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OFFISIËLE KOERANT
 VAN SUIDWES-AFRIKA
OFFICIAL GAZETTE
EXTRAORDINARY
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UITGAWE OP GESAG

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Goewermentskennisgewing

Government Notice

DEPARTEMENT VAN FINANSIES

DEPARTMENT OF FINANCE

No. 152 1988

No. 152 1988

**WYSIGING VAN PERSONEELREGULASIES
UITGEVAARDIG KRAGTENS DIE LAND-
BANKWET, 1944**

**AMENDMENT OF STAFF REGULATIONS
MADE UNDER THE LAND BANK ACT,
1944**

Die Kabinet het kragtens artikel 69 van die Land-
bankwet, 1944 (Wet 13 van 1944), die Personeelre-
gulasies afgekondig by Goewermentskennisge-
wing R.585 van 1964 gewysig soos in die Bylae
uiteengesit.

The Cabinet has under section 69 of the Land
Bank Act, 1944 (Act 13 of 1944), amended the
Staff Regulations promulgated by Government
Notice R.585 of 1964 as set out in the Schedule.

BYLAE

SCHEDULE

1. Regulasie 1 van Hoofstuk I word hierby
gewysig -

1. Regulation 1 of Chapter I is hereby amended

(a) deur in die omskrywing van "afhanklike"

(a) by the deletion of the definition of
"actuary";

- (i) die uitdrukking "Hoofstuk IV" deur die uitdrukking "regulasie 30 van Hoofstuk V" te vervang;
- (ii) die woorde "en met betrekking tot 'n lid van die Fonds of 'n pensioentrekker" te skrap; en
- (iii) die voorbehoudsbepaling te skrap;
- (b) deur die omskrywing van "aktuaris" te skrap;
- (c) deur die omskrywing van "amptenaar" deur die volgende omskrywing te vervang:
 " 'amptenaar' 'n beampte of klerk aangestel kragtens artikel 14 van die Wet, en enige ander persoon in diens geneem deur die Raad en wat vir minstens 24 uur per week sodanige diens verrig: Met dien verstande dat sodanige amptenaar, by die toepassing van Hoofstuk VII, twaalf maande onafgebroke diens moet voltooi het;";
- (d) deur die omskrywing van "beampte en klerk" te skrap;
- (e) deur die omskrywing van "bydraes" te skrap;
- (f) deur in die omskrywing van "eggenote" die woorde "pensioentrekker of spesiale pensioentrekker" te skrap;
- (g) deur die omskrywing van "Fonds" te skrap;
- (h) deur in die omskrywing van "kind" -
 - (i) die woorde "maar nie 'n kwalifiserende kind nie" te skrap; en
 - (ii) die voorbehoudsbepaling te skrap;
- (i) deur die omskrywings van "kwalifiserende kind" en "kwalifiserende weduwee" te skrap;
- (j) deur die omskrywing van "lid" deur die volgende omskrywing te vervang;
- (b) by the deletion in the definition of "child" -
 - (i) of the words "other than eligible child"; and
 - (ii) of the proviso;
- (c) by the deletion of the definition of "contributions";
- (d) by -
 - (i) the substitution in the definition of "dependant" for the expression "Chapter IV" of the expression "regulation 30 of Chapter V";
 - (ii) the deletion in the definition of "dependant"-
 - (a) of the words "in relation to any member of the Fund or pensioner"; and
 - (b) of the proviso;
- (e) by the deletion of the definitions of "eligible child" and "eligible widow";
- (f) by the deletion of the definition of "employee";
- (g) by the deletion of the definition of "Fund";
- (h) by the substitution for the definition of "member" of the following definition:
 " 'member' shall mean any member of the Statutory Institutions Pension Fund established by section 2 of the Statutory Institutions Pensions Act, 1980 (Act 3 of 1980);";
- (i) by the substitution for the definition of "official" of the following definition:
 " 'official' shall mean an officer or clerk appointed under section 14 of the Act and any other person employed by the Board for at least 24 hours per week: Provided that such official shall, for the

“ ‘lid’ ’n lid van die Statutêre Instellingspensioenfonds by artikel 2 van die Wet op Pensioene vir Statutêre Instellings, 1980 (Wet 3 van 1980), ingestel;”;
en

(k) deur die omskrywings van “ou fonds”, “pensioengewende diens”, “pensioengewende verdienste”, “pensioenleef tyd”, “pensioentrekker” en “werknemer” te skrap.

