



**STAATSKOERANT
VAN DIE REPUBLIEK VAN SUID-AFRIKA**

**REPUBLIC OF SOUTH AFRICA
GOVERNMENT GAZETTE**

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PROKLAMASIES

*van die Staatspresident van die Republiek
van Suid-Afrika*

No. R. 134, 1976

**WYSIGING VAN DIE GAZANKULU-GRONDWET-
PROKLAMASIE, 1973 (PROKLAMASIE R. 15 VAN
1973)**

Kragtens die bevoegdheid my verleen by artikel 2 van die Grondwet van die Bantoetuislande, 1971 (Wet 21 van 1971), wysig ek hierby artikel 9 van die Gazankulu-grondwetproklamasie, 1973 (Proklamasie R. 15 van 1973), deur die woord "drie" waar dit in die artikel ook al voorkom deur die woord "ses" te vervang.

Gegee onder my Hand en die Seël van die Republiek van Suid-Afrika te Pretoria, op hede die Twaalfde dag van Julie Eenduisend Negehonderd Ses-en-sewentig.

N. DIEDERICHS, Staatspresident.

Op las van die Staatspresident-in-rade:

M. C. BOTHA.

No. R. 135, 1976

**WYSIGING VAN DIE OWAMBO-GRONDWETPRO-
KLAMASIE, 1973 (PROKLAMASIE R. 104 VAN
1973)**

Kragtens die bevoegdheid my verleen by artikel 4 (3) van die Wet op die Ontwikkeling van Selfbestuur vir Naturelvolke in Suidwes-Afrika, 1968 (Wet 54 van 1968), wysig ek hierby artikel 9 van die Owambo-grondwetproklamasie, 1973 (Proklamasie R. 104 van 1973), deur die woord "drie" waar dit in die artikel ook al voorkom deur die woord "ses" te vervang.

Gegee onder my Hand en die Seël van die Republiek van Suid-Afrika te Pretoria, op hede die Twaalfde dag van Julie Eenduisend Negehonderd Ses-en-sewentig.

N. DIEDERICHS, Staatspresident.

Op las van die Staatspresident-in-rade:

M. C. BOTHA.

PROCLAMATIONS

*by the State President of the Republic of
South Africa*

No. R. 134, 1976

**AMENDMENT OF THE GAZANKULU CONSTITU-
TION PROCLAMATION, 1973 (PROCLAMATION
R. 15 OF 1973)**

Under the powers vested in me by section 2 of the Bantu Homelands Constitution Act, 1971 (Act 21 of 1971), I hereby amend section 9 of the Gazankulu Constitution Proclamation, 1973 (Proclamation R. 15 of 1973), by the substitution of the word "six" for the word "three" wherever it appears in the section.

Given under my Hand and the Seal of the Republic of South Africa at Pretoria on this Twelfth day of July, One thousand Nine hundred and Seventy-six.

N. DIEDERICHS, State President.

By Order of the State President-in-Council:

M. C. BOTHA.

No. R. 135, 1976

**AMENDMENT OF THE OWAMBO CONSTITUTION
PROCLAMATION, 1973 (PROCLAMATION R. 104
OF 1973)**

By virtue of the powers vested in me by section 4 (3) of the Development of Self-government for Native Nations in South-West Africa Act, 1968 (Act 54 of 1968), I hereby amend section 9 of the Owambo Constitution Proclamation, 1973 (Proclamation R. 104 of 1973), by the substitution of the word "six" for the word "three" wherever it appears in the section.

Given under my Hand and the Seal of the Republic of South Africa at Pretoria on this Twelfth day of July, One thousand Nine hundred and Seventy-six.

N. DIEDERICHS, State President.

By Order of the State President-in-Council:

M. C. BOTHA.

No. R. 137, 1976

DEPOSITO'S BETAALBAAR TEN OPSIGTE VAN
INGEVOERDE GOEDERE

Kragtens die bevoegdheid my verleen by artikel 9 van die Wet op Betaalmiddels en Wisselkoerse, 1933 (Wet 9 van 1933), vaardig ek hierby die volgende regulasies uit:

1. Enigiemand wat goedere in die Republiek of die gebied Suidwes-Afrika invoer moet, ten tyde van klaring van sodanige goedere ingevolge die bepalings van die Doeane- en Aksynswet, 1964 (Wet 91 van 1964), vir binne-landse verbruik (uitgesonderd klaring uit 'n doeane-en-aksynspakhuis) of vir opslag in 'n doeane-en-aksynspakhuis, by die Kontroleur van Doeane en Aksyns by wyse van deposito 'n bedrag stort gelyk aan 20 persent, bereken tot die naaste rand, van die prys vry aan boord van sodanige goedere.

2. Sodanige deposito word oorgeplaas na die Suid-Afrikaanse Reserwebank en word deur gemelde bank sonder rente aan die invoerder terugbetaal op die tyd wat gemelde bank dienstig ag maar nie later nie as ses maande na die datum van betaling daarvan aan die Kontroleur van Doeane en Aksyns.

3. Indien die invoerder versuim om dié in regulasie 1 voorgeskrewe deposito aan die Kontroleur van Doeane en Aksyns te betaal, weier gemelde Kontroleur klaring van sodanige goedere.

4. Die volgende goedere is, onderworpe aan die vermelde voorwaardes, vrygestel van die betaling van die deposito:

(a) Mineraalbrandstowwe, mineraalolies en produkte uit distillasie daarvan, bitumineuse stowwe en mineraalwasse waarvoor in Hoofstuk 27 van Bylae 1 by die Doeane- en Aksynswet, 1964, voorsiening gemaak word;

(b) goedere wat ingevolge ondergenoemde items van Bylae 4 by die Doeane- en Aksynswet, 1964, geklaar word:

- Item 401.00
- Item 405.07.
- Item 406.00.
- Item 407.00.
- Item 408.00.
- Item 409.00.
- Item 412.02.
- Item 412.03.
- Item 412.11.
- Item 412.12.
- Item 470.00.
- Item 480.00.
- Item 490.00;

(c) (i) goedere met 'n prys vry aan boord van meer as R10 000 ten opsigte waarvan daar aan die Kontroleur van Doeane en Aksyns ten tyde van klaring 'n sertifikaat verskaf word wat deur die Sekretaris van Nywerheidswese uitgereik is waarin verstaan word dat daardie goedere noodsaaklike kapitaalgoedere of -toerusting is wat in verband met die uitvoering van 'n ontwikkelingsprojek vir ander doeleindes as vervanging van bestaande goedere of toerusting, benodig is;

(ii) die Sekretaris van Nywerheidswese kan 'n sertifikaat in subparagraaf (i) bedoel na goedgunst uitrek of die uitreiking daarvan weier;

(d) goedere ingevoer uitsluitlik vir heruitvoer in hul oorspronklike vorm na 'n ander land as Botswana, Lesotho of Swaziland; en

(e) goedere waarvan die prys vry aan boord R100 of minder bedra.

5. Die bepalings van hierdie regulasies is ook van toepassing op invoere deur die pos en vir dié doel word enige verwysing daarin na Kontroleur van Doeane en Aksyns uitgelê as 'n verwysing ook na Posmeester-generaal.

No. R. 137, 1976

DEPOSITS PAYABLE IN RESPECT OF IMPORTED
GOODS

By virtue of the powers vested in me by section 9 of the Currency Exchanges Act, 1933 (Act 9 of 1933), I hereby make the following regulations:

1. Any person importing any goods into the Republic of South Africa or the Territory of South-West Africa shall, at the time of entry of such goods in terms of the provisions of The Customs and Excise Act, 1964 (Act 91 of 1964), for home consumption (except entry ex a customs and excise warehouse) or for storage in a customs and excise warehouse, pay to the Controller of Customs and Excise by way of deposit an amount equal to 20 per cent, calculated to the nearest rand, of the free on board price of such goods.

2. Such deposit shall be transferred to the South African Reserve Bank and shall be repaid without interest by the said bank to the importer at such time as the said bank may consider expedient, not being later than six months after the date of payment thereof to the Controller of Customs and Excise.

3. If the importer fails to pay to the Controller of Customs and Excise the deposit prescribed in regulation 1 the said Controller shall refuse entry of such goods.

4. The following goods are, subject to the conditions specified, exempted from the payment of the deposit:

(a) Mineral fuels, mineral oils and products of their distillation, bituminous substances and mineral waxes provided for in Chapter 27 of Schedule 1 to the Customs and Excise Act, 1964;

(b) goods entered in terms of the undermentioned items of Schedule 4 to the Customs and Excise Act, 1964:

- Item 401.00
- Item 405.07.
- Item 406.00.
- Item 407.00.
- Item 408.00.
- Item 409.00.
- Item 412.02.
- Item 412.03.
- Item 412.11.
- Item 412.12.
- Item 470.00.
- Item 480.00.
- Item 490.00;

(c) (i) any goods the free on board price of which exceeds R10 000 and in respect of which there is at the time of entry furnished to the Controller of Customs and Excise a certificate issued by the Secretary for Industries declaring that such goods are essential capital goods or equipment required in connection with the carrying out of a development project for purposes other than replacement of existing goods or equipment;

(ii) the Secretary for Industries may, at his discretion, grant or refuse the granting of a certificate contemplated in subparagraph (i);

(d) goods imported exclusively for re-export in their original form to a country other than Botswana, Lesotho or Swaziland; and

(e) goods the free on board of which amounts to R100 or less.

5. The provisions of these regulations shall apply also to imports through the post and for that purpose any reference therein to Controller of Customs and Excise shall be construed as including a reference to Postmaster-General.

6. Hierdie regulasies tree in werking op 2 Augustus 1976.

Gegee onder my Hand en die Seël van die Republiek van Suid-Afrika te Hoedspruit op hede die Negentiende dag van Julie Eenduisend Negehonderd Ses-en-sewentig.

N. DIEDERICHS, Staatspresident.
Op las van die Staatspresident-in-rade:
O. P. F. HORWOOD.

GOEWERMENSKENNISGEWINGS

DEPARTEMENT VAN ARBEID

No. R. 1275 23 Julie 1976

WET OP NYWERHEIDSVERSOENING, 1956

BOUNYWERHEID, WESTELIKE PROVINSIE.—VERLENGING VAN OOREENKOMS VIR DIE KAAPSE SKIEREILAND

Ek, Stephanus Petrus Botha, Minister van Arbeid, verleng hierby, kragtens artikel 48 (4) (a) (i) van die Wet op Nywerheidsversoening, 1956, die tydperke vasgestel in Goewermentskennisgewing R. 1963 van 27 Oktober 1972, R. 1500 van 23 Augustus 1974, R. 1212 van 20 Junie 1975 en R. 130 van 30 Januarie 1976, met 'n verdere tydperk van drie maande wat op 31 Oktober 1976 eindig.

S. P. BOTHA, Minister van Arbeid.

No. R. 1276 23 Julie 1976

WET OP NYWERHEIDSVERSOENING, 1956

BOU- EN MONUMENTKLIPMESSELNYWERHEID, TRANSVAAL

Onderstaande verbeterings van Goewermentskennisgewing R. 81 wat in *Staatskoerant* 4962 van 16 Januarie 1976 verskyn, word vir algemene inligting gepubliseer.

In die Afrikaanse teks van die Bylae—

in klousule 2 (3) in die omskrywing van "werksman, graad I"—

(1) vervang paragraaf (a) deur die volgende:

"(a) *Die lê van blokke en/of stene.*—Die lê, in mastik of dagha, van blokke, stene, blaaie en/of klip in mure wat bedek moet word met pleister, sementbry en/of mastikmateriaal, grondvulling of hangyloere in fondamente en in binnefondamentmure; maar uitgesonderd uittelwerk, hoogtes meet, hoeke, deurkosyne en vensterrame loodreg stel, profielplanke of setmate oprig, rifvoegwerk.";

(2) in paragraaf (b), vervang die woord "binnedeurkosyne" deur die woord "deurkosyne".

