistants	354
388 pupils - principal + 15 assistants	384
418 pupils - principal + 16 assistants	413
448 pupils - principal + 17 assistants	443
480 pupils - principal + 18 assistants	475
512 pupils - principal + 19 assistants	507

123 leerlinge - Hoof + 5 Assistentie	120
148 leerlinge - Hoof + 6 Assistentie	145
173 leerlinge - Hoof + 7 Assistentie	170
198 leerlinge - Hoof + 8 Assistentie	195
223 leerlinge - Hoof + 9 Assistentie	220
248 leerlinge - Hoof + 10 Assistentie	245
273 leerlinge - Hoof + 11 Assistentie	270
298 leerlinge - Hoof + 12 Assistentie	295
328 leerlinge - Hoof + 13 Assistentie	325
358 leerlinge - Hoof + 14 Assistentie	354
388 leerlinge - Hoof + 15 Assistentie	384
418 leerlinge - Hoof + 16 Assistentie	413
448 leerlinge - Hoof + 17 Assistentie	443
480 leerlinge - Hoof + 18 Assistentie	475
512 leerlinge - Hoof + 19 Assistentie	507

More than 512 pupils — an additional teacher for every 32 pupils more than 512.

Meer as 512 leerlinge — 'n adisionele onderwyser vir elke 32 leerlinge meer as 512.

(iii) At special schools and classes:

(iii) By spesiale skole en klasse:

(a) At special schools:

(a) By spesiale skole:

Basic: Principal plus one instructor and one assistant teacher; plus one instructor or assistant teacher for every 15 pupils or part thereof.

Basies: Hoofonderwyser plus een instrukteur en een assistent-onderwyser; plus een instrukteur of assistent onderwyser vir elke 15 leerlinge of gedeelte daarvan.

(b) For special classes (opportunity classes) at primary schools:

(b) By spesiale klasse (geleentheids-klasse) by laerskole:

<i>Allocation</i>	<i>Decrease</i>
10 pupils - 1 teacher	8
18 pupils - 2 teachers	16
30 pupils - 3 teachers	28
44 pupils - 4 teachers	42
60 pupils - 5 teachers	58

<i>Toekenning</i>	<i>Vermin-dering</i>
10 leerlinge - 1 onderwyser	8
18 leerlinge - 2 onderwysers	16
30 leerlinge - 3 onderwysers	28
44 leerlinge - 4 onderwysers	42
60 leerlinge - 5 onderwysers	58

An additional teacher for every 15 + pupils:

'n Adisionele onderwyser vir elke 15+ leerlinge: Met dien verstande dat die Departement na goeddunke van die kwota kan afwyk wanneer daar meer as een voertaal in dieselfde skool gebruik word.

Provided that the Department in its discretion may deviate from this quota when more than one medium of instruction is used in the same school.

(II)(i) When more than one medium of instruction is used in the same school the various linguistic groups at such school shall be regarded as separate units for the determination of the number of teachers at such school.

(ii) (a) The staff at high and secondary schools shall be determined according to the relevant scale in terms of the number of pupils enrolled on the tenth schoolday of the first quarter of the year and for that purpose a return on the prescribed form shall be completed on the said day and submitted to the Department.

(b) If the number of pupils enrolled at such school on the tenth school day of the first quarter does not justify the existing number of posts the redundant post(s) shall be abolished immediately and if the number of pupils enrolled entitles a school to an additional post the Department may in its discretion create such post.

(c) After the tenth schoolday of the first quarter of the year additional posts at high and secondary schools shall only be created if the number of pupils required under the scale for every additional post is exceeded by -

(aa) 5 or more in schools or divisions with fewer than four full-time teachers;

(bb) 15 or more in schools or divisions with four to nine full-time teachers;

(cc) 30 or more in schools or divisions with ten or more full-time teachers

and if additional posts are justified hereunder the Department may approve the creation thereof.

(d) After the tenth schoolday of the first quarter of the year posts at high and

(II) (i) Wanneer daar van meer as een voertaal in dieselfde skool gebruik gemaak word, word die verskillende taalgroepe by sodanige skool vir die doeleindes van die bepaling van die aantal onderwysers van sodanige skool as afsonderlike eenhede beskou.

(ii) (a) Die personeel by hoër en sekondêre skole word ooreenkomstig die toepaslike skaal bepaal volgens die aantal ingeskrewe leerlinge op die tiende skooldag van die eerste kwartaal van die jaar en vir daardie doel moet 'n opgawe op die voorgeskrewe vorm op bedoelde dag voltooi en aan die Departement voorgelê word.

(b) As die aantal ingeskrewe leerlinge by sodanige skool op die tiende skooldag van die eerste kwartaal nie die bestaande aantal poste regverdig nie, word die oortollige poste dadelik afgeskaf en as die aantal ingeskrewe leerlinge op daardie dag 'n skool laat kwalifiseer vir 'n addisionele pos kan sodanige pos na goeëddunke deur die Departement ingestel word.

(c) Na die tiende skooldag van die eerste kwartaal van die jaar word addisionele poste by hoër en sekondêre skole slegs ingestel indien die aantal leerlinge wat volgens die skaal vereis word vir elke addisionele pos oorskry word deur -

(aa) 5 of meer in skole of afdelings met minder as vier voltydse onderwysers;

(bb) 15 of meer in skole of afdelings met van vier tot nege voltydse onderwysers;

(cc) 30 of meer in skole of afdelings met 10 of meer voltydse onderwysers,

en as addisionele poste hiervolgens geregverdig is kan die Departement die instelling daarvan goedkeur.

(d) Na die tiende skooldag van die eerste kwartaal van die jaar

secondary schools shall only be abolished if the number of pupils enrolled which is less than the number of pupils required under the scale for the existing posts is -

(aa) 5 or more less in schools or divisions with fewer than four full-time teachers;

(bb) 15 or more less in schools or divisions with four to nine full-time teachers;

(cc) 30 or more less in schools or divisions with ten or more full-time teachers:

Provided that the staff at high and secondary schools shall not be decreased during the year if such a decrease will in the opinion of the Department affect the organisation of the school adversely.

(iii)(a) At primary schools the number of teachers shall be determined according to the relevant scale and if any such school, according to the number of pupils enrolled at any time during the year qualifies for additional staff in terms of the relevant scale, the Department may at any time create the necessary posts.

(b) When the number of pupils enrolled at a primary school at any time during the year decreases to less than the minimum number of pupils required to retain the existing number of teachers, the principal shall inform the Department in writing thereof, and the Department shall decide according to the merits of the case, when such a post shall be abolished.

(iv) Notwithstanding any provisions to the contrary in this subregulation additional staff shall not be authorised at any school during the last term of the year unless the enrolment has increased to

word poste by hoër en sekondêre skole slegs afgeskaf indien die aantal ingeskrewe leerlinge wat minder is as die getal leerlinge wat volgens die skaal vereis word vir die bestaande poste met

(aa) 5 of meer minder is in skole of afdelings met minder as vier voltydse onderwysers;

(bb) 15 of meer minder is in skole of afdelings met van vier tot nege voltydse onderwysers;

(cc) 30 of meer minder is in skole of afdelings met 10 of meer voltydse onderwysers.

Met dien verstande dat die personeel by hoër en sekondêre skole nie gedurende die jaar verminder word nie as volgens die oordeel van die Departement sodanige vermindering die organisasie van die skool nadelig sal tref.

(iii) (a) By laerskole word die aantal onderwysers ooreenkomstig die toepaslike skaal bepaal en indien enige sodanige skool, volgens sy aantal ingeskrewe leerlinge te eniger tyd gedurende die jaar ooreenkomstig die toepaslike skaal vir addisionele personeel kwalifiseer, kan die nodige poste te eniger tyd deur die Departement ingestel word.

(b) Wanneer die aantal ingeskrewe leerlinge by 'n laerskool te eniger tyd gedurende die jaar laer as die minimum behoudsifer vir die bestaande aantal poste daal, moet die hoofonderwyser die Departement skriftelik daarvan verwittig en die Departement beslis, volgens die meriete van die geval, wanneer so 'n pos afgeskaf moet word.

(iv) Ondanks enige andersluidende bepalinge van hierdie subregulasie word addisionele personeel by geen skool gedurende die vierde kwartaal van die jaar gemagtig nie tensy

such an extent that an additional post is imperative.”;

(b) by the substitution of the following paragraphs for paragraphs (a), (b), (c), (d) and (e) of sub-regulation (2):

(a) Principal:

One post at every school.

(b) Vice-principal:

(i) One post at every high school: Provided that two such posts shall be included if the number of pupils enrolled remains -

(a) at least 400 pupils above the fifth standard; or

(b) at least 200 pupils above the fifth standard and at least 200 pupils under the sixth standard.

(ii) One post at every secondary school if the number of pupils enrolled at such school remains -

(a) at least 50 pupils in standards above the fifth standard; or

(b) a total of at least 200 pupils.

(iii) One post at every special school for senior pupils.

(iv) (a) One post at every primary school if the number of pupils enrolled remains at least 250 pupils; or

(b) two such posts at every primary school if the number of pupils enrolled remains at least 600 pupils.

(c) Assistant teacher, special grade:

(i) At a high school at which both boys and girls are admitted - one such post for every 150 pupils enrolled at such school; and

die inskrywing in so 'n mate vermeerder het dat 'n addisionele pos gebiedend is.”;

(b) deur paragrawe (a), (b), (c), (d) en (e) van sub-regulasie (2) deur die volgende paragrawe te vervang:

“(a) Hoofonderwyser:

Een pos aan elke skool.

(b) Onderhoof:

(i) Een pos aan elke hoërskool: Met dien verstande dat twee sodanige poste al dus ingesluit word as die aantal ingeskrewe leerlinge aan sodanige skool -

(a) minstens 400 leerlinge bo die vyfde standerd; of

(b) minstens 200 leerlinge bo die vyfde standerd en minstens 200 leerlinge onder die sesde standerd

bly.