2. Regulasie 7 van Hoofstuk II word hierby gewysig deur subregulasie (3) te skrap.
3. Regulasies 1, 2, 3, 4, 5 en 6 van Hoofstuk IV word hierby herroep.
4. Regulasie 7 van Hoofstuk IV word hierby deur die volgende regulasie vervang:

“LEEFTYD VIR UITDIENSTREDING.

7. (1) Behoudens die bepalings van subregulasies (2), (3), (4) en (5), het ’n amptenaar die reg om uit diens af te tree wanneer hy die ouderdom van sestig jaar bereik en moet hy aldus aftree wanneer hy genoemde ouderdom bereik.

(2) Ondanks die bepalings van subregulasie (1) en behoudens die bepalings van subregulasie (3), het ’n amptenaar wat voor die datum van inwerkingtreding van hierdie regulasies in diens was die reg om uit diens af te tree wanneer hy die ouderdom van vyf-en-sestig jaar bereik en moet hy aldus aftree wanneer hy genoemde ouderdom bereik, mits so ’n amptenaar minstens drie maande voor die datum waarop hy die ouderdom van sestig jaar bereik, of sodanige korter tydperk as wat die Hoofbestuurder na goeddunke mag aanvaar, aan die Hoofbestuurder skriftelik kennis gee dat hy die reg verleen by hierdie subregulasie, uitoefen.

(3) ’n Amptenaar wat die reg verleen by subregulasie (2) uitgeoefen het, kan, ondanks die bepalings van genoemde subregulasie, te enige tyd voor die datum waarop hy die ouderdom van vyf-en-sestig jaar bereik, uit

purposes of Chapter VII, have completed twelve months’ continuous service;”;

(j) by the deletion of the definitions of “officer and clerk”, “old fund”, “pensionable age”, “pensionable emoluments”, “pensionable service” and “pensioner”; and

(k) by the deletion in the definition of “wife” of the words “or pensioner or special pensioner”.

2. Regulation 7 of Chapter II is hereby amended by the deletion of subregulation (3).
3. Regulations 1, 2, 3, 4, 5 and 6 and Chapter IV are hereby repealed.
4. The following regulation is hereby substituted for regulation 7 of Chapter IV:

“AGE OF RETIREMENT.

7. (1) Subject to the provisions of subregulations (2), (3), (4) and (5), an official shall have the right to retire from service when he reaches the age of sixty years and shall be so retired on reaching the said age.

(2) Notwithstanding the provisions of subregulation (1) and subject to the provisions of subregulation (3), an official who has been in service prior to the date of commencement of these regulations shall have the right to retire from service on reaching the age of sixty-five years and shall be so retired on reaching the said age, provided such official shall inform the General Manager in writing at least three months prior to the date of reaching the age of sixty years, or such shorter period as the General Manager may accept at this discretion, of his intention to avail himself of the right granted by this subregulation.

(3) An official who has availed himself of the right granted by subregulation (2) may, notwithstanding the provisions of the said subregulation, retire from service at any time before he reaches the age of sixty five years,

diens aftree, mits hy minstens drie maande voor die datum waarop hy van voorneme is om af te tree, aan die Hoofbestuurder skriftelik kennis gee van sodanige datum.

(4) Indien dit in die belang van die Bank is om 'n amptenaar in diens te hou na die ouderdom waarop hy ooreenkomstig subregulasies (1) en (2) moet aftree, kan hy met sy instemming en met die goedkeuring van die Raad, aldus van tyd tot tyd in diens behou word vir 'n verdere tydperk soos onderling ooreengekom.