No. R. 1277 23 Julie 1976

WET OP NYWERHEIDSVERSOENING, 1956

BOU- EN MONUMENTKLIPMESSELNYWERHEID, TRANSVAAL

Onderstaande verbeterings van Goewermentskennisgewing R. 1956 wat in *Staatskoerant* 4875 van 17 Oktober 1975 verskyn, word vir algemene inligting gepubliseer:

A. In die Afrikaanse teks van die Bylae:

1. In Klousule 3 in die omskrywing van "werksman, graad I"—

(1) vervang paragraaf (a) deur die volgende:

"(a) *Die lê van blokke en/of stene.*—Die lê, in mastik of dagha, van blokke, stene, blaaie en/of klip in mure wat bedek moet word met pleister, sementbry en/of

6. These regulations shall come into operation on 2 August 1976.

Given under my Hand and the Seal of the Republic of South Africa at Hoedspruit this Nineteenth day of July, One thousand Nine hundred and Seventy-six.

N. DIEDERICHS, State President.

By Order of the State President-in-Council:

O. P. F. HORWOOD.

GOVERNMENT NOTICES

DEPARTMENT OF LABOUR

No. R. 1275 23 July 1976

INDUSTRIAL CONCILIATION ACT, 1956

BUILDING INDUSTRY, WESTERN PROVINCE.—EXTENSION OF AGREEMENT FOR THE CAPE PENINSULA

I, Stephanus Petrus Botha, Minister of Labour, hereby, in terms of section 48 (4) (a) (i) of the Industrial Conciliation Act, 1956, extend the periods fixed in Government Notices R. 1963 of 27 October 1972, R. 1500 of 23 August 1974, R. 1212 of 20 June 1975 and R. 130 of 30 January 1976, by a further period of three months ending 31 October 1976.

S. P. BOTHA, Minister of Labour.

No. R. 1276 23 July 1976

INDUSTRIAL CONCILIATION ACT, 1956

BUILDING AND MONUMENTAL MASONRY INDUSTRIES, TRANSVAAL

The undermentioned corrections to Government Notice R. 81 which appears in *Government Gazette* 4962 of 16 January 1976, are published for general information.

In the Afrikaans text of the Schedule—

in clause 2 (3) in the definition of "werksman, graad I"—

(1) substitute the following for paragraph (a):

"(a) *Die lê van blokke en/of stene.*—Die lê, in mastik of dagha, van blokke, stene, blaaie en/of klip in mure wat bedek moet word met pleister, sementbry en/of mastikmateriaal, grondvulling of hangyloere in fondamente en in binnefondamentmure; maar uitgesonderd uittelwerk, hoogtes meet, hoeke, deurkosyne en vensterrame loodreg stel, profielplanke of setmate oprig, rifvoegwerk.";

(2) in paragraph (b), for the word "binnedeurkosyne" substitute the word "deurkosyne".

No. R. 1277 23 July 1976

INDUSTRIAL CONCILIATION ACT, 1956

BUILDING AND MONUMENTAL MASONRY INDUSTRIES, TRANSVAAL

The undermentioned corrections to Government Notice R. 1956 which appears in *Government Gazette* 4875 of 17 October 1975, are published for general information.

A. In the Afrikaans text of the Schedule:

1. In clause 3 in the definition of "werksman, graad I"—

(1) substitute the following for paragraph (a):

"(a) *Die lê van blokke en/of stene.*—Die lê, in mastik of dagha, van blokke, stene, blaaie en/of klip in mure wat bedek moet word met pleister, sementbry en/of

mastikmateriaal, grondvulling of hangvloere in fondamente en in binnevondamentmure; maar uitgesonderd uitlêwerk, hoogtes meet, hoeke, deurkosyne en vensterrame loodreg stel, profielplanke of setmate oprig, rifvoegwerk.”.

(2) In paragraaf (b), vervang die woord “binnedeurkosyne” deur die woord “deurkosyne”.

2. In klosule 7 (4), vervang die woord “daum” deur die woord “datum”.

3. In klosule 10 (1) (e), vervang “24h30” deur “12h30”.

4. In klosule 13 (1), vervang “60” deur “65”.

5. In klosule 14 (2) (g), vervang “4 (1) (g)” deur “4 (1)”.

6. In klosule 19, vervang die woord “administrasie” deur die woord “administrasie”.

7. In klosule 22—

(1) in subklosule (2), vervang die woord “werknelmers” deur die woord “werkgewers”;

(2) in subklosule (5), vervang “26 (2)” deur “21 (2)”.

8. In klosule 27 (1) (b), vervang die woord “on” deur die woord “of”.

B. In die Engelse teks van die Bylae—

1. In klosule 7 (4), vervang die woord “his” in die voorbeholdsbeplaging deur die woord “this”.

2. In klosule 22 (5), vervang “26 (2)” deur “21 (2)”.

No. R. 1278

23 Julie 1976

WET OP NYWERHEIDSVERSOENING, 1956

HAARKAPPERSBEDRYF, PORT ELIZABETH EN UITENHAGE.—HERNUWING VAN OOREENKOMS

Ek, Stephanus Petrus Botha, Minister van Arbeid, verklaar hierby, kragtens artikel 48 (4) (a) (ii) van die Wet op Nywerheidsversoening, 1956, dat die bepalings van Goewermentskennisgewings R. 484 van 30 Maart 1972 en R. 477 van 22 Maart 1974 van krag is vanaf die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 Junie 1979 eindig.

S. P. BOTHA, Minister van Arbeid.

No. R. 1279

23 Julie 1976

WET OP NYWERHEIDSVERSOENING, 1956

HAARKAPPERSBEDRYF, PORT ELIZABETH EN UITENHAGE.—WYSIGING VAN OOREENKOMS

Ek, Stephanus Petrus Botha, Minister van Arbeid, verklaar hierby—

(a) kragtens artikel 48 (1) (a) van die Wet op Nywerheidsversoening, 1956, dat die bepalings van die Ooreenkoms (hierna die Wysigingsooreenkoms genoem) wat in die Bylae hiervan verskyn en op die Haarkappersbedryf betrekking het, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 Junie 1979 eindig, bindend is vir die werkgewersorganisasie en die vakvereniging wat die Wysigingsooreenkoms aangegaan het en vir die werkgewers en werknelmers wat lede van genoemde organisasie of vereniging is;

(b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalings van die Wysigingsooreenkoms, uitgesonderd dié vervat in klosule 1 (1), met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 Junie 1979 eindig, bindend is vir alle ander werkgewers en werknelmers as dié genoem in paragraaf (a) van hierdie kennisgewing, wat betrokke is by of in diens is in genoemde Bedryf in die gebiede gespesifieer in klosule 1 (2) van die Wysigingsooreenkoms; en

mastikmateriaal, grondvulling of hangvloere in fondamente en in binnevondamentmure; maar uitgesonderd uitlêwerk, hoogtes meet, hoeke, deurkosyne en vensterrame loodreg stel, profielplanke of setmate oprig, rifvoegwerk.”;

(2) in paragraph (b), for the word “binnedeurkosyne” substitute the word “deurkosyne”.

2. In clause 7 (4), for the word “daum” substitute the word “datum”.

3. In clause 10 (1) (e), for “24h30” substitute “12h30”.

4. In clause 13 (1), for “60” substitute “65”.

5. In clause 14 (2) (g), for “4 (1) (g)” substitute “4 (1)”.

6. In clause 19, for the word “administrasie” substitute the word “administrasie”.

7. In clause 22—

(1) in subclause (2), for the word “werknelmers” substitute the word “werkgewers”;

(2) In subclause (5), for “26 (2)” substitute “21 (2)”.

8. In clause 27 (1) (b), for the word “on” substitute the word “of”.

B. In the English text of the Schedule—

(1) in clause 7 (4), for the word “his” in the proviso substitute the word “this”;

(2) in clause 22 (5), for “26 (2)” substitute “21 (2)”.

No. R. 1278

23 July 1976

INDUSTRIAL CONCILIATION ACT, 1956

HAIRDRESSING TRADE, PORT ELIZABETH AND UITENHAGE.—RENEWAL OF AGREEMENT

I, Stephanus Petrus Botha, Minister of Labour, hereby, in terms of section 48 (4) (a) (ii) of the Industrial Conciliation Act, 1956, declare the provisions of Government Notices R. 484 of 30 March 1972 and R. 477 of 22 March 1974 to be effective from the second Monday after the date of publication of this notice and for the period ending 30 June 1979.

S. P. BOTHA, Minister of Labour.

No. R. 1279

23 July 1976

INDUSTRIAL CONCILIATION ACT, 1956

HAIRDRESSING TRADE, PORT ELIZABETH AND UITENHAGE.—AMENDMENT OF AGREEMENT

I, Stephanus Petrus Botha, Minister of Labour, hereby—

(a) in terms of section 48 (1) (a) of the Industrial Conciliation Act, 1956, declare that the provisions of the Agreement (hereinafter referred to as the Amending Agreement) which appears in the Schedule hereto and which relates to the Hairdressing Trade, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 30 June 1979, upon the employers' organisation and the trade union which entered into the Amending Agreement and upon the employers and employees who are members of the said organisation or union;

(b) in terms of section 48 (1) (b) of the said Act, declare that the provisions of the Amending Agreement, excluding those contained in clause 1 (1), shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 30 June 1979, upon all employers and employees other than those referred to in paragraph (a) of this notice, who are engaged or employed in the said Trade in the areas specified in clause 1 (2) of the Amending Agreement; and

(c) kragtens artikel 48 (3) (a) van genoemde Wet, dat die bepalings van die Wysigingsooreenkoms, uitgesonderd dié vervat in klousule 1 (1), met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 Junie 1979 eindig, in die gebiede gespesifieer in klousule 1 (2) van die Wysigingsooreenkoms, *mutatis mutandis* bindend is vir alle Bantoes in diens in genoemde Bedryf by dié werkgewers vir wie enigeen van genoemde bepalings ten opsigte van werknemers bindend is en vir daardie werkgewers ten opsigte van Bantoes in hul diens.

S. P. BOTHA, Minister van Arbeid.

BYLAE

NYWERHEIDSRAAD VIR DIE HAARKAPPERSBEDRYF,
PORT ELIZABETH EN UITENHAGE

OOREENKOMS

ingevolge die Wet op Nywerheidsversoening, 1956 (Wet 28 van 1956), gesluit deur en aangegaan tussen die

Port Elizabeth and Uitenhage Master Hairdressers' Association (hierna die "werkgewers" of "werkgewersorganisasie" genoem), aan die een kant, en die

S.A. Hairdressers Employees' Industrial Union (Tak Port Elizabeth en Middelland)

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

wat die partye is by die Nywerheidsraad vir die Haarkappersbedryf (Port Elizabeth en Uitenhage),

om die Ooreenkoms, gepubliseer by Goewermentskennisgewing R. 484 van 30 Maart 1972, soos gewysig by Goewermentskennisgewing R. 477 van 22 Maart 1974.

1. TOEPASSINGSBESTEK VAN OOREENKOMS

Hierdie Ooreenkoms moet in die Haarkappersbedryf nagekom word—

(1) deur alle werkgewers en werknemers wat lede van die werkgewersorganisasie en die vakvereniging is;

(2) in die munisipale gebiede van Port Elizabeth en Uitenhage.

2. KLOUSULE 3.—WOORDOMSKRYWING

Skrap die woordomskrywing van "manikuris".

3. KLOUSULE 4.—LONE

Vervang subklousule (1) deur die volgende:

"(1) Behoudens subklousules (2) en (3) van hierdie klousule, mag geen lone wat laer is as die volgende deur 'n werkewer betaal en deur 'n werknemer aanvaar word nie:

	Vir tydperk van een jaar na die datum van inwerkingtreding van hierdie klousule	Daarna
	Per week	Per week
(a) Mansbedryf (man of vrou):	R	R
Haarkappersassistent (man of vrou):		
(i) Gekwalifiseerd.....	34,62	40,00
(ii) Los werknemers.....	Per dag 6,00	Per dag 7,00
(b) Damesbedryf:	Per week 34,62	Per week 40,00
(i) Gekwalifiseerde haarkappers-assistent (man).....	27,69	34,00
(ii) Gekwalifiseerde haarkappers-assistent (vrouw).....	Per dag 6,00	Per dag 7,00
(iii) Los werknemer (man of vrouw)	Per week 19,00	Per week 23,00
(c) Mans-en/of damesbedryf:	12,00	15,00
(i) Ontvangsklerk en/of telefonis...	14,00	15,00
(ii) Sjampoeis.....	18,00	19,50
(iii) Algemene assistent:	12,00	13,00
Vrouw.....	Per dag 2,50	Per dag 2,50"
Los werknemers.....		