(ii) Een pos aan elke sekondêre skool as die aantal ingeskrewe leerlinge aan sodanige skool -

(a) minstens 50 leerlinge bo die vyfde standerd, of

(b) altesaam minstens 200 leerlinge

bly.

(iii) Een pos aan elke spesiale skool vir senior leerlinge.

(iv) (I) Een pos aan elke laerskool as die aantal ingeskrewe leerlinge aan sodanige skool minstens 250 leerlinge bly; of

(II) twee sodanige poste aan elke laerskool as die aantal ingeskrewe leerlinge aan sodanige skool minstens 600 leerlinge bly.

(c) Assistent-onderwyser, spesiale graad:

(i) Aan 'n hoërskool waartoe sowel seuns as meisies toegelaat word - een sodanige pos vir elke 150 ingeskrewe leerlinge aan sodanige skool; en

(ii) at a high school with a primary division the following additional posts -

- (I) One such post if the number of pupils at such primary division remains at least 100 pupils; or
- (II) two such posts if the number of pupils enrolled at such primary division remains at least 300 pupils;

(iii) at a secondary school -

- (I) one such post if the number of pupils enrolled at such school remains at least 100 pupils above the fifth standard; and
- (II) one such post if the school has a primary division and the number of pupils enrolled at such primary division remains at least 100 pupils; or
- (III) two such posts if the number of pupils enrolled at such primary division remains at least 300 pupils;

(iv) at a special school for senior pupils -

- (I) one such post; or
- (II) two such posts if the number of pupils enrolled at such special school remains at least 150 pupils;

(v) at a primary school -

- (I) one such post if the number of pupils enrolled at such school remains at least 100 pupils; or
- (II) two such posts if the number of pupils enrolled at such school remains at least 300 pupils; or
- (III) three such posts if the number of pupils enrolled at such school remains at least 600 pupils;

(ii) aan 'n hoërskool met 'n primêre afdeling die volgende addisionele poste -

- (I) een sodanige pos as die aantal ingeskrewe leerlinge in bedoelde primêre afdeling minstens 100 leerlinge bly; of
- (II) twee sodanige poste as die aantal ingeskrewe leerlinge in bedoelde primêre afdeling minstens 300 leerlinge bly;

(iii) aan 'n sekondêre skool -

- (I) een sodanige pos as in sodanige skool die aantal ingeskrewe leerlinge bo die vyfde standerd minstens 100 leerlinge bly; en
- (II) een sodanige pos as die skool 'n primêre afdeling het en die aantal ingeskrewe leerlinge in sodanige primêre afdeling minstens 100 leerlinge bly; of
- (III) twee sodanige poste as die aantal ingeskrewe leerlinge in sodanige primêre afdeling minstens 300 leerlinge bly;

(iv) aan 'n spesiale skool vir senior leerlinge -

- (I) een sodanige pos; of
- (II) twee sodanige poste as die aantal ingeskrewe leerlinge in sodanige spesiale skool minstens 150 leerlinge bly;

(v) aan 'n laerskool -

- (I) een sodanige pos as die aantal ingeskrewe leerlinge in sodanige skool minstens 100 leerlinge bly; of
- (II) twee sodanige poste as die aantal ingeskrewe leerlinge in sodanige skool minstens 300 leerlinge bly; of
- (III) drie sodanige poste as die aantal ingeskrewe leerlinge in sodanige skool minstens 600 leerlinge bly;

Provided that in the cases provided for in subparagraphs II and III the incumbent of one such post shall be a female;

- (vi) at all schools — one additional assistant teacher, special grade, in cases where a post of vice-principal is vacant or a vice-principal has to act as principal for a period longer than one month.

(d) Scribe:

To alleviate the clerical burdens of principals the Department may, at the request of the principal, appoint a scribe from the staff of the school concerned on the basis and at the remuneration set out in regulation 42.”; and

- (c) by the substitution of the following subregulation for subregulation (4):

“(4) In addition to the number of teaching posts allotted in terms of subregulations (1) and (3) the under-mentioned posts are allotted to a school on the basis set out in the respective paragraphs:

(a) Teacher-librarians:

- (i) to every high school:
(ii) to every primary school with 400 or more enrolled pupils.

(b) Teacher-psychologists:

- (i) one post of teacher-psychologist shall be allotted to every high school with 250 or more, but less than 500, enrolled pupils.
(ii) two posts of teacher-psychologist shall be allotted to every high school with 500 or more enrolled pupils.

- (2) (a) Subregulation (1)(a) and (b) shall be deemed to have taken effect on the first day of April 1965.

- (b) Subregulation (1)(c) shall be deemed to have taken effect on the first day of April 1967.

4.(1) Regulations 8 up to and including 17 are hereby repealed.

Met dien verstande dat in die gevalle beoog in subparagrafe II en III die bekleër van een sodanige pos 'n vrou moet wees;

- (vi) aan alle skole — een addisionele assistent-onderwyser, spesiale graad, in gevalle waar 'n onderhoofpos vakant is of waar 'n onderhoof as hoofonderwyser moet waarneem vir 'n tydperk langer as een maand.

(d) Skriba:

Om die klerklike laste van hoofonderwysers te verlig, kan die Departement op versoek van 'n hoofonderwyser, uit die personeel van die betrokke skool 'n skriba aanstel op die basis en teen die besoldiging soos in regulasie 42 bepaal.”; en

- (c) deur subregulasie (4) deur die volgende subregulasie te vervang:-

“(4) Bykomend tot die aantal onderwysposte toegeken ingevolge subregulasies (1) en (3) word die ondergenoemde poste op die basis in die onderskeie paragrafe uiteengesit, aan 'n skool toegeken:

(a) Onderwyser-bibliotekaris:

- (i) aan elke hoërskool;
(ii) aan elke laerskool met 400 of meer ingeskrewe leerlinge.

(b) Onderwyser-sielkundiges:

- (i) een pos van onderwyser-sielkundige toegeken aan elke hoërskool met 250 of meer, maar minder as 500, ingeskrewe leerlinge;
(ii) twee poste van onderwyser-sielkundige toegeken aan elke hoërskool met 500 of meer ingeskrewe leerlinge.

- (2) (a) Subregulasies (1)(a) en (b) word geag op die eerste dag van April 1965 in werking te getree het.

- (b) Subregulasie (1)(c) word geag op die eerste dag van April 1967 in werking te getree het.

4.(1) Regulasies 8 tot en met 17 word hierby herroep.

- (2) Subregulation (1) shall be deemed to have taken effect on the first day of January 1966.
- 5.(1) Regulations 21 and 22 are hereby repealed.
- (2) Subregulation (1) shall be deemed to have taken effect on the first day of January 1966.
- 6.(1) Regulations 24 and 25 are hereby repealed.
- (2) Subregulation (1) shall be deemed to have taken effect on the first day of January 1966.
- 7.(1) Regulation 27 is hereby repealed.
- (2) Subregulation (1) shall be deemed to have taken effect on the first day of January 1966.
- 8.(1) Regulation 28 is hereby amended:
- (a) by the substitution of the following subregulations for subregulations (2), (3) and (4):
- “(2) A teacher, other than an instructor, assuming duty under the Department and having recognised teaching experience shall begin at such salary on the salary scale applicable to him according to his qualifications as has been determined after such teacher has been granted one salary notch for every completed year of such satisfactory experience (whether consecutive or not) for which documentary proof has been submitted.
- (3) A teacher other than an instructor assuming duty under the Department and having previous non-teaching experience which is recognised by the Department, shall begin at such salary on the salary scale applicable to him according to his qualifications, as has been determined after such teacher has been granted one salary notch for every completed two years of such non-teaching experience (whether consecutive or not) for which documentary proof has been submitted.
- (4) The salary of qualified artisan appointed as instructor in the service of the Department shall be determined as follows:
- (a) If his previous experience includes any experience as instructor, one salary notch on the salary scale applicable to him in respect of every completed year of such experience including experience as instructor for which document-
- (2) Subregulasie (1) word geag op die eerste dag van Januarie 1966 in werking te getree het.
- 5.(1) Regulasies 21 en 22 word hierby herroep.
- (2) Subregulasie (1) word geag op die eerste dag van Januarie 1966 in werking te getree het.
- 6.(1) Regulasies 24 en 25 word hierby herroep.
- (2) Subregulasie (1) word geag op die eerste dag van Januarie 1966 in werking te getree het.
- 7.(1) Regulasie 27 word hierby herroep.
- (2) Subregulasie (1) word geag op die eerste dag van Januarie 1966 in werking te getree het.
- 8.(1) Regulasie 28 word hierby gewysig -
- (a) deur subregulasies (2), (3) en (4) deur die volgende subregulasies te vervang:
- “(2) ’n Onderwyser, ’n instrukteur uitgesluit, wat diens by die Departement aanvaar en wat erkende onderwysondervinding het, begin teen sodanige salaris op die salaris-skaal wat volgens sy kwalifikasies op hom van toepassing is, soos bepaal word nadat aan sodanige onderwyser een salariskerf vir elke voltooide jaar van sodanige bevredigende ondervinding (hetsy onafgebroke of nie) waarvoor dokumentêre bewys ingedien is, toegestaan is.
- (3) ’n Onderwyser, ’n instrukteur uitgesluit, wat diens by die Departement aanvaar en wat vorige nie-onderwysondervinding het wat deur die Departement erken word, begin teen sodanige salaris op die salaris-skaal wat volgens sy kwalifikasies op hom van toepassing is, soos bepaal word nadat aan sodanige onderwyser een salariskerf vir elke voltooide twee jaar van sodanige nie-onderwysondervinding (hetsy onafgebroke of nie) waarvoor dokumentêre bewys ingedien is, toegestaan is.
- (4) ’n Gekwalifiseerde ambagsman wat as instrukteur in diens van die Departement aangestel word, se salaris word soos volg bepaal:
- (a) As sy vorige ondervinding enige instrukteursondervinding insluit, word aan hom een salariskerf op die salaris-skaal wat op hom van toepassing is toegestaan ten opsigte van elke voltooide jaar van sodanige ondervinding wat

tary proof has been submitted shall be granted to him;

(b) if his previous experience does not include experience as instructor, one salary notch on the salary scale applicable to him in respect of every completed two years of such previous experience for which documentary evidence has been submitted, shall be granted;" and

(b) by the deletion of subregulation (6).