(5) 'n Amptenaar kan op aanbeveling van die Hoofbestuurder deur die Raad verplig word om uit diens af te tree as gevolg van -

(a) voortdurende swak gesondheid wat hom volgens die Raad se mening permanent ongeskik maak om die werk-saamhede in die betrekking deur hom bekleed, op bekwame wyse te verrig;

(b) 'n vermindering, reorganisasie of herindeling van personeel of die afskaffing van sy betrekking of pos of ten einde doeltreffendheid of besuiniging in die bank te bevorder of as gevolg van algemene besnoeiing.”.

5. Regulasies 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 25, 26, 27, 28, 29, 30, 31, 32, 33, 34, 35, 36, 37, 38, 39, 40, 41 en 42 van Hoofstuk IV word hierby herroep.

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

“GROEPINDELING VAN AMPTENARE.

7. Behalwe vir sover in hierdie regulasies uitdruklik anders bepaal word, word alle amptenare vir die doeleindes van die toestaan van verlof onder die volgende groepe ingedeel:

“INDELING VAN AFWESIGHEIDS-VERLOF,

(a) Groep I: Alle amptenare wie se jaarlikse besoldiging, met insluiting van

provided that he notifies the General Manager in writing at least three months prior to the date on which he intends to retire of such date.

(4) If it is in the interest of the Bank to retain any official in employment beyond the age at which, in accordance with subregulations (1) and (2), he shall be retired, he may, with his consent and subject to the approval of the Board, be so retained from time to time for any further period as mutually agreed upon.

(5) Any official may, on the recommendation of the General Manager, be compelled by the Board to retire from service on account of -

(a) continued ill-health which, in the opinion of the Board, renders him permanently incapable of efficiently discharging his duties in the post occupied by him;

(b) a reduction in or reorganisation or readjustment of staff or the abolition of his office or post in order to promote efficiency or economy in the Bank or on account of general retrenchment.”.

5. Regulations 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 25, 26, 27, 28, 29, 30, 31, 32, 33, 34, 35, 36, 37, 38, 39, 40, 41 and 42 of Chapter IV are hereby repealed.

6. The following regulation is hereby substituted for regulation 7 of Chapter V;

“CLASSIFICATION OF OFFICIALS.

7. Except as may be otherwise specifically provided for in these regulations, all officials shall, for the purposes of the granting of leave, be classified under the following groups:

“CLASSIFICATION OF LEAVE,

(a) Group I: All officials whose annual income, including allowances, are equal

toelaes, gelykstaande is aan of minder is as die bedrag wat die Raad van tyd tot tyd vir hierdie groep vir die doeleindes van hierdie regulasie bepaal.

(b) Groep II: Alle amptenare wie se jaarlikse besoldiging, met insluiting van toelaes, gelykstaande is aan of minder is as die bedrag wat die Raad van tyd tot tyd vir hierdie groep bepaal, welke bedrag hoër is as die bedrag aldus deur die Raad bepaal vir Groep I.

(c) Groep III: Alle amptenare wie se jaarlikse besoldiging, met insluiting van toelaes, gelykstaande is aan of minder is as die bedrag wat die Raad van tyd tot tyd vir hierdie groep bepaal, welke bedrag hoër is as die bedrag aldus deur die Raad bepaal vir Groep II.”.

7. Regulasie 8 van Hoofstuk V word hierby deur die volgende regulasie vervang:

“INDELING VAN AFWESIGHEIDS-
VERLOF.

8. Alle afwesigheid van diens met verlof word onder die volgende hoofde ingedeel:

- (a) Geleentheidsverlof.
- (b) Vakansieverlof.
- (c) Siekteverlof.
- (d) Spesiale verlof.
- (e) Verlof sonder betaling.
- (f) Verlof vir erkenning van lang diens.”.