(c) in terms of section 48 (3) (a) of the said Act, declare that in the areas specified in clause 1 (2) of the Amending Agreement and with effect from the second Monday after the date of publication of this notice and for the period ending 30 June 1979, the provisions of the Amending Agreement, excluding those contained in clause 1 (1), shall *mutatis mutandis* be binding upon all Bantu employed in the said Trade by the employers upon whom any of the said provisions are binding in respect of employees and upon those employers in respect of Bantu in their employ.

S. P. BOTHA, Minister of Labour.

SCHEDULE

INDUSTRIAL COUNCIL FOR THE HAIRDRESSING TRADE, PORT ELIZABETH AND UITENHAGE

AGREEMENT

in accordance with the provisions of the Industrial Conciliation Act, 1956 (Act 28 of 1956), made and entered into by and between the

Port Elizabeth and Uitenhage Master Hairdressers' Association (hereinafter referred to as the "employers" or the "employers' organisation"), of the one part, and the

S.A. Hairdressers Employees' Industrial Union (Port Elizabeth and Midlands Branch)

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

being parties to the Industrial Council for the Hairdressing Trade (Port Elizabeth and Uitenhage)

to amend the Agreement published under Government Notice R. 484, dated 30 March 1972, as amended by Government Notice R. 477 of 22 March 1974.

1. SCOPE OF APPLICATION OF AGREEMENT

The terms of this Agreement shall be observed in the Hairdressing Trade—

(1) by all employers and employees who are members of the employers' organisation and the trade union;

(2) in the municipal areas of Port Elizabeth and Uitenhage.

2. CLAUSE 3.—DEFINITIONS

Delete the definition of "manicurist".

3. CLAUSE 4.—WAGES

Substitute the following for subclause (1):

"(1) Subject to the provisions of subclauses (2) and (3) of this clause, no employer shall pay and no employee shall accept wages at rates lower than the following:

	For a period of one year from the date of coming into operation of this clause	Thereafter
	Per week	Per week
(a) Gentlemen's trade:	R	R
Hairdresser's assistant (male or female):		
(i) Qualified.....	34,62 Per day 6,00	40,00 Per day 7,00
(ii) Casual.....	Per week 34,62	Per week 40,00
(b) Ladies' trade:		
(i) Qualified hairdresser's assistant (male).....	27,69 Per day 6,00	34,00 Per day 7,00
(ii) Qualified hairdresser's assistant (female).....	Per week 27,69	Per week 34,00
(iii) Casual employee (male or female).....	Per week 6,00	Per week 7,00
(c) Gentlemen's and/or ladies' trade:		
(i) Receptionist and/or telephonist.....	Per week 19,00	Per week 23,00
(ii) Shampooist.....	12,00	15,00
(iii) General assistant:		
Female.....	14,00	15,00
Male, 18 years or over.....	18,00	19,50
Male, under 18 years.....	12,00	13,00
Casual.....	Per day 2,50	Per day 2,50"

4. KLOUSULE 15.—SIEKTEBYSTANDSFONDS

(1) Vervang subklausule (5) deur die volgende:

"(5) Werknemers word in die volgende groep ingedeel:

Groep 1.—Werknemers vir wie 'n loon van R25 per week of minder voorgeskryf word.

Groep 2.—Werknemers vir wie 'n loon van meer as R25 per week voorgeskryf word."

(2) Vervang subklausule (6) deur die volgende:

"(6) Elke werkewer moet op elke betaaldag die volgende bedrae (hierna die 'bydraes' genoem) aftrek van die weekloon van elk van sy werknemers, uitgesonderd vakleerlinge:

Werknemers in Groep 1: Die bedrag van 40c;
werknemers in Groep 2: Die bedrag van R1;

en by die bedrae aldus afgetrek, moet die werkewer die volgende bedrag voeg ten opsigte van elke—

werknemer in Groep 1: Die bedrag van 40c;

werknemer in Groep 2: Die bedrag van R1;

en as 'n vakleerling hom spesiaal daarom vra, moet hy namens daardie vakleerling bedrae aftrek en bydraes op bogenoemde grondslag betaal.

Waar 'n werknemer met verlof is waarvoor hy die een of ander besoldiging ontvang, moet daar voortgegaan word om so wel sy eie as sy werkewer se bydraes gedurende sodanige verloftydperk te betaal."

(3) Vervang subklausule (7) deur die volgende:

"(7) Elke werkende werkewer wat as lid aanvaar is, moet R2 per week namens homself bydra."

(4) Vervang subklausule (9) A (b) (i) deur die volgende:

"(i) aan die werknemer vir wie lone in hierdie Ooreenkoms voorgeskryf word volgens die groep waarin hy laas bygedra het vir elke werkuur verloor weens sodanige ongeluk of siekte, en wel soos volg:

Groep 1: 20c per uur;
Groep 2: 35c per uur;".

(5) Vervang subklausule (9) B (iv) deur die volgende:

"(iv) operasies, hospitaalbehandeling en behandeling deur spesialiste, uitgesonderd X-strale en die toets van oë, op aanbeveling van die mediese beampte, tot 'n maksimum van R30 vir 'n enkele siekte of ongeluk;".

(6) Vervang subklausule (9) B (v) deur die volgende:

"(v) die koste van X-strale tot 'n maksimum van R15 vir 'n enkele siekte of ongeluk;".

(7) Vervang subklausule (16) deur die volgende:

"(16) Indien die Fonds gelikwiede word, moet die geld wat in die kredit van die Fonds oorby nadat alle eise teen die Fonds, met inbegrip van die administrasie- en likwidasiestukkoste, betaal is, in die fondse van die Raad gestort word. Indien die sake van die Raad reeds beredder en sy bates verdeel is, moet die saldo van hierdie Fonds ingevolge artikel 34 (4) van die Wet versprei word asof dit deel van die algemene fondse van die Raad uitmaak."

Hierdie Ooreenkoms is namens die partye op hede die 14de dag van April 1976 onderteken.

J. W. COATES, Voorsitter van die Raad.

B. M. BAUER (mev.), Ondervoorsitter van die Raad.

R. T. RAAFF, Sekretaris van die Raad.

No. R. 1280

23 Julie 1976

WET OP VAKLEERLINGE, 1944

KOMITEE VIR VAKLEERLINGE IN DIE GRAANMAALNYWERHEID. — VOORGENOME INTREKKING VAN AMBAGTE

Ek, Stephanus Petrus Botha, Minister van Arbeid, handelende kragtens artikel 16 van bogemelde Wet, is voornemens om Goewermentskennisgewing 246 van 11 Februarie 1949, soos herpubliseer by Goewermentskennisgewing R. 491 van 7 April 1967, in te trek.

Alle belanghebbendes wat besware teen bogemelde voorname het, word versoek om binne 30 dae vanaf die datum van publikasie van hierdie kennisgewing sodanige

4. CLAUSE 15.—SICK BENEFIT FUND

(1) Substitute the following for subclause (5):

"(5) Employees shall be classified under the following groups:

Group 1.—Employees for whom a wage of R25 per week or less is prescribed.

Group 2.—Employees for whom a wage of more than R25 per week is prescribed."

(2) Substitute the following for subclause (6):

"(6) Every employer shall on each pay-day deduct from the weekly wages of each of his employees, other than apprentices, the following amounts, hereinafter referred to as contributions:

Employees in Group 1: The sum of 40c;
employees in Group 2: The sum of R1;

and to the amounts so deducted the employer shall add in respect of every—

employee in Group 1: The sum of 40c;
employee in Group 2: The sum of R1;

and if specially requested by an apprentice to do so, he shall likewise make deductions and contributions on behalf of that apprentice on the basis aforesaid.

Whenever an employee is on leave in respect of which he receives some remuneration, both his own and his employer's contributions shall be continued during the period of such leave."

(3) Substitute the following for subclause (7):

"(7) Every working employer who has been accepted as a member shall contribute R2 per week on his own behalf."

(4) Substitute the following for subclause (9) A (b) (i):

"(i) to an employee for whom wages are prescribed in this Agreement in accordance with the group in which he last contributed for each working hour lost due to such accident or illness, at the following rates:

Group 1: 20c per hour;
Group 2: 35c per hour;".

(5) Substitute the following for subclause (9) B (iv):

"(iv) operations, hospital and specialist treatment, excluding X-rays and eye testing, on the recommendation of the medical officer, up to a maximum of R30 in respect of any one illness or accident;".

(6) Substitute the following for subclause (9) B (v):

"(v) the cost of X-rays up to a maximum of R15 in respect of any one illness or accident;".

(7) Substitute the following for subclause (16):

"(16) Upon the liquidation of the Fund the moneys remaining to the credit of the Fund after payment of all claims against the Fund, including administration and liquidation expenses, shall be paid into the funds of the Council. If the affairs of the Council have already been wound up and its assets distributed, the balance of this Fund shall be distributed as provided for in section 34 (4) of the Act as if it formed part of the general funds of the Council."

This Agreement signed on behalf of the parties this 14th day of April 1976.

J. W. COATES, Chairman of the Council.

B. M. BAUER (Mrs), Vice Chairman of the Council.

R. T. RAAFF, Secretary of the Council.

No. R. 1280

23 July 1976

APPRENTICESHIP ACT, 1944

APPRENTICESHIP COMMITTEE FOR THE GRAIN MILLING INDUSTRY.—PROPOSED DEDESIGNATION OF TRADES

I, Stephanus Petrus Botha, Minister of Labour, acting in terms of section 16 of the above-mentioned Act, propose to withdraw Government Notice 246 of 11 February 1949, as republished under Government Notice R. 491 of 7 April 1967.

All interested persons who have any objections against the above proposal are called upon to lodge such objections, in writing, with the Secretary, Apprenticeship

besware skriftelik in te dien by die Sekretaris, Komitee vir Vakleerlinge in die Graanmaalnywerheid, Posbus 4560, Johannesburg, 2000.

S. P. BOTHA, Minister van Arbeid.

DEPARTEMENT VAN BANTOE-ADMINISTRASIE EN -ONTWIKKELING

No. R. 1265

23 Julie 1976

VERBETERINGSKENNISGEWING

REGULASIES BETREFFENDE DIE BEHEER VAN EN TOESIG OOR 'N STEDELIKE BANTOEWOON-gebied EN AANVERWANTE AANGELEENT-HEDE.—WYSIGING VAN GOEWERMENTS-KENNISGEWING R. 1036 VAN 14 JUNIE 1968

Goewermentskennisgewing R. 1036 van 14 Junie 1968, soos gewysig deur en aangekondig in Goewermentskennisgewing R. 764 van 7 Mei 1976, word hierby as volg verbeter:

In die Afrikaanse teks.

Hoofstuk 3

1. Regulasie 3 (2).

Vervang "aansoek" deur "aansoek".

2. Regulasie 18 (2).

Vervang subregulasie (2) deur die volgende:

"(2) Die superintendent of 'n ander gemagtigde beampete kan te eniger tyd van 'n persoon wat bestellings in die Bantoewoongebied aflewer, 'n afleweringsbrief of besonderhede van die bestelling en die naam en adres van die besteller vereis.".

3. Regulasie 24 (4).

Vervang subregulasie (4) deur die volgende:

"(4) By die intrekking van die reg om handel of besigheid te dryf of 'n beroep uit te oefen ingevolge subregulasies (1), (2) en (3), moet sodanige handelaar en alle persone wat beweer dat hulle deur of onder hom in okkupasie is, onverwyld die handelsperseel ontruim en die sleutels van enige geboue daarop aan die superintendent oorhandig, maar sodanige intrekking raak nie die reg wat aan die Raad voorbehou word om alle huurgelde, vorderings en ander gelde bereken en verskuldig tot en met die datum van sodanige intrekking, te verhaal nie.".

In die Engelse teks.

Hoofstuk 3

4. Regulasie 22 (3).

Vervang subregulasie (3) deur die volgende:

"(3) If a trader does not comply with all the requirements of this Chapter or does not pay his rental, the Board shall have the right to suspend his right to trade on the relative site and to notify the licensing board accordingly.".

5. Bylae A.

Vervang die opskrif deur die volgende:

"Trades, businesses and professions which may be carried on in urban Bantu residential areas.".