(2) Subregulation (1) shall be deemed to have taken effect on the first day of January 1966.

9.(1) Regulation 30 is hereby amended by the substitution of the following subregulation for subregulation (1):

"(1) Subject to the provisions of subregulation (2) the salary of a teacher may be increased by one notch increment on the salary scale applicable to him after the completion of every incremental period with effect from the first day of the calendar month in which his actual or calculated date of appointment in the service recurs annually."

(2) Subregulation (1) shall be deemed to have taken effect on the first day of January 1966.

10.(1) Regulation 33 is hereby repealed.

(2) Subregulation (1) shall be deemed to have taken effect on the first day of January 1966.

11.(1) Regulation 34 is hereby amended by the substitution of the following subregulation for subregulation (3):

"(3) If a teacher dies while he is in the service of the Department, his salary shall be paid up to the day of his death, unless he has performed the duties of his post up to the last school day of the calendar quarter in which he died, in which case his salary shall be paid up to the last day of that calendar quarter."

(2) Subregulation (1) shall be deemed to have taken effect on the first day of January 1966.

12.(1) Regulation 41 is hereby amended by the substitution of the following subregulation for subregulation (1):

instrukteursondervinding insluit en waarvoor dokumentêre bewys ingedien is;

(b) as sy vorige ondervinding geen instrukteursondervinding insluit nie, word aan hom een salariskerf op die salarisskaal wat op hom van toepassing is, toegestaan ten opsigte van elke voltooide twee jaar van sodanige vorige ondervinding waarvoor dokumentêre bewys ingedien is; en

(b) deur subregulasie (6) te skrap.

(2) Subregulasie (1) word geag op die eerste dag van Januarie 1966 in werking te getree het.

9.(1) Regulasie 30 word hierby gewysig deur subregulasie (1) deur die volgende subregulasie te vervang:

"(1) Behoudens die bepalings van subregulasie (2) kan die salaris van 'n onderwyser verhoog word met een kerf verhoging op die salarisskaal wat op hom van toepassing is na voltooiing van elke salarisverhogingstydperk en wel met ingang van die eerste dag van die kalendermaand waarin sy werklike of berekende datum van toetrede tot die diensverjaar."

(2) Subregulasie (1) word geag op die eerste dag van Januarie 1966 in werking te getree het.

10.(1) Regulasie 33 word hierby herroep.

(2) Subregulasie (1) word geag op die eerste dag van Januarie 1966 in werking te getree het.

11.(1) Regulasie 34 word hierby gewysig deur subregulasie (3) deur die volgende subregulasie te vervang:

"(3) As 'n onderwyser sterf terwyl hy in diens van die Departement is, word sy salaris tot die dag van sy dood betaal, tensy hy die pligte van sy betrekking vervul het tot die laaste skooldag van die kalenderkwartaal in die loop waarvan hy gesterf het, in welke geval sy salaris tot die laaste dag van daardie kalenderkwartaal betaal word."

(2) Subregulasie (1) word geag op die eerste dag van Januarie 1966 in werking te getree het.

12.(1) Regulasie 41 word hierby gewysig deur subregulasie (1) deur die volgende subregulasie te vervang:

- “(1) A teacher having a recognised teacher’s certificate shall receive in addition to the salary applicable to him in accordance with his qualifications a special allowance of R200,00 a year irrespective of his marital status and whether his appointment is permanent or temporary.”
- (2) Subregulation (1) shall be deemed to have taken effect on the first day of January 1966.
- 13.(1) Regulation 42 is hereby amended by the substitution of the word “January” for the word “April” in subregulation (1).
- (2) subregulation (1) shall be deemed to have taken effect on the first day of January 1966.
- 14.(1) Regulation 43 is hereby amended by the substitution of the following subregulation for subregulation (1):
- “(1) An instructor, not having a recognised teacher’s certificate shall, in addition to his salary as instructor receive a special allowance of R120,00 a year.”
- (2) Subregulation (1) shall be deemed to have taken effect on the first day of January 1966.
15. Regulation 65 is hereby amended by the substitution of the word “pensioen” for the word “penisoen” in subregulation (2)(b) of the Afrikaans text.
- 16.(1) The following heading and regulation shall be inserted after regulation 89:
- “MEMBERSHIP OF THE PUBLIC SERVICE MEDICAL AID ASSOCIATION.**
- 89A All teachers appointed in a permanent capacity in the service of the Department on or after 1 January 1969 shall be compelled to become members of the Public Service Medical Aid Association with effect from the date of their appointment.”
- (2) Subregulation (1) shall be deemed to have taken effect on the first day of January 1969.
- “(1) ’n Onderwyser wat in besit is van ’n erkende onderwyssertifikaat ontvang, benewens die salaris wat volgens sy kwalifikasies op hom van toepassing is, ’n spesiale toelae van R200 per jaar, ongeag sy huwelikstaat en of sy aanstelling van ’n tydelike of permanente aard is.”
- (2) Subregulasie (1) word geag op die eerste dag van Januarie 1966 in werking te getree het.
- 13.(1) Regulاسie 42 word hierby gewysig deur in subregulasie (1) die woord “April” deur die woord “Januarie” te vervang.
- (2) Subregulasie (1) word geag op die eerste dag van Januarie 1966 in werking te getree het.
- 14.(1) Regulاسie 43 word hierby gewysig deur subregulasie (1) deur die volgende subregulasie te vervang:
- “(1) ’n Instrukteur wat nie in besit van ’n erkende onderwyssertifikaat is nie, ontvang, benewens sy salaris as instrukteur ’n spesiale toelae van R120 per jaar.”
- (2) Subregulasie (1) word geag op die eerste dag van Januarie 1966 in werking te getree het.
15. Regulاسie 65 word hierby gewysig deur die woord “pensioen” in subregulasie (2)(b) deur die woord “pensioen” te vervang.
- 16.(1) Die volgende opskrif en regulاسie word na regulاسie 89 ingevoeg:
- “LIDMAATSKAP VAN DIE MEDIESE HULPVERENIGING VAN STAATSAMPTE-NARE**
- 89A Alle onderwysers wat op of na 1 Januarie 1969 in ’n permanente hoedanigheid in die diens van die Departement aangestel word is verplig om met ingang van die datum van hulle aanstelling lid te word van die Mediese Hulpvereniging van Staatsamptenare.
- (2) Subregulasie (1) word geag op die eerste dag van Januarie 1969 in werking te getree het.

ANNEXURE II

1. The regulations promulgated under Government Notice 55 of 29 April 1964 are hereby repealed.
2. Regulation 1 shall be deemed to have taken effect on the first day of January 1974.

BYLAE II

1. Die regulاسies afgekondig by Goewermmentskennisgewing 55 van 29 April 1964 word hierby herroep.
2. Regulاسie 1 word geag op die eerste dag van Januarie 1974 in werking te getree het.

ANNEXURE III

1. The regulations promulgated under Government Notice 56 of 29 April 1964 are hereby repealed.
2. Regulation 1 shall be deemed to have taken effect on the first day of January 1974.

ANNEXURE IV

1. The regulations promulgated under Government Notice 57 of 29 April 1964 are hereby repealed.
2. Regulation 1 shall be deemed to have taken effect on the first day of January 1974.

ANNEXURE V

The regulations promulgated under Government Notice 59 of 29 April 1964, are hereby amended as follows:

1. The following regulation is hereby substituted for regulation 4:

“4. The amount of the financial aid rendered shall be forty-six rand per pupil per year or a *pro rata* portion thereof for a child attending the school for periods shorter than one year:

Provided that such *pro rata* portion shall only be allotted in respect of a child attending the school for at least one full school quarter.”
2. Regulation (1) shall be deemed to have taken effect on the first day of January 1968.

ANNEXURE VI

1. The regulations promulgated under Government Notice 61 of 29 April 1964 are hereby repealed.
2. Regulation 1 shall be deemed to have taken effect on the first day of January 1974.

ANNEXURE VII

1. The regulations promulgated under Government Notice 62 of 29 April 1964 are hereby repealed.
2. Regulation 1 shall be deemed to have taken effect on the first day of January 1974.

ANNEXURE VIII

1. The regulations promulgated under Government Notice 63 of 29 April 1964 are hereby repealed.

BYLAE III

1. Die regulasies afgekondig by Goewermentskennisgewing 56 van 29 April 1964 word hierby herroep.
2. Regulاسie 1 word geag op die eerste dag van Januarie 1974 in werking te getree het.

BYLAE IV

1. Die regulاسies afgekondig by Goewermentskennisgewing 57 van 29 April 1964 word hierby herroep.
2. Regulاسie 1 word geag op die eerste dag van Januarie 1974 in werking te getree het.

BYLAE V

Die regulاسies afgekondig by Goewermentskennisgewing 59 van 29 April 1964 word hierby soos volg gewysig:

1. Regulاسie 4 word hierby deur die volgende regulاسie vervang:

“4. Die bedrag van die finansiële bystand wat verleen word, is ses-en-veertig rand per leerling per jaar of ’n *pro rata* deel daarvan vir ’n kind wat vir ’n tydperk korter as een jaar ’n leerling van sodanige skool is: Met dien verstande dat sodanige *pro rata* deel slegs toegeken sal word ten opsigte van ’n kind wat minstens een volle skoolkwartaal ’n leerling van sodanige skool is.”
2. Regulاسie 1 word geag op die eerste dag van Januarie 1968 in werking te getree het.

BYLAE VI

1. Die regulاسies afgekondig by Goewermentskennisgewing 61 van 29 April 1964 word hierby herroep.
2. Regulاسie 1 word geag op die eerste dag van Januarie 1974 in werking te getree het.