8. Regulasie 20 van Hoofstuk V word hierby gewysig deur in subregulasie (2) die woorde “regulasie 11 of 12 van Hoofstuk IV” deur die woorde “subregulasie (5)(a) of (b) van regulasie 7 van Hoofstuk IV” te vervang.

9. Regulasie 25 van Hoofstuk V word hierby gewysig deur die woorde “regulasie 11 of 12 van Hoofstuk IV” deur die woorde “subregulasie (5)(a) of (b) van regulasie 7 van Hoofstuk IV” te vervang.

10. Die volgende regulasie word hierby na regulasie 27 van Hoofstuk V ingevoeg:

to or less than the amount determined by the Board from time to time for this group for purposes of this regulation.

(b) Group II: All officials whose annual income, including allowances, are equal to or less than the amount determined by the Board from time to time for this group, which amount shall be in excess of the amount thus determined by the Board for Group I.

(c) Group III: All officials whose annual income, including allowances, are equal to or less than the amount determined by the Board from time to time for this group, which amount shall be in excess of the amount thus determined by the Board for Group II.”.

7. The following regulation is hereby substituted for regulation 8 of Chapter V:

“CLASSIFICATION OF LEAVE.

8. All leave of absence shall be classified under the following headings:

- (a) Occasional leave.
- (b) Vacation leave.
- (c) Sick leave.
- (d) Special leave.
- (e) Leave without pay.
- (f) Leave for acknowledgement of long service.”.

8. Regulation 20 of Chapter V is hereby amended by the substitution in subregulation (2) for the words “regulation 11 or 12 of Chapter IV” of the words “subregulation (5)(a) or (b) of regulation 7 of Chapter IV”.

9. Regulation 25 of Chapter V is hereby amended by the substitution for the words “regulation 11 or 12 of Chapter IV” of the words “subregulation (5)(a) or (b) of regulation 7 of Chapter IV”.

10. The following regulation is hereby inserted after regulation 27 of Chapter V:

“(f) Verlof vir erkenning van lang diens.

27A. Wanneer 'n amptenaar minstens twintig jaar aaneenlopende diens voltooi het, word erkenning aan sodanige amptenaar verleen deur bykomende oplooptbare verlof aan sodanige amptenaar toe te staan op die volgende grondslag:-

- (a) dertig dae verlof met ingang van die eerste dag van die maand wat volg op die datum waarop sodanige amptenaar minstens twintig jaar aaneenlopende diens voltooi het; en
- (b) 'n bykomende tien dae verlof vir elke bykomende tydperk van vyf jaar aaneenlopende diens wat sodanige amptenaar voltooi het na die tydperk in paragraaf (a) bedoel:

Met dien verstande dat sodanige aaneenlopende dienstydperk bereken word vanaf die datum van aanstelling van sodanige amptenaar in die voormalige Land- en Landboubank van Suidwes-Afrika bedoel in die Landbank Proklamasie 1935 (Proklamasie 22 van 1935), of die voormalige Land- en Landboubank van Suid-Afrika bedoel in die Wysigingswet op die Landbank, 1969 (Wet 31 van 1969), of die Land- en Landboubank van Suidwes-Afrika bedoel in die Proklamasie op die Land- en Landboubank van Suidwes-Afrika, 1979 (Proklamasie 147 van 1979).”.

11. Regulasie 30 van Hoofstuk V word hierby deur die volgende regulasie vervang:

“ 30. (1) Ingeval 'n amptenaar te sterwe kom terwyl hy in diens is, kan die Raad die kontantwaarde van die opgegaarde vakansieverlof wat op datum van sy dood nie deur hom benut was en waarvan die kontantwaarde nie voorheen op sy skriftelike versoek aan hom betaal is nie, betaal aan een of meer van sy afhanklikes in regulasie 1 bedoel, en in die volgorde van voorkeur daarin vermeld, of, by gebrek aan afhanklikes, aan sy boedel, tensy sodanige amptenaar die Hoofbestuurder skriftelik versoek het dat, met die goedkeuring van die Raad, betaling gemaak word

“(f) Leave for acknowledgement of long service.