Committee for the Grain Milling Industry, P.O. Box 4560, Johannesburg, 2000, within 30 days of the date of publication of this notice.

S. P. BOTHA, Minister of Labour.

DEPARTMENT OF BANTU ADMINISTRATION AND DEVELOPMENT

No. R. 1265

23 July 1976

CORRECTION NOTICE

REGULATIONS GOVERNING THE CONTROL AND SUPERVISION OF AN URBAN BANTU RESIDENTIAL AREA AND RELEVANT MATTERS.—AMENDMENT OF GOVERNMENT NOTICE R. 1036, DATED 14 JUNE 1968

Government Notice R. 1036, dated 14 June 1968, as amended by and promulgated by Government Notice R. 764, dated 7 May 1976, is hereby corrected as follows:

In the Afrikaans text.

Chapter 3

1. Regulation 3 (2).

Substitute "aansoek" for "aansoek".

2. Regulation 18 (2).

Substitute subregulation (2) for the following:

"(2) Die superintendent of 'n ander gemagtigde beampete kan te eniger tyd van 'n persoon wat bestellings in die Bantoewoongebied aflewer, 'n afleweringsbrief of besonderhede van die bestelling en die naam en adres van die besteller vereis.".

3. Regulation 24 (4).

Substitute subregulation (4) for the following:

"(4) By die intrekking van die reg om handel of besigheid te dryf of beroep uit te oefen ingevolge subregulasies (1), (2) en (3), moet sodanige handelaar en alle persone wat beweer dat hulle deur of onder hom in okkupasie is, onverwyld die handelsperseel ontruim en die sleutels van enige geboue daarop aan die superintendent oorhandig, maar sodanige intrekking raak nie die reg wat aan die Raad voorbehou word om alle huurgelde, vorderings en ander gelde bereken en verskuldig tot en met die datum van sodanige intrekking, te verhaal nie.".

In the English text

Chapter 3

4. Regulation 22 (3).

Substitute subregulation (3) for the following:

"(3) If a trader does not comply with all the requirements of this Chapter or does not pay his rental, the Board shall have the right to suspend his right to trade on the relative site and to notify the licensing board accordingly.".

5. Schedule A.

Substitute the heading for the following:

"Trades, businesses and professions which may be carried on in urban Bantu residential areas.".

DEPARTEMENT VAN DOEANE EN AKSYNS

No. R. 1266 23 Julie 1976

DOEANE- EN AKSYNSWET, 1964

WYSIGING VAN REËLS (No. DAR/19)

Kragtens artikel 120 van die Doeane- en Aksynswet, 1964, word die Bylae by die reëls gepubliseer by Goewernentskennisgewing R. 1771 van 5 Oktober 1973 gewysig deur—

- (1) die vervanging in paragraaf 3 (a) van "Oshikango" deur "Ondangwa";
- (2) die vervanging van paragraaf 6 deur die volgende:

"6. Deurvoerloodse"

[Artikel 6 (1) (g) van die Wet]

Bloemfontein

Ontvange Internasionale Vragafdeling, S.A. Lugdiens Vraggebou geleë aan die noordelike kant van die Bloemfonteinse Spoerwegpassasierstasie, Harveyweg, Bloemfontein.

Kaapstad

Al die loodse geleë op die landingsplekke.
Ontvange Internasionale Vragafdeling, S.A. Lugdiens Vraggebou, D. F. Malanlughawe.

Durban

Al die loodse geleë op die landingsplekke.
Ontvange Internasionale Vragafdeling, S.A. Lugdiens Vraggebou, Louis Bothalughawe, Durban.

Oos-Londen

Oosoewer en Wesoewer:
Al die loodse geleë op die landingsplekke.
Ontvange Internasionale Vragafdeling, S.A. Lugdiens Vragkantoor geleë in Murray en Stewart Sentrum, Terminusstraat, Oos-Londen.

Germiston

Kamer No. 20 in die lughawegebou, Randlughawe.
Jan Smutslughawe

Ontvange Internasionale Vragafdeling, op die grondvloer van die S.A. Lugdiens Lugvragcentrum geleë noord van die Lughawe-eindpuntgebou en tussen die Doeane- en Vragagentgegebou en die Kajuitdienstgebou van die S.A. Lugdiens.

Die volgende loodse geleë tussen die Staatspakhuis en die Spesiale Dienstegebou by die vragkompleks noord van die Lughawe-eindpuntgebou:

- No. 2 K.L.M. S.A. (Edms.) Bpk.
No. 7 Luxavia (Edms.) Bpk.
No. 10 Pan American World Airways S.A. (Pty) Ltd.
No. 11 Transportes Aeros Portugueses.
Nos. 13 & 14 Alitalia Airlines.
Nos. 16 & 17 Sabena.
Nos. 18, 19 & 20 Lufthansa Afrika (Edms.) Bpk.

Kimberley

Die vragkantoor in die Ontvange Internasionale Vragafdeling, S.A. Lugdiens Vraggebou, J. B. Vorsterlughawe, Kimberley.

Luderitz

Een loods geleë wes van Wes-hawehoof met uitsig op die hawe.

Mafeking

Spoorwegloods No. 5.

Mosselbaai

Loods geleë op Kaai No. 4.

DEPARTMENT OF CUSTOMS AND EXCISE

No. R. 1266 23 July 1976

CUSTOMS AND EXCISE ACT, 1964

AMENDMENT OF RULES (No. DAR/19)

Under section 120 of the Customs and Excise Act, 1964, the Schedule to the rules published in Government Notice R. 1771 of 5 October 1973 is amended by—

- (1) the substitution in paragraph 3 (a) of "Ondangwa" for "Oshikango";
- (2) the substitution for paragraph 6 of the following:

"6. Transit Sheds"

[Section 6 (1) (g) of the Act]

Bloemfontein

Received International Cargo Section, S.A. Airways Cargo Terminal situated on the northern side of the Bloemfontein Passenger Railway Station, Harvey Road, Bloemfontein.

Cape Town

All the sheds situated upon the wharves.
Received International Cargo Section, S.A. Airways Cargo Building, D. F. Malan Airport.

Durban

All the sheds situated upon the wharves.
Received International Cargo Section, S.A. Airways Cargo Building, Louis Botha Airport, Durban.

East London

East Bank and West Bank:

All the sheds situated upon the wharves.
Received International Cargo Section, S.A. Airways Cargo Office situated in Murray and Stewart Centre, Terminus Street, East London.

Germiston

Room No. 20 in the airport building, Rand Airport.
Jan Smuts Airport

Received International Cargo Section on the ground floor of the S.A. Airways Freight Centre situated north of the Airport Terminal Building and between the Customs and Freight Agents Building and the Cabin Services Building of the South African Airways.

The following sheds situated between the State warehouse and the Special Services Building at the freight complex north of the Airport Terminal Building:

- No. 2 K.L.M. S.A. (Pty) Ltd.
No. 7 Luxavia (Pty) Ltd.
No. 10 Pan American World Airways S.A. (Pty) Ltd.
No. 11 Transportes Aeros Portugueses.
Nos. 13 & 14 Alitalia Airlines.
Nos. 16 & 17 Sabena.
Nos. 18, 19 & 20 Lufthansa Africa (Pty) Ltd.

Kimberley

The freight office in the Received International Cargo Section, S.A. Airways Cargo Terminal, J. B. Vorster, Airport, Kimberley.

Luderitz

One shed situated west of West Jetty and facing the harbour.

Mafeking

Railway Shed No. 5.

Mossel Bay

Shed situated on No. 4 Quay.

Port Elizabeth

Al die loodse geleë op die landingsplekke.
Ontvange Internasionale Vragafdeling, S.A. Lugdiens
Vraggebou, H. F. Verwoerdlughawe, Port Elizabeth.

Walvisbaai

Al die loodse geleë op Hofmeyrkaai.

Windhoek

Pakkamer geleë in die Lugvragmagasyn van die Suid-Afrikaanse Spoerweé, Carl Listgebou, Peter Müllerstraat, Windhoek"; en

(3) die vervanging in paragraaf 7 onder die opskrif "Oos-Londen: Algemeen" van die bestaande subparagraaf 4 deur die volgende: "4. Oliekaaihek".

F. v. R. LOUW, Waarnemende Sekretaris van Doeane en Aksyns.

Opmerking.—(1) Die wysiging van paragraaf 3 (a) is as gevolg van die verskuiwing van die kantoor van die Kontroleur van Doeane en Aksyns van Oshikango af na Ondangwa.

(2) As gevolg van verskeie wysigings en toevoegings word paragraaf 6 deur 'n nuwe paragraaf vervang.

(3) Die uitwerking van die wysiging van paragraaf 7 is dat die Oliekaaihek in die toekoms te alle tye oop sal wees.

DEPARTEMENT VAN LANDBOU-EKONOMIE EN -BEMARKING

No. R. 1267

23 Julie 1976

REGULASIES MET BETREKKING TOT DIE GRADERING, VERPAKKING EN MERK VAN INGEMAAKTE VOEDSEL BESTEM VIR VERKOOP IN DIE REPUBLIEK VAN SUID-AFRIKA.—HERROEPING

Die Minister van Landbou het, kragtens die bevoegdheid hom verleen by artikel 89 van die Bemarkingswet, 1968 (No. 59 van 1968), Deel I van Goewermentskennisgewing R. 1898 van 22 Oktober 1971, soos gewysig, herroep.

No. R. 1268

23 Julie 1976

REGULASIES TER REELING VAN DIE VEREISTES IN VERBAND MET DIE UITVOER VAN INGEMAAKTE VOEDSEL UIT DIE REPUBLIEK VAN SUID-AFRIKA.—HERROEPING

Die Minister van Landbou het, kragtens die bevoegdheid hom verleen by artikel 4 van die Wet op die Uitvoer van Landbouprodukte, 1971 (No. 51 van 1971), Deel I van Goewermentskennisgewing R. 1897 van 22 Oktober 1971, soos gewysig, herroep.

DEPARTEMENT VAN LANDBOUKREDIET EN GRONDBESIT

No. R. 1261

23 Julie 1976

DIE RAAD VAN KURATORE VIR NASIONALE PARKE

WYSIGING VAN REGULASIES VIR DIE BEHEER, BESTUUR EN INSTANDHOUDING VAN DIE NASIONALE PARKE EN VIR DIE VERRIGTING VAN DIE ALGEMENE SAKE VAN DIE RAAD

Kragtens artikel 29 van die Wet op Nasionale Parke, 1976 (Wet 57 van 1976), het die Raad van Kuratore vir Nasionale Parke, met die goedkeuring van die Minister van Landbou, die regulasies afgekondig by Goewermentskennisgewing R. 1190 van 7 Augustus 1964, soos gewysig

Port Elizabeth

All the sheds situated upon the wharves.
Received International Cargo Section, S.A. Airways
Cargo Building, H. F. Verwoerd Airport, Port Elizabeth.

Walvis Bay

All the sheds situated upon Hofmeyr Wharf.

Windhoek

Storeroom situated in the Air Freight Depot of the South African Railways, Carl List Building, Peter Müller Street, Windhoek"; and

(3) the substitution in paragraph 7 under the heading "East London: General" for the existing subparagraph 4 of the following: "4. Oil Wharf Gate".

F. v. R. LOUW, Acting Secretary for Customs and Excise.

Note.—(1) The amendment of paragraph 3 (a) is the result of the moving of the office of the Controller of Customs and Excise from Oshikango to Ondangwa.

(2) On account of various amendments and additions paragraph 6 is substituted by a new paragraph.

(3) The effect of the amendment to paragraph 7 is that the Oil Wharf Gate will in future be open at all times.

DEPARTMENT OF AGRICULTURAL ECONOMICS AND MARKETING

No. R. 1267

23 July 1976

REGULATIONS RELATING TO THE GRADING, PACKING AND MARKING OF CANNED FOOD-STUFFS INTENDED FOR SALE IN THE REPUBLIC OF SOUTH AFRICA.—REVOCATION

The Minister of Agriculture has, under the powers vested in him by section 89 of the Marketing Act, 1968 (No. 59 of 1968), repealed Part I of Government Notice R. 1898 of 22 October 1971, as amended.