BYLAE VII

1. Die regulاسies afgekondig by Goewermentskennisgewing 62 van 29 April 1964 word hierby herroep.
2. Regulاسie 1 word geag op die eerste dag van Januarie 1974 in werking te getree het.

BYLAE VIII

1. Die regulاسies afgekondig by Goewermentskennisgewing 63 van 29 April 1964 word hierby herroep.

2. Regulation 1 shall be deemed to have taken effect on the first day of January 1974.

ANNEXURE IX

The regulations promulgated under Government Notice 66 of 29 April 1964 are hereby amended as follows:

1. (1) Regulation (1) is hereby amended -

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

'superintendent' means the person appointed as superintendent under regulation 13 by the Director; and includes an acting superintendent;" and

(b) by the addition of the following definition:

'assistant-superintendent' means the person appointed by the Director under the proviso to regulation 13 as assistant-superintendent of a block of residential units for pupil boarders."

(2) Subregulation (1) shall be deemed to have taken effect on the first day of July 1973.

2. (1) The following regulation is hereby substituted for regulation 13:

"13. The general supervision over every hostel shall vest in the principal of the school to which such hostel is attached and the immediate control over every hostel shall vest in the superintendent appointed by the Director and such superintendent shall live in the hostel or in such residence as is made available for him: Provided that where a hostel consists of more than one block of residential units for pupil boarders, the Director may appoint a teacher he considers competent as assistant-superintendent of each such block of residential units and such assistant-superintendent shall live in such hostel or in such residence as is made available for him."

(2) Subregulation (1) shall be deemed to have taken effect on the first day of July 1973.

(1) Regulation 14 is hereby amended -

(a) by the substitution for the word "superintendent" wherever it appears of the words "superintendent or assistant-superintendent"; and

2. Regulاسie 1 word geag op die eerste dag van Januarie 1974 in werking te getree het.

BYLAE IX

Die regulاسies afgekondig by Goewermmentskennisgewing 66 van 29 April 1964 word hierby soos volg gewysig:

1. (1) Regulاسie 1 word hierby gewysig -

(a) deur die woordoms krywing van "superintendent" deur die volgende woordoms krywing te vervang:

"'superintendent' die persoon wat ingevolge regulاسie 13 deur die Direkteur as superintendent aangestel is; en omvat ook 'n waarnemende superintendent;" en

(b) deur die volgende woordoms krywing by te voeg:

"'assistent-superintendent' die persoon wat deur die Direkteur ingevolge die voorbehoudsbepaling by regulاسie 13 as assistent-superintendent van 'n blok wooneenhede vir leerlingkoshangers aangestel is."

(2) Subregulasie 1 word geag op die eerste dag van Julie 1973 in werking te getree het.

2. (1) Regulاسie 13 word hierby deur die volgende regulاسie vervang:

"13. Die algemene toesig oor elke koshuis berus by die hoofonderwyser van die skool waaraan sodanige koshuis verbonde is en die onmiddellike beheer oor elke koshuis berus by die superintendent wat deur die Direkteur aangestel word, en sodanige superintendent moet in die koshuis of in sodanige woning soos vir hom beskikbaar gestel word, inwoon: Met dien verstande dat indien 'n koshuis uit meer as een blok wooneenhede vir leerlingkoshangers bestaan, die Direkteur vir elke sodanige blok wooneenhede 'n onderwyser wat hy as bevoeg beskou, as assistent-superintendent kan aanstel en sodanige assistent-superintendent moet in sodanige koshuis of in sodanige woning soos vir hom beskikbaar gestel word, inwoon."

(2) Subregulasie (1) word geag op die eerste dag van Julie 1973 in werking te getree het.

3. (1) Regulاسie 14 word hierby gewysig -

(a) deur die woord "superintendent" oral waar dit voorkom deur die woord "superintendent of assistent-superintendent" te vervang; en

(b) by the insertion of the following subregulation after subregulation (6):

“(6A) The assistant-superintendent of a block of residential units for pupil boarders shall be under the direct control of the superintendent of the hostel and shall be responsible for the general discipline, management and supervision of the relevant block of residential units for pupil boarders and shall promote the interest of the boarders to the best of his ability and shall be responsible for all equipment and state property in the relevant block of residential units for pupil boarders and it shall be part of his duties to obey and carry out any instructions which the superintendent, with the approval of the Department, issues to him.”

(2) Subregulation (1) shall be deemed to have taken effect on the first day of July 1973.

4.(1) Regulation 17 is hereby amended by the substitution for the word “superintendent” of the words “superintendent or assistant-superintendent.”

(2) Subregulation (1) shall be deemed to have taken effect on the first day of July 1973.

5.(1) Regulation 18 is hereby amended by the substitution for the word “superintendent” wherever it occurs of the words “superintendent or assistant-superintendent.”

(2) Subregulation (1) shall be deemed to have taken effect on the first day of July 1973.

6.(1) The following regulation is hereby substituted for regulation 20:

“20(1) The Department may require that any teacher of a school live and serve in a hostel attached to the school or any other hostel as full or part-time supervisor and appoint him as such.

(2) The Department may appoint the wife of a superintendent or an assistant-superintendent as female supervisor in a hostel at a remuneration of R16 per month and may also appoint the wife of a supervisor as female supervisor who shall be entitled to free board and lodging as remuneration.”

(2) Subregulation (1) shall be deemed to have taken effect on the first day of July 1973.

7.(1) Regulation 21 is hereby amended by the substitution for the word “superintendent” wherever it oc-

(b) deur na subregulasie (6) die volgende subregulasie in te voeg:

“(6A) Die assistent-superintendent van ’n blok wooneenhede vir leerlingkoscgangers staan onder die direkte beheer van die superintendent van die koshuis en is verantwoordelik vir die algemene dissipline, bestuur en toesig van die betrokke blok wooneenhede vir leerlingkoscgangers, en moet die belange van die inwoners na die beste van sy vermoë behartig, en is verantwoordelik vir alle uitrusting en staatseiendom in die betrokke blok wooneenhede vir leerlingkoscgangers en dit is deel van sy pligte om enige opdrag wat die superintendent, met die goedkeuring van die Departement, aan hom gee, te gehoorsaam en uit te voer.”

(2) Subregulasie (1) word geag op die eerste dag van Julie 1973 in werking te getree het.

4.(1) Regulasie 17 word hierby gewysig deur die woord “superintendent” deur die woorde “superintendent of assistent-superintendent” te vervang.

(2) Subregulasie (1) word geag op die eerste dag van Julie 1973 in werking te getree het.

5.(1) Regulasie 18 word hierby gewysig deur die woord “superintendent” oral waar dit voorkom deur die woorde “superintendent of assistent-superintendent” te vervang.

(2) Subregulasie (1) word geag op die eerste dag van Julie 1973 in werking te getree het.

6.(1) Regulasie 20 word hierby deur die volgende regulasie vervang:

“20(1) Die Departement kan vereis dat enige onderwyser van ’n skool in ’n koshuis aan die skool verbonde of enige ander koshuis as voltydse of deeltydse opsigter inwoon en diens doen en hom as sodanig aanstel.

(2) Die Departement kan die eggenote van ’n superintendent of assistent-superintendent as opsigster in ’n koshuis aanstel teen vergoeding van R16 per maand en kan ook die eggenote van ’n opsigter aanstel as opsigster wat as vergoeding op gratis losies en inwoning geregtig is.”

(2) Subregulasie (1) word geag op die eerste dag van Julie 1973 in werking te getree het.

7.(1) Regulasie 21 word hierby gewysig deur die woord “superintendent” oral waar dit voorkom deur die

curs of the words "superintendent or assistant-superintendent," as the case may be.

2) Subregulation (1) shall be deemed to have taken effect on the first day of July 1973.

1) The following regulation is hereby substituted for regulation 28:

"28(1) The basic domestic staff for a hostel shall consist of one matron and one female cook: Provided that no female cook shall be appointed in a hostel where no meals are prepared: Provided further that where a native cook is appointed no female cook shall be appointed.

(2) Additional domestic staff shall be approved on the following basis:

(a) Assistant matron:

(i) Senior girls' hostels:

(a) one assistant matron as soon as the number of boarders exceeds 75;

(b) a second assistant matron as soon as the number of boarders exceeds 125;

(c) a third assistant matron as soon as the number of boarders exceeds 200.

(ii) Other hostels:

(a) one assistant matron as soon as the number of boarders exceeds 60;

(b) a second assistant matron as soon as the number of boarders exceed 115:

Provided that at every hostel attached to a special school one additional post over and above those mentioned in paragraphs (a) and (b) shall be allotted.

Where a Native cook is employed, the first assistant matron shall notwithstanding anything to the contrary in this paragraph, be appointed as soon as the number of boarders exceeds 50, a second when it exceeds 100, a third when exceeds

woorde "superintendent of assistant-superintendent, na gelang", te vervang.

(2) Subregulasie (1) word geag op die eerste dag van Julie 1973 in werking te getree het.

8.(1) Regulasie 28 word hierby deur die volgende regulasie vervang:

"28(1) Die basiese huishoudelike personeel van 'n koshuis bestaan uit een matrone en een kookster: Met dien verstande dat geen kookster vir 'n koshuis waarin geen etes voorberei word, aangestel word nie: Met dien verstande voorts dat waar 'n inboorlingkok aangestel word, geen kookster aangestel word nie.

(2) Bykomende huishoudelike personeel word op die volgende basis toegestaan:

(a) Hulpmatrone:

(i) Senior meisieskoshuise:

(a) een hulpmatrone sodra die aantal kosgangers 75 oorskry;

(b) 'n tweede hulpmatrone sodra die aantal kosgangers 125 oorskry;

(c) 'n derde hulpmatrone sodra die aantal kosgangers 200 oorskry.