27A. When an official has completed at least twenty years continuous service, acknowledgement shall be granted to such official by the granting of additional accumulative leave to such official on the following basis:

- (a) thirty days leave with effect from the first day of the month following the date on which such official has completed at least twenty years continuous service; and
- (b) an additional ten days leave for each additional period of five years continuous service which such official has completed after the period referred to in paragraph (a):

Provided that such continuous period of service shall be calculated from the date of appointment of such official in the former Land and Agricultural Bank of South West Africa referred to in the Land Bank Proclamation, 1935 (Proclamation 22 of 1935), or the former Land and Agricultural Bank of South Africa referred to in the Land Bank Amendment Act, 1969 (Act 31 of 1969), or the Land and Agricultural Bank of South West Africa referred to in the Land and Agricultural Bank of South West Africa Proclamation, 1979 (Proclamation 147 of 1979).”.

11. The following regulation is hereby substituted for regulation 30 of Chapter V:

“ 30. (1) Should any official die while in service, the Board may pay the cash value of the vacation leave accumulated by him but not utilised at the date of his death and of which the cash value had not previously been paid to him at his written request, to any one or more of his dependants referred to in regulation 1 and in the order of preference therein mentioned, or, failing such dependants, to his estate, unless such official has requested the General Manager in writing that, with the approval of the Board, payment be made -

(a) in 'n ander volgorde van voorkeur as daarin vermeld; of

(b) aan iemand anders wat as benoemde gesubstitueer is.

(2) Aan 'n amptenaar wat uit diens tree, word die kontantwaarde van vakansieverlof wat deur hom opgegaan maar by datum van sy uitdienststreding nie benut is nie, betaal.

(3) Die bedrag van die kontantwaarde van opgegaarde vakansieverlof wat ingevolge hierdie regulasie betaal word, word bereken deur die volgende formule te gebruik:

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

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

12. Die Bylae by Hoofstuk V word hierby deur die volgende Bylae vervang:

“BYLAE

Groep I - (bedoel in regulasie 7 van hierdie Hoofstuk):

Vakansieverlof	24 dae per jaar
Maksimum onafgebroke tydperk van afwesigheid toelaatbaar kragtens regulasie 17 van hierdie Hoofstuk	180 dae
Siekteverlof	120 dae per siklus teen volle besoldiging
	120 dae per siklus teen halfbesoldiging

Groep II - (bedoel in regulasie 7 van hierdie Hoofstuk):

Geleenthidsverlof	12 dae per jaar
Vakansieverlof	24 dae per jaar

(a) in any other order of preference as therein mentioned; or

(b) to any other person substituted as a nominee.

(2) To an official who retires from service shall be paid the cash value of any accumulated vacation leave not utilised by him on the date of his retirement.

(3) The amount of the cash value of accumulated vacation leave to be paid in terms of this regulation, shall be calculated by using the following formula -

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

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

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

“SCHEDULE

Group I (referred to in regulation 7 of this Chapter):

Vacation	24 days per annum
Maximum continuous period of absence permissible under regulation 17 of this Chapter	180 days
Sick leave	120 days per cycle at full pay
	120 days per cycle at half pay

Group II (referred to in regulation 7 of this Chapter):

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

Maksimum onafgebroke tydperk van afwesigheid toelaatbaar kragtens regulasie 17 van hierdie Hoofstuk 180 dae
 Siekteverlof 120 dae per siklus teen volle besoldiging
 120 dae per siklus teen halfbesoldiging

Groep III - (bedoel in regulasie 7 van hierdie Hoofstuk):

Geleentheidsverlof 12 dae per jaar
 Vakansieverlof 26 dae per jaar
 Maksimum onafgebroke tydperk van afwesigheid toelaatbaar kragtens regulasie 17 van hierdie Hoofstuk 180 dae
 Siekteverlof 120 dae per siklus teen volle besoldiging
 120 dae per siklus teen halfbesoldiging."