No. R. 1268

23 July 1976

REGULATIONS FOR REGULATING THE REQUIREMENTS IN CONNECTION WITH THE EXPORT OF CANNED FOODSTUFFS FROM THE REPUBLIC OF SOUTH AFRICA.—REVOCATION

The Minister of Agriculture has, under the powers vested in him by section 4 of the Agricultural Produce Export Act, 1971 (No. 51 of 1971), repealed Part I of Government Notice R. 1897 of 22 October 1971, as amended.

DEPARTMENT OF AGRICULTURAL CREDIT AND LAND TENURE

No. R. 1261

23 July 1976

THE NATIONAL PARKS BOARD OF TRUSTEES

AMENDMENT OF REGULATIONS FOR THE CONTROL, MANAGEMENT AND MAINTENANCE OF THE NATIONAL PARKS AND FOR THE CONDUCT OF GENERAL BUSINESS OF THE BOARD

In terms of section 29 of the National Parks Act, 1976 (Act 57 of 1976), the National Parks Board of Trustees, with the approval of the Minister of Agriculture, has further amended the regulations published under Government Notice R. 1190, dated 7 August 1964, as amended

by Goewermentskennisgewings R. 1371 van 10 September 1965, R. 282 van 3 Maart 1967, R. 1962 van 8 September 1967, R. 1370 van 9 Augustus 1968, R. 452 van 28 Maart 1969, R. 1641 van 2 Oktober 1970, R. 1096 van 29 Junie 1973 en R. 457 van 14 Maart 1975, soos volg verder gewysig:

Regulasie 24 word deur die volgende regulasie vervang:

"24. AFWESIGHEIDSVERLOF

Afwesigheidsverlof kan toegestaan word

(1) Afwesigheidsverlof kan ooreenkomsdig hierdie regulasies, behoudens die bepalings van die Wet op Winkels en Kantore, 1964 (Wet 75 van 1964), aan beampies en werknemers toegestaan word.

Deur wie verlof toegestaan kan word

(2) Verlof word toegestaan—

- (a) in die geval van die hoofdirekteur, deur die voorstitter; en
- (b) in die geval van beampies en ander werknemers, deur die hoofdirekteur of deur enige ander werknemer of beampte deur die hoofdirekteur behoorlik daartoe gemagtig.

Verlof is nie 'n reg eisbaar nie, en toegestane verlof kan ingetrek word

(3) Verlof word toegestaan onderworpe aan die behoeftes van die raad se diens en kan deur die raad of die hoofdirekteur, of die werknemer of beampte deur die hoofdirekteur behoorlik daartoe gemagtig, na gelang van die geval, ingetrek word indien die belang van die raad se diens sodanige stap vereis.

Verlofaansoek moet voor verlof goedgekeur word

(4) Uitgesonderd in die geval van siekte, mag geen werknemer of beampte met verlof van diens afwesig wees voordat sy verlofaansoek goedgekeur is nie.

'n Verlofregister moet gehou word

(5) 'n Verlofregister moet deur die hoofdirekteur ten opsigte van elke werknemer en beampte gehou word, waarin alle afwesigheidsverlof en verlofkrediete aangeteken word.

Verlofforms moet gebruik word

(6) Aansoek om verlof moet op vorms wat deur die raad voorgeskryf word, gedoen word: Met dien verstande dat, behoudens die bepalings van subregulasie (5), Nie-Blanke werknemers en beampies ook mondeling om verlof aansoek kan doen.

Ingevulde verlofaansoekvorms moet bewaar word

(7) Behoudens die voorbehoudsbepaling van subregulasie (6) word ingevulde verlofaansoekvorms vir ouditdoeleindes deur die hoofdirekteur bewaar.

Beslissings oor verlofaansoek moet op vorms aangedui word

(8) Behoudens die voorbehoudsbepaling van subregulasie (6) word beslissings oor verlofaansoek op die verlofaansoekvorms aangedui.

Inskrywings in verlofregister moet deur verlofforms gestaaf word

(9) Behoudens die voorbehoudsbepaling van subregulasie (6) word verlofgebruik slegs vanaf ingevulde verlofforms in die verlofregister aangegetekend.

by Government Notices R. 1371, dated 10 September 1965, R. 282, dated 3 March 1967, R. 1962, dated 8 September 1967, R. 1370, dated 9 August 1968, R. 452, dated 28 March 1969, R. 1641, dated 2 October 1970, R. 1096, dated 29 June 1973 and R. 457, dated 14 March 1975, as follows:

The following regulation is substituted for regulation 24:

"24. LEAVE OF ABSENCE

Leave of absence may be granted

(1) Leave of absence may be granted to employees and officers in accordance with these regulations, but subject to the provisions of the Shops and Offices Act, 1964 (Act 75 of 1964).

By whom leave may be granted

(2) Leave shall be granted—

- (a) in the case of the chief director, by the chairman; and
- (b) in the case of officers and other employees, by the chief director or by any other employee or officer duly authorised thereto by the chief director.

Leave shall not be a right claimable and leave granted may be cancelled

(3) Leave shall be granted subject to the exigencies of the board's service and may be cancelled by the board or the chief director or the employee or officer duly authorised thereto by the chief director, as the case may be, if such action should be required in the interests of the board's service.

Applications for leave to be approved before leave

(4) Except in the case of illness, no employee or officer shall be absent from duty on leave before his application for leave has been approved.

Leave register to be kept

(5) A leave register, in which all leave of absence and leave credit shall be entered, shall be kept by the chief director in respect of each employee and officer.

Leave forms to be used

(6) Applications for leave shall be made on forms which shall be prescribed by the board: Provided that, subject to the provisions of subregulation (5), Non-White employees and officers may also apply for leave orally.

Completed leave application forms to be held in safe-keeping

(7) Completed leave application forms shall be held in safe-keeping by the chief director for audit purposes, subject to the proviso to subregulation (6).

Decisions on applications for leave to be recorded on forms

(8) Decisions on applications for leave shall be recorded on leave application forms, subject to the proviso to subregulation (6).

Entries in leave register to be supported by leave forms

(9) Leave used shall be entered in the leave register from completed leave forms only, subject to the proviso to subregulation (6).

Soorte verlof

(10) Die verskillende soorte verlof wat kragtens hierdie regulasie toegestaan kan word, is die volgende:

- (a) Vakansieverlof.
- (b) Geleenthedsverlof.
- (c) Siekteverlof.
- (d) Spesiale siekteverlof.
- (e) Spesiale verlof.
- (f) Onbetaalde verlof.

Personeelkategorieë

(11) Vir doeleindes van verlof word die werknemers en beampies in die onderstaande kategorieë ingedeel: Met dien verstande dat, ondanks enige andersluidende bepalings in hierdie regulasies, 'n werknemer of beampte daarop geregtig is om die verlofvoordele te ontvang waarop hy geregtig was op die datum van afkondiging van hierdie regulasie:

(a) *Kategorie I*.—Permanente werknemers en beampies wat 'n basiese salaris van R2 100 per jaar of meer verdien.

(b) *Kategorie II*.—Permanente werknemers en beampies wat 'n basiese salaris van minder as R2 100 per jaar verdien.

(c) *Kategorie III*.—Tydelike werknemers en beampies wat 'n basiese salaris van R2 100 per jaar of meer verdien.

(d) *Kategorie IV*.—Tydelike werknemers en beampies wat 'n basiese salaris van minder as R2 100 per jaar verdien.

Verlofvoorsiening

(12) Behoudens die bepalings van hierdie regulasies, kan aan werknemers en beampies verlof ooreenkomsdig die volgende skale en onderworpe aan die toepaslike voorwaardes toegestaan word:

A. (*Kategorie I*.—Permanente werknemers en beampies wat 'n basiese salaris van R2 100 per jaar of meer verdien):

(a) Skale van verlof wat toegestaan kan word.

(i) Vakansieverlof—30 dae per jaar met volle betaling.

(ii) Geleenthedsverlof—een dag per maand met volle betaling.

(iii) Siekteverlof—120 dae met volle betaling en 120 dae met halwe betaling in elke tydkring.

(b) Aanwas van vakansieverlof.

Vakansieverlofkrediet was aan ten opsigte van elke maand diens, bereken vanaf die datum van aanstelling, teen 'n skaal van $2\frac{1}{2}$ dag per maand, maar die krediet word slegs aan die einde van elke jaar, of so dikwels as wat dit nodig is, in die verlofregister wat kragtens subregulasie (5) gehou word, aangeteken: Met dien verstande dat geen verlof toegestaan mag word ten opsigte van diens van minder as 15 dae in enige maand nie.

(c) Vakansieverlof is oplopend.

(i) Vakansieverlof is oplopend, en van 'n werknemer of 'n beampte kan verlang word om 'n aaneenlopende tydperk van verlof van minstens 20 dae in elke jaar te neem.

(ii) Geen werknemer of beampte mag met vakansieverlof afwesig wees vir 'n aaneenlopende tydperk wat 184 dae te bobe gaan nie, uitgesonderd in die laaste jaar van sy diens, voor aftreding met pensioen, wanneer sodanige aaneenlopende tydperk nie 92 dae mag oorskry nie.

(d) Verlofuitbetaling by aftreding met pensioen, bedanking of afsterwe.

Indien 'n werknemer of 'n beampte—

(i) op die datum van sy aftreding met pensioen nog opgelope vakansieverlof tot sy krediet het, moet die raad

Classes of leave

(10) The different classes of leave which may be granted under these regulations shall be the following:

- (a) Vacation leave.
- (b) Occasional leave.
- (c) Sick leave.
- (d) Special sick leave.
- (e) Special leave.
- (f) Leave without pay.

Staff categories

(11) For the purposes of leave, employees and officers shall be classified under the following categories: Provided that, notwithstanding anything to the contrary contained in these regulations, an employee or officer shall be entitled to receive the leave privileges to which he was entitled on the date of promulgation of this regulation:

(a) *Category I*.—Permanent employees and officers receiving a basic salary of R2 100 or more per annum.

(b) *Category II*.—Permanent employees and officers receiving a basic salary of less than R2 100 per annum.

(c) *Category III*.—Temporary employees and officers receiving a basic salary of R2 100 or more per annum.

(d) *Category IV*.—Temporary employees and officers receiving a basic salary of less than R2 100 per annum.

Leave provision

(12) Subject to the provisions of these regulations, leave may be granted to employees and officers in accordance with the following scales and subject to the appropriate conditions:

A. (*Category I*.—Permanent employees and officers receiving a basic salary of R2 100 or more per annum):

(a) Scales on which leave may be granted.

(i) Vacation leave—30 days per year on full pay.

(ii) Occasional leave—1 day per month on full pay.

(iii) Sick leave—120 days on full pay and 120 days on half pay in each cycle.

(b) Accrual of vacation leave.

Vacation leave shall accrue at the end of every month, of service calculated from the date of appointment, at a rate of $2\frac{1}{2}$ days per month, but leave credit shall be recorded in the leave register to be kept under subregulation (5) only at the end of each year or as frequently as may be necessary: Provided that no leave shall be granted for service of less than 15 days in any one month.

(c) Vacation leave to be accumulative.

(i) Vacation leave shall be accumulative, and an employee or officer may be required to take a continuous period of leave of not less than 20 days in each year.

(ii) No employee or officer shall be absent on vacation leave for a continuous period exceeding 184 days, except in his last year of service prior to retirement on pension, when such continuous period shall not exceed 92 days.

(d) Payment in lieu of leave in the event of retirement on pension, resignation or death.

If an employee or officer—

(i) at the date of his retirement on pension still has accumulated vacation leave to his credit, payment in

sodanige verlof aan die werknemer of beampete uitbetaal teen 'n koers van 12 dae beskikbare verlof vir elke voltooide jaar diens tot 'n maksimum van 365 dae: Met dien verstande dat 'n werknemer of beampete te eniger tyd binne vyf jaar voordat hy die pensioenoudedom bereik, op skriftelike aansoek geregtyg is op uitbetalung van 'n maksimum van 184 dae vakansieverlof volgens voorgaande formule: Met dien verstande voorts dat 'n werknemer of beampete wat sodanige uitbetalung ontvang het op die datum van sy werklike aftreding op 'n verdere uitbetalung op dieselfde basis tot 'n maksimum van 181 dae geregtyg is, mits hy dit op daardie tydstip tot sy krediet het;

(ii) uit eie keuse uit die diens van die raad bedank, kan die raad opgelope vakansieverlof tot 'n maksimum van 90 dae aan sodanige werknemer of beampete uitbetaal, bereken teen 'n skaal van vyf dae per jaar vir die eerste vyf jaar ononderbroke permanente diens, en teen 'n skaal van 10 dae per jaar ononderbroke permanente diens daarna;

(iii) sterf, moet die raad die volle opgelope vakansieverlof uitbetaal aan—

(aa) die weduwee of wewenaar; of

(bb) die onmondige kinders en stiefkinders en afhanglike mondige kinders en stiefkinders in gelyke dele; of

(cc) die boedel.