(ii) Ander koshuise:

(a) een hulpmatrone sodra die aantal kosgangers 60 oorskry;

(b) 'n tweede hulpmatrone sodra die aantal kosgangers 115 oorskry:

Met dien verstande dat aan elke koshuis verbonde aan 'n spesiale skool een bykomende pos bo en behalwe dié genoem in paragrafe (a) en (b) toegeken word.

Waar 'n inboorlingkok in diens is, moet die eerste hulpmatrone ondanks enige andersluidende bepalings in hierdie paragraaf aangestel word sodra die aantal kosgangers 50 oorskry, 'n tweede as dit 100 oorskry, 'n derde as dit 150 oorskry en 'n vierde as dit 200 oorskry.

150 and a fourth when it exceeds 200.

(b) Female Cook:

A second female cook as soon as the number of boarders exceeds 150:

Provided that where a Native cook is appointed no female cook shall be appointed.

(c) Junior matron:

(i) Hostels for boys or girls:

(a) One junior matron as soon as the number of pupil boarders up to and including Std. II exceeds 29;

(b) a second junior matron as soon as the number of pupil boarders up to and including Std. II exceeds 54:

Provided that a second post of junior matron may be allotted although the number of pupil boarders does not exceed 54, if the Department is convinced that exceptional circumstances exist which justify it.

(ii) Hostels for boys and girls:

(a) one junior matron as soon as the number of pupil boarders up to and including Std. II exceeds 24;

(b) a second junior matron as soon as the number of pupil boarders up to and including Std. II exceeds 44: Provided that a second post of junior matron may be allotted although the number of pupil boarders does not exceed 44, if the Department is convinced that exceptional circumstances exist which justify it."

(2) Subregulation (1) shall be deemed to have taken effect on the first day of April 1966.

9.(1) The following regulation is hereby substituted for regulation 34:

"34. The basis for the allocation of hostel servants shall be as follows:

(a) one servant for every 4 000 square feet of floor surface or a part thereof which must

(b) Kookster:

'n Tweede kookster sodra die aantal kosgangers 150 oorskry: Met dien verstande dat waar 'n inboorlingkok aangestel is, geen kookster aangestel word nie.

(c) Junior matrone:

(i) Koshuise vir seuns of dogters:

(a) een junior matrone sodra die aantal leerlingkosgangers tot en met st. II, 29 oorskry;

(b) 'n tweede junior matrone sodra die aantal leerlingkosgangers tot en met st. II, 54 oorskry: Met dien verstande dat 'n tweede pos van junior matrone toegestaan kan word alhoewel die aantal leerlingkosgangers nie 54 oorskry nie, indien die Departement oortuig is dat buitengewone omstandighede bestaan wat dit regverdig.

(ii) Koshuise vir seuns en dogters:

(a) een junior matrone sodra die aantal leerlingkosgangers tot en met st. II, 24 oorskry;

(b) 'n tweede junior matrone sodra die aantal leerlingkosgangers tot en met St. II, 44 oorskry: Met dien verstande dat 'n tweede pos van junior matrone toegestaan kan word alhoewel die aantal leerlingkosgangers nie 44 oorskry nie, indien die Departement oortuig is dat buitengewone omstandighede bestaan wat dit regverdig."

(2) Subregulasie (1) word geag op die eerste dag van April 1966 in werking te getree het.

9.(1) Regulasie 34 word hierby deur die volgende regulasie vervang:

"34. Die basis van toekenning van koshuisbediendes is soos volg:

(a) een bediende vir elke 4 000 vierkante voet vloeroppervlakte of 'n gedeelte daarvan

be cleaned: Provided that one servant may be allotted for every 8 000 square feet floor surface or part thereof in mechanised hostels: Provided further that the floor surface of kitchens, dining rooms, storerooms, laundry rooms, pantries, servants' rooms and toilets for non-white servants, shall not be brought into calculation here:

(b) one servant for each kitchen in the hostel;

(c) one servant for each dining hall in the hostel;

(d) (i) one servant for the laundry of every 18 boarders or part thereof where laundry is washed by hand and all the washing is done; or

(ii) one servant for the laundry of every 25 boarders or part thereof where all the washing is done and electric washing machines and electric or flat-irons are used; or

(iii) one servant for the laundry of every 25 boarders or part thereof where only clothes are washed:

Provided that every hostel shall have at least four hostel servants."

(2) Subregulation (1) shall be deemed to have taken effect on the first day of September 1964.

No. 336]

[10 December 1975

REGULATIONS ON THE CONDITIONS OF APPOINTMENT AND SERVICE OF WHITE TEACHERS: AMENDMENT.

The Executive Committee has under and by virtue of the provisions of section 117(1) and (2) of the Education Ordinance, 1962 (Ordinance 27 of 1962) made the following regulations.

ANNEXURE I

The regulations promulgated under Government Notice 53 of 29 April 1964 as amended are hereby further amended as follows:

1.(1) Regulation 1 is hereby amended -

(a) by the substitution of the following paragraphs for paragraph (i):

wat skoongemaak moet word: Met dien verstande dat by gemeganiseerde koshuise een bediende vir elke 8 000 vierkante voet vloeroppervlakte of gedeelte daarvan voorsien kan word: Voorts met dien verstande dat die vloeroppervlakte van kombuise, eetsale, pakkamers, wasgoedkamers, spense, bediendekamers en latrines vir nie-blanke bediendes, nie hierby in berekening gebring word nie;

(b) een bediende vir elke kombuis in die koshuis;

(c) een bediende vir elke eetsaal in die koshuis;

(d) (i) een bediende vir die wasgoed van elke 18 kosgangers of gedeelte daarvan waar wasgoed per hand gewas en alle wasgoed gedoen word; of

(ii) een bediende vir die wasgoed van elke 25 kosgangers of gedeelte daarvan waar alle wasgoed gedoen en elektriese wasmasjiene en elektriese of parstryksters gebruik word; of

(iii) een bediende vir die wasgoed van elke 25 kosgangers of gedeelte daarvan waar slegs klere gewas word:

Met dien verstande dat elke koshuis minstens vier koshuisbediendes moet hê."

(2) Subregulasie (1) word geag op die eerste dag van September 1964 in werking te getree het.

No. 336]

[10 Desember 1975

REGULASIES OP DIE AANSTELLING- EN DIENSVOORWAARDES VAN BLANKE ONDERWYSERS: WYSIGING.

Die Uitvoerende Komitee het kragtens en ingevolge die bepalings van artikel 117(1) en (2) van die Onderwysordonnansie, 1962 (Ordonnansie 27 van 1962) die regulasies in die Bylae hierby vervat, gemaak.

BYLAE I

Die regulasies afgekondig by Goewermentskennisgewing 53 van 29 April 1964, soos gewysig, word hierby verder soos volg gewysig:

1.(1) Regulasie 1 word gewysig -

(a) deur paragraaf (i) deur die volgende paragrawe te vervang:

“(i) ‘deputy-principal’ means a teacher appointed in the post referred to in regulation 7(2)(aA);

(iA) ‘retiring age’ means the reaching by a teacher of the retiring age fixed in subsection (6) of section forty-five of the Ordinance;”;

(b) by the deletion of paragraph (xv);

(c) by the substitution of the following paragraph for paragraph (xvi):

“(xvi) ‘teaching experience’ means any period of recognised service in respect of which satisfactory proof is given: Provided that all periods of leave except leave without salary shall be deemed to be experience;”;

(d) by the addition of the following paragraph:

“(xxv) ‘vice-principal’ means a teacher appointed in the post referred to in regulation 7(2)(b)”.

(2) Subregulation (1) shall be deemed to have taken effect on the first day of April 1969.

2.(1) The following regulation is hereby substituted for regulation 2:

“2. These regulations shall come into force on 15 December 1963 and shall be applicable to whites appointed as teachers in the service of the Department on the permanent or temporary teaching staff at white schools.”.

(2) Subregulation (1) shall be deemed to have taken effect on the first day of January 1974.

3.(1) Regulation 5 is hereby amended by the substitution in subregulation (3) for the words “assistant teacher or vice-principal”, of the words “assistant teacher or deputy-principal or vice-principal”.

(2) Subregulation (1) shall be deemed to have taken effect on the first day of April 1969.

4.(1) Regulation 7 is hereby amended -

(a) in subregulation (7) -

(i) by the substitution for all the words preceding the word “scale” in paragraph 1(i), of the following words:

“At high schools (except technical high schools), secondary schools and secondary divisions of primary schools;”;

“(1) ‘adjunk-hoof’ ’n onderwyser aangestel in ’n pos bedoel in regulasie 7(2) (aA);

(iA) “aftredingsouderdom” die bereiking deur ’n onderwyser van die ouderdomsgrens bepaal by subartikel (6) van artikel vyf-en-veertig van die ordonnansie;”;

(b) deur paragraaf (xv) te skrap;

(c) deur paragraaf (xvi) deur die volgende paragraaf te vervang:

“(xvi) “onderwysondervinding” enige tydperk van erkende diens ten opsigte waarvan bevredigende bewys gelewer word: Met dien verstande dat alle tydperke van verlof behalwe verlof sonder salaris as sodanige ondervinding beskou word;”;

(d) deur die volgende paragraaf by te voeg:

“(xxv) “vise-hoof” ’n onderwyser aangestel in ’n pos bedoel in regulasie 7(2)(b)”.

(2) Subregulasie (1) word geag op die eerste dag van April 1969 in werking te getree het.

2.(1) Regulasie 2 word deur die volgende regulasie vervang:

“2. Hierdie regulasies tree in werking op 15 Desember 1963 en is van toepassing op blankes aangestel as onderwysers in die diens van die Departement in die vaste of tydelike onderwyspersoneel in blanke skole.”.

(2) Subregulasie (1) word geag op die eerste dag van Januarie 1974 in werking te getree het.

3.(1) Regulasie 5 word gewysig deur in subregulasie (3) die woorde assistent-onderwyser of onderhoof” deur die woorde “assistent-onderwyser, vise-hoof of adjunkhoof” te vervang.