13. Regulasie 1 van Hoofstuk VII word hierby gewysig deur die woord "pensioentrekker" te skrap.

14. Regulasie 4 van Hoofstuk VII word hierby deur die volgende regulasie vervang:

"BEPERKINGS OP PERSONE.

4. Die subsidie op reisgeld is betaalbaar ten opsigte van -

(a) 'n eggenote wat permanent by haar eggenoot inwoon;

(b) 'n kind van 'n amptenaar onder die ouderdom van agtien jaar wat permanent inwoon by en geheel en al afhanklik is van sodanige amptenaar: Met dien verstande dat die Hoofbestuurder na goedgekeurde betaling van die subsidie op reisgeld kan magtig ten opsigte van 'n kind van die ouderdom van agtien jaar maar nie oor die ouderdom van vier-en-twintig jaar nie wat sy studies voortsit, of ten opsigte van enige ander kind wat deur geestelike of liggaamlike gebrek of weens enige ander grondige rede wat vir die Raad aanneemlik is, geheel en al afhanklik is van sodanige amptenaar;

Maximum continuous period of absence permissible under regulation 17 of this Chapter 180 days
 Sick leave 120 days per cycle at full pay
 120 days per cycle at half pay

Group III (referred to in regulation 7 of this Chapter):

Occasional leave 12 days per annum
 Vacation leave 26 days per annum
 Maximum continuous period of absence permissible under regulation 17 of this Chapter 180 days
 Sick leave 120 days per cycle at full pay
 120 days per cycle at half pay."

13. Regulation 1 of Chapter VII is hereby amended by the deletion of the word "pensioner".

14. The following regulation is hereby substituted for regulation 4 of Chapter VII:

"RESTRICTIONS AS TO PERSONS.

4. The subsidised fare shall be payable in respect of -

(a) a wife permanently residing with her husband;

(b) a child of an official under the age of eighteen years permanently residing with and solely dependent upon such official: Provided that the General Manager may, in his discretion, authorise payment of the subsidised fare in respect of a child of eighteen years of age but not over the age of twenty-four years who is pursuing his studies, or in respect of any other child who, through mental or physical incapacity or for any other valid reason acceptable to the Board, is solely dependent upon such official:

- (c) enige ander persoon wat permanent inwoon by en geheel en al afhanklik is van 'n amptenaar en ten opsigte van wie die Hoofbestuurder na goeë dunkske betaling van die subsidie op reisgeld magtig.”.
15. Hoofstuk VII word hierby gewysig deur die woord “pensioentrekker”, oral waar dit voorkom, te skrap.
- (c) any other person permanently residing with and solely dependent upon an official and in respect of whom the General Manager, in his discretion, authorises payment of the subsidised fare.”.
15. Chapter VII is hereby amended by the deletion of the word “pensioner” wherever it occurs.

UITGAWE OF GESAG

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Thursday 8 September 1988

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INHOUD:

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VERTREKWOORDIGENDE OORHEID VAN DIE KLEURLINGE

REPRESENTATIVE AUTHORITY OF THE COLOURED

No. 3

1988

No. 3

1988

VERKLARING VAN VAKATURE IN WETGEWENDE VERGADERING

DECLARATION OF VACANCY IN LEGISLATIVE ASSEMBLY

Ingevolge artikel 5(1) van die Proklamasie op die Vertrekwoordeigende Oorheid van die Kleurlinge, 1980 (Proklamasie AG-14 van 1980), verklaar ek hierby dat 'n vakature met ingang van

In terms of section 5(1) of the Representative Authority of the Coloureds Proclamation, 1980 (Proclamation AG-14 of 1980), I hereby declare that a vacancy has occurred in the Legislative Assembly

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