(e) **Skaal van uitbetalung.**

Die uitbetalung wat kragtens paragraaf (d) gedoen word, geskied op die kerf van die gekonsolideerde salaris wat die werknemer of beampete op die laaste dag van sy diens verdien het.

(f) **Geleenheidsverlof.**

Geleenheidsverlof—

(i) was aan vanaf die eerste dag van elke maand teen 'n skaal van een dag per maand, maar dit was nie aan ten opsigte van die eerste maand van 'n werknemer of beampete se diens nie, tensy hy op die eerste werkdag van daardie maand diens aanvaar het;

(ii) kan tot 'n maksimum van 12 dae per jaar ooploop, maar die ongebruikte deel daarvan verval op 30 April van die daaropvolgende jaar;

(iii) kan aaneenlopend met enige ander verlof waarvoor voorsiening gemaak word, geneem word; en

(iv) het geen kontantwaarde nie en kan nie uitbetaal word nie.

B. (Kategorie II.—Permanente werknemers en beampetes wat 'n basiese salaris van minder as R2 100 per jaar verdien):

(a) **Skale van verlof wat toegestaan kan word.**

(i) **Vakansieverlof**—twee dae per maand met volle betaling: Met dien verstande dat geen verlof toegestaan mag word vir diens van minder as 15 dae in enige maand nie.

(ii) **Siekteverlof**—90 dae met volle betaling en 90 dae met halwe betaling in elke tydkring.

(b) **Vakansieverlof is oploopend.**

(i) **Vakansieverlof** is oploopend, en van 'n werknemer of 'n beampete kan verlang word om 'n aaneenlopende tydperk van verlof van minstens 20 dae in elke jaar te neem.

(ii) **Geen werknemer of beampete mag met vakansieverlof awesig wees vir 'n aaneenlopende tydperk wat 184 dae te bome gaan nie, uitgesonderd in die laaste jaar van sy diens, voor aftreding met pensioen, wanneer sodanige aaneenlopende tydperk nie 92 dae mag oorskry nie.**

(c) **Verlofuitbetalung by aftreding met pensioen, bedanking of afsterwe.**

lieu of such leave shall be made by the board to such employee or officer at the rate of 12 days accrued leave for each completed year of service up to a maximum of 365 days: Provided that an employee or officer shall be entitled, on written application at any time within five years before reaching pensionable age, to payment in lieu of a maximum of 184 days of accumulated vacation leave in terms of the foregoing formula: Provided further that an employee or officer who receives such payment shall on the date of actual retirement be entitled to a further payment on the same basis for up to 181 days, provided that he has that much leave to his credit at that stage;

(ii) resigns from the service of the board of his own free will, payment in lieu of accumulated vacation leave, up to a maximum of 90 days, may be made to such employee or officer by the board, calculated at the rate of five days per year for the first five years of uninterrupted permanent service and at the rate of 10 days per year of uninterrupted service thereafter;

(iii) dies, the board shall make payment in lieu of all accumulated vacation leave to—

(aa) the widow or widower; or

(bb) the minor children and stepchildren and dependent major children and stepchildren in equal shares; or

(cc) the estate.

(e) **Scale of payment.**

Payments in terms of paragraph (d) shall be made on the notch of the consolidated salary earned by the employee or officer on his last day of service.

(f) **Occasional leave.**

Occasional leave—

(i) shall accrue from the first day of each month at a rate of one day per month, but shall not accrue in respect of the first month of an officer's or employee's service unless he assumed duty on the first working day of that month;

(ii) may accumulate up to a maximum of 12 days per year, but the unused portion thereof shall lapse on 30 April of each ensuing year;

(iii) may be taken continuously with any other type of leave for which provision is made; and

(iv) shall have no cash value and may not be paid out.

B. (Category II.—Permanent employees and officers receiving a basic salary of less than R2 100 per annum):

(a) **Scales on which leave may be granted.**

(i) **Vacation leave**—two days per month on full pay: Provided that no leave shall be granted for service of less than 15 days in any one month.

(ii) **Sick leave**—90 days on full pay and 90 days on half pay within each cycle.

(b) **Vacation leave shall be accumulative.**

(i) **Vacation leave shall be accumulative, and an employee or officer may be required to take a continuous period of not less than 20 days in each year.**

(ii) **No employee or officer shall be absent on vacation leave for a continuous period exceeding 184 days, except in his last year of service prior to retirement on pension, when such continuous period shall not exceed 92 days.**

(c) **Payment in lieu of leave in the event of retirement on pension, resignation or death.**

Indien 'n werknemer of 'n beamppte—

(i) op die datum van sy aftreding met pensioen nog opgelope vakansieverlof tot sy krediet het, moet die raad sodanige verlof aan die werknemer of beamppte uitbetaal teen 'n koers van 12 dae beskikbare verlof vir elke voltooide jaar diens tot 'n maksimum van 365 dae: Met dien verstande dat 'n werknemer of beamppte te eniger tyd binne vyf jaar voordat hy die pensioenouderdom bereik, op skriftelike aansoek geregtig is op uitbetaling van 'n maksimum van 184 dae opgelope vakansieverlof volgens voorgaande formule: Met dien verstande voorts dat 'n werknemer of beamppte wat sodanige uitbetaling ontvang het op die datum van sy werklike aftreding op dieselfde basis op 'n verdere uitbetaling tot 'n maksimum van 181 dae geregtig is, mits hy dit op daardie tydstip tot sy krediet het;

(ii) uit eie keuse uit die diens van die raad bedank, kan die raad opgelope vakansieverlof tot 'n maksimum van 90 dae aan sodanige werknemer of beamppte uitbetaal, bereken teen 'n skaal van vyf dae per jaar vir die eerste vyf jaar ononderbroke permanente diens, en teen 'n skaal van 10 dae per jaar ononderbroke permanente diens daarna;

(iii) sterf, moet die raad die volle opgelope vakansieverlof uitbetaal aan—

(aa) die weduwee of wewenaar; or

(bb) die onmondige kinders en stiefkinders en afhanklike mondige kinders en stiefkinders in gelyke dele; or
(cc) die boedel.

(d) Skaal van uitbetaling.

Die uitbetalings wat kragtens paragraaf (c) gedoen word, geskied op die kerf van die gekonsolideerde salaris wat die werknemer of beamppte op die laaste dag van sy diens verdien het.

C. (Kategorie III.—Tydelike werknemers en beamptes wat 'n basiese salaris van R2 100 per jaar of meer verdien):

(a) Skale van verlof wat toegestaan mag word.

(i) Vakansieverlof—oorenkombig regulasie 24B (a) (i), behoudens paragraaf (b) hieronder.

(ii) Siekterverlof—oorenkombig regulasie 24B (a) (ii).

(b) Oploop van, en uitbetaling in plaas van vakansieverlof

Werknemers en beamptes mag nie meer as 60 dae vakansieverlof laat oploop nie en mag nie aansoek doen om uitbetaling in plaas van vakansieverlof nie, maar die raad kan wel van beamptes en werknemers vereis om uitbetaling in plaas van verlof te aanvaar indien omstandighede dit vereis: Met dien verstande dat die raad nie twee agtereenvolgende jare van 'n beamppte of werknemer mag vereis dat hy uitbetaling in plaas van verlof aanvaar nie: Met dien verstande voorts dat in die geval van 'n Nie-Blanke werknemer opgelope vakansieverlof tot 'n maksimum van 60 dae uitbetaalbaar is op die datum van sy aftreding met pensioen: Met dien verstande voorts dat indien 'n Nie-Blanke werknemer uit eie keuse bedank, die raad opgelope vakansieverlof tot 'n maksimum van 60 dae aan sodanige werknemer kan uitbetaal, bereken teen 'n skaal van vyf dae per jaar vir die eerste vyf jaar ononderbroke diens en teen 'n skaal van 10 dae per jaar ononderbroke diens daarna: Met dien verstande voorts dat in die geval van die afsterwe van 'n werknemer of beamppte die volle opgelope vakansieverlof uitbetaal moet word aan—

(i) die weduwee of wewenaar; or

(ii) die onmondige kinders en stiefkinders en afhanklike mondige kinders en stiefkinders in gelyke dele; or
(iii) die boedel.

If an employee or officer—

(i) at the date of his retirement on pension still has accumulated vacation leave to his credit, payment in lieu of such leave shall be made by the board to such employee or officer at the rate of 12 days accrued leave for each completed year of service up to a maximum of 365 days: Provided that an employee or officer shall be entitled, on written application at any time within five years before reaching pensionable age, to payment in lieu of a maximum of 184 days of accumulated vacation leave in terms of the foregoing formula: Provided further that an employee or officer who receives such payment shall on the date of actual retirement be entitled to a further payment on the same basis up to a maximum of 181 days, provided that he has that much leave to his credit at that stage;

(ii) resigns from the service of the board of his own free will, payment in lieu of accumulated vacation leave, up to a maximum of 90 days, may be made to such employee or officer by the board, calculated at the rate of five days per year for the first five years of uninterrupted permanent service and at the rate of 10 days per year for uninterrupted service thereafter;

(iii) dies, the board shall make payment in lieu of all accumulated vacation leave to—

(aa) the widow or widower; or

(bb) the minor children and stepchildren and dependent major children and stepchildren in equal shares; or

(cc) the estate.

(d) Scale of payment.

Payment in terms of paragraph (c) shall be made on the notch of the consolidated salary earned by the employee or officer on his last day of service.

C. (Category III.—Temporary employees and officers receiving a basic salary of R2 100 or more per annum):

(a) Scales on which leave may be granted.

(i) Vacation leave—in accordance with regulation 24B (a) (i), subject to paragraph (b) below.

(ii) Sick leave—in accordance with regulation 24B (a) (ii).

(b) Accumulation and payment in lieu of vacation leave.

Employees and officers may not accumulate more than 60 days vacation leave and may not apply for payment in lieu of vacation leave, but the board may require of employees and officers that they accept payment in lieu of leave if circumstances should so require: Provided that the board cannot for two consecutive years require of such employee or officer that he accept payment in lieu of leave: Provided further that in the case of a Non-European employee voluntarily resign the board may pay out accumulated vacation leave of up to 60 days to such employee, calculated on the basis of five days per year for the first five years of uninterrupted service and on the basis of 10 days per year of uninterrupted service thereafter: Provided further that in the event of the death of an employee or officer the full accumulated vacation leave shall be payable to—

(i) the widow or widower; or

(ii) the minor children and stepchildren and dependent major children and stepchildren in equal shares; or

(iii) the estate.

(c) Skaal van uitbetaling.

Die uitbetalings kragtens paragraaf (b) geskied op die kerf van die gekonsolideerde salaris wat die werknemer of beamppte op die laaste dag van sy diens verdien het.

(d) Tydelike beamptes of werknemers in permanente poste.

Beamptes of werknemers wat in 'n tydelike hoedanigheid in betrekking van permanente aard werksaam is, ontvang die verlofvoordele van toepassing op permanente beamptes en werknemers soos in regulasie 24A uiteengesit: Met dien verstande dat niks hierin vervat afbreuk doen aan die bepalings van regulasie 24A (d) (i) nie.

D. (Kategorie IV.—Tydelike werknemers en beamptes wat 'n basiese salaris van minder as R2 100 per jaar verdien):

(a) Skale van verlof wat toegestaan kan word.

(i) Vakansieverlof—ooreenkomstig regulasie 24B (a) (i), behoudens paragraaf (b) hieronder.

(ii) Siekteverlof—60 dae met volle betaling en 60 dae met halwe betaling in elke tydkring.

(b) Oloop van, en uitbetaling in plaas van vakansieverlof.