(2) Subregulasie (1) word geag op die eerste dag van April 1969 in werking te getree het.

4.(1) Regulasie 7 word gewysig -

(a) deur in subregulasie (1) -

(i) al die woorde wat die woord “skaal” in paragraaf 1(i) voorafgaan, deur die volgende woorde te vervang:

“By hoërskole (uitgesonderd hoër tegniese skole), sekondêre skole en sekondêre afdelings van laerskole;”;

(ii) by the addition of the following paragraph at the end of paragraph (I)(i):

“(iA) At technical high schools:

Scale.

Number of Teachers

Number of pupils enrolled to qualify for the allotment of

(a) Academic:

7	Fewer than 130
8	130
9	160
10	190
11	220
12	250
13	280
14	310
15	340
16	370
17	400
18	430
19	460
20	490
21	520
22	550
23	580
24	610

An additional teacher for every 30 pupils more than 610

More than 610

(b) Workshops (technical teachers allotted to a school over and above the number of teachers in the academic division as set out in (a) above, for every workshop attached to such school):

2	Fewer than 24
3	25
4	75
5	125 and more.”;

(b) by the addition of the following paragraph at the end of paragraph (a) of subregulation (2):

“(aA) Deputy-Principal:

(i) One post at every -

(a) high school, including commercial high, technical high and commercial and technical high school (combined) where 600 or more pupils are enrolled;

(b) a primary school, graded as P.I.;

(c) a junior high school (secondary school) where 600 or more pupils are enrolled;

(d) a special school where 300 or more pupils are enrolled:

(ii) na paragraaf (I)(i) die volgende paragraaf in te voeg:

“(iA) By hoër tegniese skole:

Skaal

Aantal onderwysers

Aantal ingeskrewe leerlinge om te kwalifiseer vir toekenning van

(a) Akademies:

7	Minder as 130
8	130
9	160
10	190
11	220
12	250
13	280
14	310
15	340
16	370
17	400
18	430
19	460
20	490
21	520
22	550
23	580
24	610

'n Addisionele onderwyser vir elke 30 leerlinge bo 610

(b) Werkswinkels (tegniese onderwysers wat, bykomend tot die getal onderwysers in die akademiese rigting soos uiteengesit in (a) hierbo, aan 'n skool toegeken word vir elke werkswinkel van sodanige skool):

2	Minder as 24
3	25
4	75
5	125 en meer.”;

(b) Deur na paragraaf (a) van subregulasie (2) die volgende paragraaf in te voeg:

“(aA) Adjunk-hoof:

(i) Een pos aan elke -

(a) hoërskool, insluitende 'n hoër handel-, hoër tegniese- en hoër handel- en tegniese skool (gekombineerd) waarby 600 of meer leerlinge ingeskryf is;

(b) 'n laerskool, wat as P.I gegreeer is;

(c) 'n junior hoërskool (sekondêre skool) waarby 600 of meer leerlinge ingeskryf is;

(d) 'n spesiale skool waarby 300 of meer leerlinge ingeskryf is:

Provided that two such posts shall be so included -

(a) at a high school with a primary division as soon as 600 pupils are enrolled at each of the primary and secondary divisions: Provided that one such deputy-principal shall be appointed on the primary school salary scale;

(b) at a commercial and technical high school (combined) as soon as 600 pupils are enrolled at both the technical and commercial divisions.”;

(c) by the substitution of the following paragraphs for paragraphs (b) and (c) of the said subregulation (2):

(b) Vice-principal:

(i) at high schools -

(a) first post at opening; and

(b) a second post as soon as 750 pupils are enrolled at the school;

(ii) at commercial high schools -

(a) first post at opening; and

(b) a second post as soon as 750 pupils are enrolled at the school;

(iii) at technical high schools -

1 post of vice-principal (workshop) and 1 post of vice-principal (academic) at opening;

(iv) at commercial and technical high schools (combined) each division of such school shall be treated as a separate school and in respect of each such division posts of vice-principal shall be allotted according to subparagraphs (ii) and (iii) above;

(v) at junior high schools (secondary schools) one post of vice-principal on the salary scale for primary schools shall be so included as soon as 250 pupils are enrolled at such school;

(vi) at primary schools and primary divisions of high schools one post of

Met dien verstande dat twee sodanige poste aldus ingesluit word -

(a) aan 'n hoërskool met 'n primêre en sekondêre afdelings elk 600 ingeskrewe leerlinge het: Met dien verstande dat een sodanige adjunk-hoof op die laerskool-salarisskaal aangestel word;

(b) aan 'n hoër handel- en tegniese skool (gekombineerd) sodra die tegniese en handelsafdelings albei 600 ingeskrewe leerlinge het.”;

(c) deur paragrawe (b) en (c) van genoemde subregulasie (2) deur die volgende paragrawe te vervang:

“(b) Vise-hoof:

(i) by hoërskole -

(a) eerste pos by opening; en

(b) 'n tweede pos sodra die skool 750 ingeskrewe leerlinge het;

(ii) by hoër handelskole -

(a) eerste pos by opening; en

(b) 'n tweede pos sodra die skool 750 ingeskrewe leerlinge het;

(iii) by hoër tegniese skole -

1 vise-hoofpos (werkswinkel) en 1 vise-hoofpos (akademies) by opening;

(iv) by hoër handel- en tegniese skole (gekombineerd) word elke afdeling van sodanige skool as 'n aparte skool beskou en ten opsigte van elke sodanige afdeling word vise-hoofposte ooreenkomstig subparagraphe (ii) en (iii) aldus ingesluit;

(v) by junior hoërskole (sekondêre skole) word een vise-hoofpos op die salarisskaal vir laerskole aldus ingesluit sodra die skool 250 ingeskrewe leerlinge het;

(vi) by laerskole en laerafdelings van hoërskole word een vise-hoofpos aldus

vice-principal shall be so included as soon as 250 pupils are enrolled at such school;

- (vii) at special schools one post of vice-principal shall be so included as soon as 150 pupils are enrolled at such school.

(c) Senior assistant:

The number of posts of senior assistant which are so included, shall be calculated on the following basis: Provided that fractions shall be disregarded:

- (i) At high schools (including commercial high schools):

The total number of teachers' posts (including music posts but excluding the principal, deputy-principal and vice-principal posts) divided by 3;

- (ii) At technical high schools:

The total number of teachers' posts (including music posts, but excluding the principal, deputy-principal and vice-principal posts) divided by 3 and calculated separately in respect of the academic and technical courses: Provided that -

- (aa) at the calculation of the number of posts for senior assistants for the technical courses the teachers' posts in all the technical courses combined shall be taken into account; and

- (bb) the allocation of posts of senior assistant in the technical courses shall be effected taking into account the requirements of each of the four main technical courses;

- (iii) At commercial and technical high schools (combined) each division of such school shall be regarded as a separate school and in respect of each such division posts of senior assistant shall be allotted according to sub-paragraphs (i) and (ii);

- (iv) At primary schools and primary divisions of high schools:

- (aa) The 3rd post of assistant shall be a post of senior assistant and thereafter every 4th post of assistant;

ingesluit sodra die skool 250 ingeskrewe leerlinge het;

- (vii) by spesiale skole word een vise-hoofpos aldus ingesluit sodra die skool 150 ingeskrewe leerlinge het.

(c) Senior Assistent:

Die aantal poste van senior assistent wat aldus ingesluit word, word op die volgende grondslag bereken: Met dien verstande dat breuke buite rekening gelaat word:

- (i) By hoërskole (insluitende hoër handelskole):

Die totale getal onderwysersposte (insluitende musiekposte, maar uitgesonderd die hoof-, adjunk-hoof en vise-hoofposte) word gedeel deur 3;

- (ii) By hoër tegniese skole:

Die totale getal onderwysersposte (insluitende musiekposte, maar uitgesonderd die hoof-, adjunkhoof en vise-hoofposte) word gedeel deur 3 en word afsonderlik bereken vir die akademiese en ambagsrigtings: Met dien verstande dat -

- (aa) by die berekening van die aantal senior assistentposte vir die ambagsrigtings die onderwysersposte in al die ambagsrigtings gesamentlik geneem word; en

- (bb) die toewysing van die senior assistentposte in ambagsrigtings geskied met inagneming van die behoeftes van elk van die vier hoofambagsrigtings;

- (iii) By hoër handel- en tegniese skole (gekombineerd) word elke afdeling van sodanige skool as 'n afsonderlike skool beskou en ten opsigte van elke sodanige afdeling word poste van senior assistent ooreenkomstig die bepalings van subparagrafe (i) en (ii) aldus ingesluit;

- (iv) By laerskole en laer afdelings van hoërskole:

- (aa) Die 3de assistentpos is 'n senior assistentpos en daarna elke 4de assistentpos;

(bb) If special classes have been established at such school or division every 3rd post for the teaching of pupils in such classes shall be a post for a senior assistant and such group of pupils shall be considered separate from the remainder of such school or division for the purpose of calculating the number of posts for senior assistants;

(cc) If music is instructed at such school or division every 3rd full-time music post shall be a post of senior assistant and such group of pupils shall be considered separate from the remainder of such school or division for the purpose of calculating the number of posts for senior assistants:

Provided that for as long as there are fewer than 3 posts for teachers in special classes and fewer than 3 posts for full-time music teachers at such school or division, the posts for special education and music posts shall be added to the number of other teachers' posts for the calculation of the number of posts for senior assistant;

(v) At special schools:

Every 3rd post of assistant shall be a post for senior assistant."

(d) by the addition of the following paragraph to paragraph (c) of the said subregulation (2):

"(cA) Other posts:

All other posts of teacher within the staff strength of a school as determined in terms of subregulation (1) shall be posts of assistant teacher."; and

(e) by the substitution for subregulation (3) and the heading thereof, of the following heading and subregulation:

"Music teachers:

(3)(a) In addition to the number of posts for teachers allotted in terms of subregulation (1) the following posts for instruction of school music at a school complying with the requirements stated in paragraph (b), shall be allotted on the basis stated in paragraphs (c) and (d).