Werknemers en beamptes mag nie meer as 60 dae vakansieverlof laat oloop nie en mag nie aansoek doen om uitbetaling in plaas van vakansieverlof nie, maar die raad kan wel van beamptes en werknemers vereis om uitbetaling in plaas van verlof te aanvaar indien omstandighede dit vereis: Met dien verstande dat die raad nie twee agtereenvolgende jare van 'n beamppte of werknemer mag vereis dat hy uitbetaling in plaas van verlof aanvaar nie: Met dien verstande voorts dat in die geval van 'n Nie-Blanke werknemer opgelope vakansieverlof tot 'n maksimum van 60 dae uitbetaalbaar is op die datum van sy aftreding met pensioen: Met dien verstande voorts dat indien 'n Nie-Blanke werknemer uit eie keuse bedank, die raad opgelope vakansieverlof tot 'n maksimum van 60 dae aan sodanige werknemer kan uitbetaal, bereken teen 'n skaal van vyf dae per jaar vir die eerste vyf jaar ononderbroke diens en teen 'n skaal van 10 dae per jaar ononderbroke diens daarna: Met dien verstande voorts dat in die geval van 'n werknemer of beamppte se afsterwe, die volle opgelope vakansieverlof uitbetaal moet word aan—

(i) die weduwee of wewenaar; of

(ii) die onmondige kinders en stiekinders en afhanklike mondige kinders en stiekinders in gelyke dele; of

(iii) die boedel.

(c) Skaal van uitbetaling.

Die uitbetaling kragtens paragraaf (b) geskied op die kerf van die gekonsolideerde salaris wat die werknemer of beamppte op die laaste dag van sy diens verdien het.

(d) Tydelike beamptes of werknemers in permanente poste.

Beamptes en werknemers wat in 'n tydelike hoedanigheid in betrekking van permanente aard werksaam is, ontvang die verlofvoordele van toepassing op permanente beamptes en werknemers, soos in regulasie 24B uiteengesit: Met dien verstande dat niks hierin vervat afbreuk doen aan die bepalings van regulasie 24B (c) (i) nie.

E. Spesiale verlof (werknemer of verkeersbeamppte wat sewe dae per week werk).

Spesiale verlof met volle betaling in die geval van 'n werknemer of verkeersbeamppte wat 'n pos beklee of in 'n

(c) Scale of payment.

The payments made in terms of paragraph (b) shall be made on the notch of the consolidated salary earned by the employee or officer on his last day of service.

(d) Temporary officers or employees in permanent posts.

Officers or employees working in a temporary capacity in positions of a permanent nature receive leave benefits applicable to permanent officers and employees as set out in regulation 24B: Provided that nothing in the subregulation contained shall derogate from the provisions of regulation 24B (d) (i).

D. (Category IV.—Temporary employees and officers receiving a basic salary of less than R2 100 per annum):

(a) Scales on which leave may be granted.

(i) Vacation leave—in terms of regulation 24B (a) (i), subject to paragraph (b) below.

(ii) Sick leave—60 days on full pay and 60 days on half pay in each cycle.

(b) Accumulation and payment in lieu of vacation leave.

Employees and officers may not accumulate more than 60 days vacation leave and may not apply for payment in lieu of vacation leave, but the board may require of employees and officers that they accept payment in lieu of leave if circumstances should so require: Provided that the board cannot for two consecutive years require of such employee or officer that he accept payment in lieu of leave: Provided further that in the case of a Non-European employee accumulated vacation leave of up to a maximum of 60 days shall be payable on the date of retirement on pension: Provided further that should a Non-European employee voluntarily resign the board may pay out accumulated vacation leave of up to 60 days to such employee, calculated on the basis of five days per year for the first five years of uninterrupted service and on the basis of 10 days per year of uninterrupted service thereafter: Provided further that in the event of the death of an employee or officer the full accumulated vacation leave shall be payable to—

(i) the widow or widower; or

(ii) the minor children and stepchildren and dependent major children and stepchildren in equal shares; or

(iii) the estate.

(c) Scale of payment.

The payments made in terms of paragraph (b) shall be made on the notch of the consolidated salary earned by the employees or officer on his last day of service.

(d) Temporary officers or employees in permanent posts.

Officers and employees working in a temporary capacity in positions of a permanent nature receive leave benefits applicable to permanent officers and employees as set out in paragraph 24B: Provided that nothing in this subregulation contained shall derogate from the provisions of regulation 24B (c) (i).

E. Special leave (employee or traffic inspector working seven days per week).

Special leave on full pay in the case of an employee or traffic officer holding a post or relieving in a post in

pos waarneem waarvan die bekleer sewe dae per week moet werk, was aan teen 'n skaal van een dag vir elke ses volle dae wat die werknemer of verkeersbeampte gewerk het: Met dien verstande dat alle spesiale verlof aldus verdien, geneem of na goeddunke van die hoofdirekteur uitbetaal moet word voor of gedurende die maand wat volg op die kalenderjaar waar in dit aangewas het en dat enige sodanige verlof wat nie aldus geneem of uitbetaal is nie, verval: Met dien verstande voorts dat uitbetaling daarvan geskied op die kerf van die werknemer of verkeersbeampte se gekonsolideerde salaris op die laaste dag van gemelde kalenderjaar: Met dien verstande voorts dat enige tydperk van afwesigheid met spesiale verlof nie die aanwas van vakansie- en/of geleenthedsverlof raak nie.

(Vir doeleinades van regulasie 24 E moet 'n kalenderjaar bereken word vanaf die betrokke werknemer of verkeersbeampte se datum van aanstelling tot en met 30 Junie van die betrokke jaar en vanaf 1 Julie tot 30 Junie van elke daaropvolgende jaar.)

F. Ander skale van spesiale verlof (alle kategorieë van werknemers en beamptes).

Spesiale verlof met volle betaling kan, met die goedkeuring van die hoofdirekteur, aan 'n werknemer of beampte toegestaan word vir die aflegging van 'n eksamen, die doen van verpligte militêre diens, afsondering ooreenkomsdig geneeskundige instruksies weens 'n aansteeklike of besmetlike siekte deur hom of 'n lid van sy gesin opgedoen, of studie of navorsing in belang van die raad se diens.

G. Spesiale siekterverlof (alle kategorieë van werknemers en beamptes).

Aan 'n werknemer of beampte kan, benewens die siekterverlof vermeld in regulasie 24 A (a) (iii), B (a) (ii), C (a) (ii) en D (a) (ii), spesiale siekterverlof met volle betaling toegestaan word vir 'n siekte wat die gevolg was van 'n ongeval terwyl hy op diens was: Met dien verstande dat die hoofdirekteur daarvan oortuig is dat sodanige ongeval nie aan ernstige nalatigheid of opsetlike wangedrag aan die kant van die betrokke werknemer of beampte toegeskryf kan word nie.

H. Onbetaalde verlof (alle kategorieë van werknemers en beamptes).

Onbetaalde verlof kan met die goedkeuring van die hoofdirekteur aan 'n werknemer of beampte toegestaan word: Met dien verstande dat sodanige verlof toegestaan word slegs nadat alle vakansie-, geleentheds- en spesiale verlof opgebruik is: Met dien verstande voorts dat die hoofdirekteur in die geval van 'n Nie-Blanke werknemer of beampte onbetaalde verlof kan toestaan voordat alle vakansie-, geleentheds- en spesiale verlof opgebruik is, indien omstandighede dit vereis.

Algemene bepalings

(13) (a) Siekterverlof.

(i) Siekterverlof gedurende die eerste 30 dae diens.

Geen siekterverlof met volle of halwe betaling mag gedurende die eerste 30 dae diens toegestaan word nie.

(ii) Ongebruikte siekterverlof aan die einde van die tydkring.

Ongebruikte siekterverlof vir 'n bepaalde siekterverlof tydkring, veral aan die einde van die betrokke tydkring en kan nie na die volgende tydkring oorgedra word nie.

(iii) Geneeskundige sertifikate is nodig vir tydperke langer as drie en sewe dae.

'n Aansoek om siekterverlof vir 'n tydperk langer as drie dae in die geval van 'n werknemer of beampte wat binne 'n radius van 50 km, en sewe dae in die geval van 'n werknemer of beampte wat buite 'n radius van 50 km van die

which the holder has to work seven days per week shall accrue at the rate of one day for every six full days worked by the employee or traffic officer: Provided that all special leave so earned shall be taken or paid out at the discretion of the chief director not later than during the month following the calender year during which it accrued and that all such leave which is either not taken or paid out shall expire: Provided further that payment shall be made on the notch of the employee's or traffic officer's consolidated salary on the last day of the said calendar year: Provided further that any period of absence on special leave shall not affect the accumulation of vacation and/or occasional leave. (For the purposes of regulation 24E, a calendar year shall be calculated from the employee's or traffic officer's date of appointment up to and including 30 June of the same year and from 1 July to 30 June of each year thereafter.)

F. Other scales of special leave (all categories of employees and officers).

Special leave on full pay may be granted to an employee or officer with the approval of the chief director for sitting for any examination, for doing compulsory military service, for isolation in accordance with medical instructions owing to any contagious or infectious disease contracted by any member of his family, or for studies or research in the interests of the board's service.

G. Special sick leave (all categories of employees and officers).

An employee or officer may, in addition to sick leave referred to in regulation 24A (a) (iii), B (a) (ii), C (a) (ii) and D (a) (ii), be granted special sick leave on full pay for illness caused by an accident while on duty: Provided that the chief director is satisfied that such accident may not be ascribed to serious negligence or wilful misconduct on the part of the employee or officer concerned.

H. Leave without pay (all categories of employees and officers).

Leave without pay may be granted to an employee or officer with the approval of the chief director: Provided that such leave shall be granted only after all vacation, occasional and special leave credit has been used: Provided further that the chief director may grant a Non-White employee or officer leave without pay before all vacation, occasional and special leave has been exhausted, should circumstances so require.

General provisions

(13) (a) Sick leave.

(i) Sick leave during first 30 days of service.

No sick leave on full or half pay may be granted during the first 30 days of service.

(ii) Unused sick leave at expiry of cycle.

Unused sick leave for a specific cycle of sick leave shall lapse at the end of the cycle concerned and may not be transferred to the next cycle.

(iii) Medical certificates required for periods of more than three and seven days.

Any application for sick leave for a period of more than three days in the case of any employee or officer residing within a radius of 50 km and seven days in the case of any employee or officer residing outside a radius

naaste geregistreerde geneesheer of tandarts woon, moet deur 'n sertifikaat van 'n geregistreerde geneesheer of tandarts gestaaf word: Met dien verstande dat hierdie bepaling nie op Nie-Blanke werknemers en beampies van toepassing is nie, uitgesonderd dié wat by die raad se hoofkantoor werkzaam is.

(iv) Die hoofdirekteur kan 'n geneeskundige sertifikaat vereis.

Die hoofdirekteur kan vereis dat 'n geneeskundige sertifikaat ingedien word ter stawing van 'n aansoek om siekterlof vir 'n tydperk van drie dae of minder, of sewe dae of minder, na gelang van die geval, indien hy van mening is dat omstandighede so 'n stap regverdig.

(v) Die hoofdirekteur kan 'n geneeskundige ondersoek gelas.

Die hoofdirekteur kan te eniger tyd vereis dat 'n beampte of werknemer hom onderwerp aan 'n ondersoek deur een of meer geregistreerde geneeshere deur die hoofdirekteur aangewys, en die onkoste verbonde aan sodanige ondersoek moet uit fondse van die raad bestry word.

(vi) Geen siekterlof vir 'n bevalling nie.

Siekterlof mag nie aan 'n vroulike werknemer vir afwesigheid tydens haar bevalling toegestaan word nie, asook nie vir 'n tydperk van afwesigheid onmiddellik voor of na haar bevalling wat aaneenlopend met die tydperk van die bevalling is nie: Met dien verstande dat die hoofdirekteur vakansie- en geleentheidsverlof en, indien nodig, ook onbetaalde verlof vir hierdie doel kan toestaan.

(vii) 'n Besoek uit 'n park aan 'n geneesheer of tandarts.

'n Werknemer of beampte wat in 'n park woon en wat om siekterlof aansoek doen met die doel om 'n geregistreerde geneesheer of tandarts te gaan spreek, moet na die konsultasie 'n sertifikaat deur voornoemde geneesheer of tandarts uitgereik ter stawing van die aansoek by die hoofdirekteur indien.

(viii) Omskepping van vakansieverlof in siekterlof.

Vakansieverlof wat aan 'n werknemer of beampte toegestaan is, kan in siekterlof omskep word slegs indien die werknemer of beampte 'n bevrugtende geneeskundige sertifikaat ter stawing van sy siekte voorlê.

(ix) Siekterlof is onafhanklik van vakansieverlof.

Die toestaan van siekterlof raak nie outomatis enige vakansieverlofkrediete nie, maar 'n werknemer of beampte aan wie siekterlof met halwe toegestaan is, kan skriftelik aansoek doen om soveel vakansieverlof in plaas van sodanige siekterlof as wat hy tot sy krediet het: Met dien verstande dat sy aansoek onherroeplik is sodra hy betaling ontvang het ten opsigte van die vakansieverlof wat aan hom toegestaan is.

(x) Ontslag weens swak gesondheid.

Geen bepaling van hierdie regulasies belet dat 'n werknemer of beampte op grond van swak gesondheid uit die diens van die raad ontslaan word voordat die maksimum tydperk van siekterlof toegestaan is nie.

(xi) Vermindering van siekterlof krediete.

Vir tydperke van goedgekeurde onbetaalde verlof van 15 dae in 'n maand en langer word die siekterlofvoorsiening vir die betrokke tydkring wat op 'n beampte of werknemer van toepassing is, met drie dae volle betaling en drie dae halwe betaling verminder ten opsigte van elke maand waarin sodanige tydperk van goedgekeurde onbetaalde verlof

of 50 km from the nearest registered medical practitioner or dentist shall be supported by a certificate issued by a medical practitioner or a dentist: Provided that this provision shall not apply to Non-White officers or employees except those employed at the board's head office.

(iv) The chief director may demand a medical certificate.

The chief director may demand that a medical certificate be submitted in support of any application for sick leave for a period of three days or less or seven days or less, as the case may be, if in his opinion such action is justified by circumstances.

(v) The chief director may demand a medical examination.

The chief director may at any time demand that an officer or employee submit himself to an examination by one or more registered medical practitioners appointed by the chief director, and any expenses pertaining thereto shall be borne by the board.

(vi) No sick leave for a confinement.

Sick leave shall not be granted to a female employee for absence during any confinement nor for a period of absence immediately prior or subsequent to any confinement which is continuous with the period of such confinement: Provided that the chief director may, however, grant vacation and occasional leave for this purpose and, if necessary, also unpaid leave.

(vii) A visit from a park to a medical practitioner or dentist.

Any employee or officer residing in a park and applying for sick leave for the purpose of consulting a registered medical practitioner or dentist shall after the consultation submit to the chief director a certificate issued by the said medical practitioner or dentist in support of such application.

(viii) Conversion of vacation leave into sick leave.

Vacation leave granted to any employee or officer may be converted into sick leave only if the employee or officer submits a satisfactory medical certificate confirming his illness.

(ix) Sick leave to be independent of vacation leave.

The granting of sick leave shall not automatically affect any vacation leave credit, but any employee or officer to whom sick leave on half pay has been granted may apply in writing for vacation leave in lieu of such sick leave to the extent of the vacation leave standing to his credit: Provided that his application shall be irrecoverable as soon as he has received payment in respect of the vacation leave granted to him.

(x) Discharge on grounds of ill-health.

Nothing in these regulations contained shall preclude the discharge of any employee or officer from the boards' service on the grounds of ill-health before the maximum of any period of sick leave has been granted.

(xi) Reduction of sick leave credits.

For periods of approved unpaid leave of 15 days and longer in any one month, the sick leave provision for the relevant cycle applicable to an officer or employee shall be reduced by three days at full pay and three days at half pay for every month in which such period of

geneem is: Met dien verstande dat, indien die beskikbare siekteverlof van die betrokke tydkring reeds gebruik is, die siekteverlofvoorsiening vir die daaropvolgende tydkring dienooreenkomsdig aangepas moet word.

(b) Kennis van afwesigheid moet gegee word.

Dit is die plig van elke werknemer of beampie om so vroeg moontlik die hoofdirekteur of sy onmiddellike hoof in kennis te stel van sy onvermoë om hom, om watter rede ook al, vir diens aan te meld.

(c) Saterdae, Sondae en openbare vakansiedae word by verloftydperke ingesluit.

Alle Saterdae, Sondae en openbare vakansiedae wat binne 'n tydperk van goedgekeurde vakansieverlof, geleentheidsverlof, siekteverlof of spesiale verlof val, of daartussen val indien meer as een van genoemde soorte verlof aaneen geneem word, word geag by die genoemde verloftydperk ingesluit te wees.

(d) Aanwas van vakansieverlof.

Vir doeleinades van die aanwas van vakansieverlof word enige tydperk van goedgekeurde verlof geag diens te wees, uitgesonderd in die geval van goedgekeurde onbetaalde verlof van langer as 15 dae in 'n maand in welke geval die maand waarin sodanige tydperk van goedgekeurde onbetaalde verlof geneem is, nie as diens vir doeleinades van die berekening van vakansieverlofkrediete gereken word nie. Behoudens hierdie bepaling kan verlofkrediete wat gedurende 'n tydperk van goedgekeurde verlof aanwas by die aanvang van sodanige verloftydperke teen die skaal waarteen die betrokke beampie of werknemer se verlof aanwas, in ooreenstemming met die kategorie waarin hy val, bygevoeg word, mits die betrokke beampie of werknemer aan die einde van 'n maand nog met verlof afwesig sal wees.

Verlof word beëindig by bedanking of ontslag

(14) Sodra 'n beampie of werknemer kennis van bedanking gee of ontslaan word, verval enige verlof met betrekking wat op daardie tydstip reeds toegestaan is vir 'n tydperk of tydperke vanaf of na die datum van sodanige kennissgewing of ontslag, of, indien die kennissgewing nie gedateer is nie, vanaf of na die datum van ontvangs daarvan deur die hoof van die kantoor, en word alle afwesighede van diens op of na bedoelde datum geag onbetaalde verlof te wees, kragtens die bepalings van subregulasie (15): Met dien verstande dat die bepalings van hierdie subregulasie—

(a) van toepassing is slegs ten opsigte van afwesighede gedurende die laaste 30 dae van 'n beampie of werknemer se diens; en

(b) nie van toepassing is nie op—

(i) siekteverlof;

(ii) spesiale verlof kragtens subregulasie (12) (F) toegestaan;

(iii) spesiale siekteverlof kragtens subregulasie (12) G toegestaan; en

(iv) vakansieverlof kragtens subregulasie (13) (a) (ix) toegestaan.

Geen verlof gedurende die laaste maand diens nie

(15) Gedurende die laaste maande diens by die raad mag geen werknemer of beampie, uitgesonderd 'n werknemer of beampie wat met pensioen uit diens tree, enige verlof (uitgesonderd spesiale verlof) sonder die goedkeuring van die hoofdirekteur neem nie.”,

approved unpaid leave is taken: Provided that if the available sick leave in the particular cycle has been taken, the sick leave provision in the next cycle shall be adjusted accordingly.

(b) Notice of absence to be given.

It shall be the duty of each employee or officer to notify the chief director or his immediate head as early as possible of his inability to report for duty for any reason whatsoever.

(c) Saturdays, Sundays and public holidays to be included in periods of leave.

All Saturdays, Sundays and public holidays falling within a period of vacation, occasional, sick or special leave or between periods of such leave if more than one type of leave is taken consecutively shall be deemed to be included in such leave period.

(d) Accumulation of vacation leave.

For purposes of the accumulation of vacation leave, any period of approved leave shall be regarded as service, except in the case of approved unpaid leave of longer than 15 days in a month, in which case the month in which such period of approved unpaid leave is taken shall not be regarded as service for the purpose of calculating vacation leave credits.

In terms of this provision, leave credits accumulating during a period of approved leave may be added to the start of such period of leave at the rate at which the officer's or employee's leave accumulates according to the category in which he falls, provided that the particular officer or employee is still absent on leave at the end of a month.

Leave to terminate on resignation or discharge

(14) Immediately an officer or employee gives notice of resignation or is discharged any leave with pay which at that time may already have been granted for a period or periods as from or after the date of such notice or discharge, or, if the notice is undated, as from or after the date the notification is received by the head of the office, shall lapse, and any absences from duty on or after the date referred to shall be regarded as leave without pay in terms of subregulation (15): Provided that the provisions of this subregulation shall—

(a) apply only in respect of absences during an officer's or employee's last 30 days of service; and

(b) not apply to—

(i) sick leave;

(ii) special leave granted in terms of regulation (12) F;

(iii) special sick leave granted in terms of regulation (12) G; and

(iv) vacation leave granted in terms of subregulation 13 (a) (ix).

No leave during last month of service

(15) During the last month of service with the board no employee or officer, except an employee or officer retiring on pension, may take any leave (except special leave) without the approval of the chief director.”.

**DEPARTEMENT VAN POS- EN
TELEKOMMUNIKASIEWESE**

No. R. 1259 23 Julie 1976

**LYS VAN INTERNASIONALE
TELEKOMMUNIKASIETARIEWE**

Kragtens die bevoegdheid hom verleen by artikel 3 (2A) en (2B) van die Poswet, 1958 (Wet 44 van 1958), maak die Posmeester-generaal bekend dat die "Lys van Internasionale Telekommunikasieteriewe", afgekondig by Goewernmentskennisgewing R. 1202 van 12 Julie 1974, soos gewysig, hierby soos volg verder gewysig word met ingang van 1 Augustus 1976:

Item 1.1.—Operateurbeheerde oproepe:

Vervang die besonderhede ten opsigte van Peru deur die volgende:

Diens na	Grondtarief		Persoon-likeop-roepgeld
	Drie minute	Een minuut	
"Peru.....	R 7,50	R 2,50	R 2,50"

**DEPARTMENT OF POSTS AND
TELECOMMUNICATIONS**

No. R. 1259 23 July 1976

**LIST OF INTERNATIONAL
TELECOMMUNICATION TARIFFS**

By virtue of the powers vested in him by section 3 (2A) and (2B) of the Post Office Act, 1958 (Act 44 of 1958), the Postmaster General announces that the "List of International Telecommunication Tariffs" promulgated by Government Notice R. 1202 of 12 July 1974, as amended, is hereby further amended as follows with effect from 1 August 1976:

Item 1.1.—Operator-controlled calls:

Substitute the following for the particulars in respect of Peru:

Service to	Basic rate		Personal-call fee
	Three minutes	One minute	
"Peru.....	R 7,50	R 2,50	R 2,50"

AGROPLANTAE

Hierdie publikasie is 'n voortsetting van die Suid-Afrikaanse Tydskrif vir Landbouwetenskap Jaargang 1 tot 11, 1958–1968 en bevat artikels oor Akkerbou, Ekologie, Graskunde, Genetika, Landbouplantkunde, Landskapbestuur, Onkruidmiddels, Plantfisiologie, Plantproduksie en -tegnologie, Pomologie, Tuinbou, Weiding en Wynbou. Vier dele van die tydskrif word per jaar gepubliseer.

Verdienstelike landboukundige bydraes van oorspronklike wetenskaplike navorsing word vir plasing in hierdie tydskrif verwelkom. Voorskrifte vir die opstel van sulke bydraes is verkrybaar van die Direkteur, Landbou-inligting, Privaatsak X144, Pretoria, aan wie ook alle navrae in verband met die tydskrif gerig moet word.

Die tydskrif is verkrybaar van bogenoemde adres teen 50 sent per eksemplaar of R2 per jaar, posvry (buitelands 60 sent per eksemplaar of R2,40 per jaar).

AGROPLANTAE

This publication is a continuation of the South African Journal of Agricultural Science Vol 1 to 11, 1958–1968 and deals with Agronomy, Ecology, Agrostology, Genetics, Agricultural Botany, Landscape Management, Herbicides, Plant Physiology, Plant Production and Technology, Pomology, Horticulture, Pasture Science and Viticulture. Four parts of the journal are published annually.

Contributions of scientific merit on agricultural research are invited for publication in this journal. Directions for the preparation of such contributions are obtainable from the Director, Agricultural Information, Private Bag X144, Pretoria, to whom all communications in connection with the journal should be addressed.

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