(bb) Indien daar spesiale klasse aan sodanige skool of afdeling ingestel is, sal elke derde pos vir die onderrig van leerlinge in sodanige klasse 'n senior assistentpos wees en word sodanige groep leerlinge afsonderlik van die res van sodanige skool of afdeling gehanteer by die berekening van die getal senior assistentposte;

(cc) Indien musiekonderrig aan sodanige skool of afdeling verskaf word is elke derde voltydse musiekpos 'n senior assistentpos en word sodanige groep leerlinge afsonderlik van die res van sodanige skool of afdeling gehanteer by die berekening van die getal senior assistentposte:

Met dien verstande dat solank as 'n skool of afdeling minder as 3 poste vir spesiale onderwys en minder as 3 voltydse musiekposte het, die poste vir spesiale onderwys en musiekposte saam met die ander onderwysers poste getel word vir die berekening van die getal senior assistentposte:

(v) By spesiale skole:

Elke 3de assistentpos is 'n senior assistentpos."

(d) deur die volgende paragraaf na paragraaf (c) van genoemde subregulasie (2) in te voeg:

"(cA) Ander poste:

Alle ander onderwysersposte binne die personeelsterkte van 'n skool soos bepaal ingevolge subregulasie (1) is poste van assistent-onderwyser."; en

(e) deur subregulasie (3) en die opskrif daarby deur die volgende opskrif en subregulasie te vervang:

"Musiekonderwysers:

(3)(a) Bykomend tot die aantal onderwysersposte toegeken ingevolge subregulasie (1) word poste vir die onderrig van skoolmusiek aan 'n skool wat voldoen aan die vereistes uiteengesit in paragraaf (b) toegeken op die basis uiteengesit in paragrawe (c) en (d).

(b) A school shall qualify for the creation of a post of music teacher if:

- (i) the school has the necessary accommodation;
- (ii) the school has at its disposal the services of a music teacher approved by the Department;
- (iii) the music pupils have been selected in accordance with the instructions of the Education Department.

(c) Full-time music teachers:

(i) a first post of full-time music teacher shall be allotted if at least twenty music pupils are enrolled at the school: Provided that -

(aa) when the number of enrolled music pupils decreases to fewer than twenty, the post of a full-time music teacher shall be converted into a post of part-time music teacher; and

(bb) when the number of enrolled music pupils decreases to fewer than ten, the music post shall be abolished: Provided further that a post of full-time music teacher shall only be converted into a post of part-time music teacher or abolished at the beginning of a school quarter.

(ii) thereafter one post of full-time music teacher shall be allotted for every 24 enrolled music pupils in addition thereto: Provided that when the number of music pupils decreases to fewer than the number of music pupils required for the creation of a full-time post of music teacher other than the first full-time post of music teacher, such a post shall be converted into a post for a part-time music teacher;

(d) Part-time music teachers:

(i) a post of part-time music teacher shall only be created at a school if at least one post of full-time music teacher has been created and not fewer than fifteen

'n Skool kwalifiseer vir die skepping van 'n pos van musiekonderwyser as:

- (i) die skool oor die nodige akkommodasie beskik;
- (ii) die skool oor die dienste van 'n musiekonderwyser deur die Departement goedgekeur, beskik;
- (iii) die musiekleerlinge volgens voorskrifte van die Onderwysdepartement goedgekeur is.

(c) Voltydse musiekonderwysers:

(i) 'n eerste pos van voltydse musiekonderwyser word toegeken indien die skool minstens twintig ingeskrewe musiekleerlinge het: Met dien verstande dat -

(aa) wanneer die getal ingeskrewe musiekleerlinge aan so 'n skool tot onder twintig daal, die pos van voltydse musiekonderwyser omgeskep word in 'n pos van deelydse musiekonderwyser; en

(bb) wanneer die getal ingeskrewe musiekleerlinge aan so 'n skool tot minder as tien daal, die musiekpos afgeskaf word:

Met dien verstande voorts dat 'n pos van voltydse musiekonderwyser slegs aan die begin van 'n skoolkwartaal in 'n pos van deelydse musiekonderwyser omgeskep word of afgeskaf word.

(ii) daarna word een pos van voltydse musiekonderwyser vir elke 24 ingeskrewe musiekleerlinge bykomend daarby toegeken: Met dien verstande dat wanneer die getal ingeskrewe musiekleerlinge aan 'n skool daal tot onder die getal ingeskrewe musiekleerlinge vereis vir die skepping van 'n voltydse pos van musiekonderwyser ander dan die eerste voltydse pos van musiekonderwyser, daardie pos in 'n pos van deelydse musiekonderwyser omgeskep word;

(d) Deelydse musiekonderwyser:

(i) 'n pos van deelydse musiekonderwyser word aan 'n skool toegeken slegs indien minstens een pos van voltydse musiekonderwyser toegeken is

music pupils more than the required number for the creation of the foregoing post of full-time music teacher are enrolled at the school;

(ii) a post of part-time music teacher shall be abolished at the end of a school quarter if the required minimum number of enrolled music pupils for such post is not maintained."

(f) By the substitution of the following subregulation for subregulation (a) of subregulation (4) -

"(a) Teacher-librarian

(i) one post of teacher-librarian shall be allocated to every high school with not more than 749 enrolled pupils;

(ii) two posts of teacher-librarian shall be allocated to every high school with more than 749 enrolled pupils;

(iii) one post of teacher-librarian to every primary school with 400 or more enrolled pupils."

(2)(a) Subregulation 1(a) shall be deemed to have taken effect on the first day of January 1972.

(b) Subregulation 1(b), (c) and (d) shall be deemed to have taken effect on the first day of April 1969.

(c) Subregulation 1(e) shall be deemed to have taken effect on 28 July 1971.

(d) Subregulation 1(f) shall be deemed to have taken effect on the first day of January 1972.

5.(1) Regulation 19 is hereby amended -

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

"(a) pass in one official language in the higher grade (matriculation standard): Provided that any such teacher who is German speaking and appointed to a German medium school or division, need only pass German in the higher grade on the Matriculation or equivalent standard, and"; and

en die skool minstens vyftien ingeskrewe musiekleerlinge meer het as die getal vereis vir die skepping van die voorafgaande pos van voltydse musiekonderwyser;

(ii) 'n pos van deeltydse musiekonderwyser word aan die einde van 'n skoolkwartaal afgeskaf wanneer die minimum getal ingeskrewe musiekleerlinge vereis vir daardie pos nie gehandhaaf word nie."

(f) Deur subregulasie (a) van subregulasie (4) deur die volgende subregulasie te vervang -

"(a) Onderwyser-bibliotekaris:

(i) een pos van onderwyser-bibliotekaris toegeken aan elke hoërskool met nie meer as 749 ingeskrewe leerlinge nie;

(ii) twee poste van onderwyser-bibliotekaris toegeken aan elke hoërskool met meer as 749 ingeskrewe leerlinge;

(iii) een pos van onderwyser-bibliotekaris aan elke laerskool met 400 of meer ingeskrewe leerlinge."

(2)(a) Subregulasie 1(a) word geag op die eerste dag van Januarie 1972 in werking te getree het.

(b) Subregulasie 1(b), (c) en (d) word geag op die eerste dag van April 1969 in werking te getree het.

(c) Subregulasie 1(e) word geag op die agt-entwintigste dag van Julie 1971 in werking te getree het.

(d) Subregulasie 1(f) word geag op die eerste dag van Januarie 1972 in werking te getree het.

5.(1) Regulasie 19 word hierby gewysig -

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

"(a) slaag in een amptelike taal in die hoër graad (Matrikulasiestandaard): Met dien verstande dat enige sodanige onderwyser wat Duitssprekend is en aan 'n Duitsmediumskool- of afdeling aangestel word, slegs Duits in die hoër graad op die Matrikulasië of gelykstaande standaard hoef te slaag, en"; en

(b) by the substitution for subregulation (3) of the following subregulation:

“(3) No teacher who is not a South African national shall be eligible for appointment as a superintendent, deputy-principal, vice-principal or senior assistant of an educational institution unless such appointment has been approved by the Executive Committee.”.

(2) Regulation (1)(a) shall be deemed to have taken effect on 29 July 1974 and subregulation (1)(b) on the first day of April 1969.

6.(1) The following regulation is hereby substituted for regulation 26:

“26. Music instruction:

(1) One full-time music teacher may teach class singing approved by the Director, for a maximum of four hours per school week, but a part-time music teacher shall not give such instruction.

(2) Every music teacher (full-time and part-time) shall give to every music pupil in the class group allotted to him one hour per school week individual practical music instruction and shall, for one hour per school week give to that class group collectively, instruction in the theory of music.

(3) Overtime remuneration shall be paid to a full-time music teacher for every music pupil in excess of 24 in the class group allotted to him:

Provided that overtime shall not be paid to a music teacher for more than ten hours per school week: Provided further that the instruction time of a part-time music teacher shall not be decreased to such an extent that a full-time music teacher gives instruction for more than 25 hours per school week.

(4) The overtime remuneration referred to in subregulation (3) shall be the fees of one music pupil per quarter for each such pupil above 24 whom he has instructed during that quarter: Provided that the said fees shall be reduced *pro rata* where instruction was not given for a full quarter.”.

(2) Subregulation (1) shall be deemed to have taken effect on 28 July 1971.

(b) deur subregulasie (3) deur die volgende subregulasie te vervang:

“(3) Geen onderwyser wat nie ’n Suid-Afrikaanse burger is nie kom in aanmerking vir aanstelling as ’n superintendent, adjunkhoof, vise-hoof of senior assistent van ’n onderwysinrigting nie, tensy sodanige aanstelling deur die Uitvoerende Komitee goedgekeur is.”.

(2) Subregulasie (1)(a) word geag op die 29ste dag van Julie 1974, in werking te getree het en subregulasie (1)(b) op die eerste April 1969.

6.(1) Regulasie 26 word hierby deur die volgende regulasie vervang:

“26. Musiekonderwys

(1) Een voltydse musiekonderwyser mag vir hoogstens vier uur per skoolweek onder- rig gee in klassang wat deur die Direkteur goedgekeur is, maar ’n deeltydse musiek- onderwyser mag nie sodanige onderrig gee nie.

(2) Elke musiekonderwyser (voltyds en deel- tyds) moet aan elke musiekleerling in die klasgroep aan hom toegewys een uur per skoolweek individuele praktiese musiek- onderrig gee en moet vir een uur per skool- week aan daardie klasgroep gesamentlik onderrig in die teorie van musiek gee.

(3) Oortydbesoldiging moet betaal word aan ’n voltydse musiekonderwyser vir elke mu- siekleerling meer as 24 in die klasgroep aan hom toegewys: Met dien verstande dat oortydbesoldiging nie vir meer as tien uur per skoolweek aan ’n musiekonderwyser betaal sal word nie: Met dien verstande voorts dat die onderrigtyd van ’n deeltyd- se musiekonderwyser nie so verminder mag word dat ’n voltydse musiek- onderwyser meer as 25 uur per skoolweek onderrig gee nie.

(4) Die oortydbesoldiging bedoel in subregu- lasie (3) is die gelde van een musiek- leerling per kwartaal vir elke sodanige leer- ling bo 24 wat hy daardie kwartaal onder- rig het: Met dien verstande dat bedoelde gelde *pro rata* verminder word waar onderrig nie vir ’n volle kwartaal verskaf is nie.

(2) Subregulasie (1) word geag op die 28ste dag van Julie 1971 in werking te getree het.

7.(1) The following regulation is added after regulation 64:

“64A (1) On secondment, a teacher may be paid travelling and subsistence allowances and transport of his personal and household effects in accordance with the tariffs prescribed in regulation 46.

(2) Where such teacher does not move his household while he is seconded, his travelling costs at the commencement and end of secondment as well as subsistence allowance for a period of six months may be paid to him in accordance with prescribed tariffs: Provided that where the teaching post cannot otherwise be filled the period mentioned may, with the approval of the Executive Committee, be extended.”.

(2) Subregulation (1) shall be deemed to have taken effect on 28 July 1971.

8.(1) Regulation 85 is deleted and the following regulations substituted for regulations 86, 87, 88 and 89:

86. (1) A medical board referred to in section 45(3) of the Ordinance shall consist of two medical practitioners appointed by the Department and, if the teacher so desires, a third member nominated by such teacher and appointed by the Department.

(2) The costs incurred in connection with such board shall be borne by the Department at the prescribed tariff: Provided that

(a) additional costs in respect of the member nominated by the teacher, exceeding the prescribed tariff, shall be borne by the teacher; and

(b) any travelling expenses forming a part of such expenses shall be paid in accordance with the tariff and conditions applicable to officers of the public service and that any additional expenses relative thereto in respect of the member nominated by the teacher, shall be borne by the teacher.

(3) Any such medical board may, subject to the approval of the Department, obtain such other professional advice as it may deem

7.(1) Die volgende regulasie word na regulasie 64 ingevoeg:

“64A (1) By sekondering kan aan 'n onderwyser reis- en verblyf-koste en vervoer van sy persoonlike besittings en huishouding betaal word volgens die tariewe voorgeskryf in regulasie 46.

(2) Waar sodanige onderwyser nie sy huishouding verskuif terwyl hy gesecondeer is nie, kan sy reiskoste aan die begin en einde van sekondering sowel as verblyf-koste vir 'n tydperk van ses maande teen voorgeskrewe tariewe aan hom betaal word: Met dien verstande dat waar die onderwyspos nie anders gevul kan word nie, gemelde tydperk met die goedkeuring van die Uitvoerende Komitee verleng kan word.”.

(2) Subregulasie (1) word geag op die 28ste Julie 1971 in werking te getree het.

8.(1) Regulasie 85 word geskrap en regulasies 86, 87, 88 en 89 word deur die volgende regulasies vervang:

“86. (1) 'n Mediese raad bedoel in Artikel 45(3) van die Ordonnansie bestaan uit twee mediese praktisyns wat deur die Departement aangestel word en, indien die onderwyser dit verlang, 'n derde lid wat deur sodanige onderwyser benoem en deur die Departement aangestel word.

(2) Die onkoste in verband met sodanige raad aangegaan, moet deur die Departement bestry word teen voorgeskrewe tarief: Met dien verstande -

(a) dat addisionele koste ten opsigte van die lid deur die onderwyser benoem, bo die voorgeskrewe tarief, deur die onderwyser gedra sal word; en

(b) dat enige reiskoste wat deel uitmaak van sodanige onkoste bestry word ooreenkomstig die tarief en voorwaardes wat op beamptes van die staatsdiens van toepassing is en dat enige addisionele koste in daardie verband ten opsigte van die lid deur die onderwyser benoem deur die onderwyser gedra sal word.

(3) Enige sodanige mediese raad het die bevoegdheid om, onderworpe aan die goedkeuring van die Departement,

necessary in connection with such examinations.

- (4) Such medical board shall on completion of its investigation, submit a comprehensive report on the health of the teacher concerned, to the Department.

87. (1) When the Department receives a report as contemplated in regulation 86(4) or the medical evidence referred to in Section 45(3) of the Ordinance is submitted to it, it may, subject to the provisions of the Pension Act, if it appears from such report or evidence that there is a reasonable prospect of the teacher being able, after a period of leave, to perform his duties satisfactorily, require the teacher concerned to take sick leave for such period or further period as it may determine and to undergo during such period such medical treatment as the circumstances of the case may require.

- (2) When the Director is satisfied that a teacher has failed or refused, during a period of sick leave to undergo the treatment contemplated in subregulation (1) the Director may cancel such leave.

88. If a teacher who is on sick leave as referred to in regulation 87(1), does not resume duty on the expiry of any such period of leave, his service under the Department shall be deemed to have terminated on the day following on the day on which such teacher received any salary from the Department or from the date following the date on which such leave expires, if leave without salary was granted, whichever is the latter date.

89. If a teacher is of opinion that his health is such that he must retire from the service of the Department in terms of section 45(1)(b), he may inform the Department accordingly and in such case the provisions of section 45(3) of the Ordinance and regulations 86 and 87 shall *mutatis mutandis* be applicable."

- (2) Subregulation (1) shall be deemed to have taken effect on the first day of April 1970.

ANNEXURE II

The regulations promulgated by Government Notice 19 of 29 April 1964 are hereby amended as follows:

sodanige ander professionele advies in te win soos hy in verband met sodanige ondersoek nodig ag.

- (4) Sodanige mediese raad moet nadat hy sy ondersoek afgehandel het 'n omvattende verslag oor die gesondheid van die betrokke onderwyser aan die Departement verstrek.

87. (1) Wanneer die Departement 'n verslag ontvang soos in regulasie 86(4) bedoel of die mediese getuienis bedoel in artikel 45(3) van die Ordonnansie aan hom voorgelê word, kan hy, behoudens die bepalings van die pensioenproklamasie indien daar uit sodanige verslag of getuienis blyk dat daar 'n redelike vooruitsig is dat die betrokke onderwyser na 'n tydperk van verlof sy pligte op doeltreffende wyse kan uitvoer, vereis dat die betrokke onderwyser siekteverlof moet neem vir sodanige tydperk of verdere tydperk as wat hy bepaal en om gedurende bedoelde tydperk geneeskundige behandeling te ontvang, al na die vereistes van die geval.

- (2) Wanneer die Direkteur oortuig is dat 'n onderwyser versuim of geweier het om gedurende 'n tydperk van siekteverlof die behandeling te ondergaan soos in subregulasie (1) bedoel, kan die Direkteur sodanige verlof intrek.

88. As 'n onderwyser wat met siekteverlof is soos in regulasie 87(1) bedoel, nie by verstryking van enige sodanige verloftydperk diens hervat nie, word sy dienste by die Departement geag beëindig te wees op die dag wat volg op die dag waarop bedoelde onderwyser 'n salaris van die Departement ontvang het of vanaf die datum wat volg op die datum waarop sodanige verlof eindig, indien verlof sonder salaris toegestaan is, naamlik die laatste van die twee datums.

89. As 'n onderwyser meen dat sy gesondheidstoestand sodanig is dat hy ingevolge artikel 45(1)(b) uit die diens van die Departement moet aftree, kan hy die Departement dienooreenkomstig in kennis stel en in so 'n geval is die bepalings van artikel 45(3) van die Ordonnansie en van regulasies 86 en 87 *mutatis mutandis* van toepassing."

- (2) Subregulasie (1) word geag op die eerste dag van April 1970 in werking te getree het.

BYLAE II

Die regulasies afgekondig by Goewermentskennisgewing 59 van 29 April 1964 word hierby soos volg gewysig:

1. The following regulation is hereby substituted for regulation 4:

"4. The amount of the financial assistance rendered, shall be sixty rand per pupil per year or a *pro rata* portion thereof for a child which attends the school for a period of less than one year as a pupil of such school: Provided that such *pro rata* portion shall only be allotted in respect of a child which attends such school as pupil for not less than one full school quarter."

2. Regulation 1 shall be deemed to have taken effect on the first day of April 1973.

1. Regulasie 4 word deur die volgende regulasie vervang:

"4. Die bedrag van die finansiële bystand wat verleen word, is sestig rand per leerling per jaar of 'n *pro rata* deel daarvan vir 'n kind wat vir 'n tydperk korter as een jaar 'n leerling van sodanige skool is: Met dien verstande dat sodanige *pro rata* deel slegs toegeken sal word ten opsigte van 'n kind wat minstens een volle skoolkwartaal 'n leerling van sodanige skool is."

2. Regulasie 1 word geag op die eerste dag van April 1973 in werking te getree het.

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