



"person in charge of a mining establishment" means—

(a) any person who, during the period defined in regulation 3, owned the establishment concerned or who was charged by the owner with the supervision or control of the administration, direction or management of the establishment, as the case may be;

(b) a trustee or liquidator or executor or administrator of an insolvent or deceased estate, or a liquidator of a company or a non-profit society or a co-operative in liquidation, or a judicial manager of a company under judicial management, which owned the establishment concerned during the period defined in regulation 3.

2. The person in charge of a mining establishment shall, on or before 31 March 1985 or on or before a later date which the Chief: Central Statistical Services may for good cause allow on application in a particular case, submit a return to the Chief: Central Statistical Services on a form obtainable from the Chief: Central Statistical Services, Private Bag X44, Pretoria, 0001, in which all particulars and information prescribed in regulation 4 for the period prescribed in regulation 3 are given.

3. The period to be covered by the return is the financial year of the mining establishment concerned ending on any date during the period 1 January 1984 up to and including 31 December 1984.

4. The following particulars and information must be given in respect of the establishment concerned in the return referred to in regulation 2:

(a) The trading name;

(b) the name of the owner;

(c) the complete postal address;

(d) the street address;

(e) the magisterial district in which it is situated;

(f) the type of ownership, i.e. individual, partnership, public company, private company, public corporation, co-operative or other;

(g) if individually owned or a partnership, the population group(s) of the owner(s);

(h) the nature of the activities in which the establishment is predominantly engaged;

(i) other census returns submitted to the Central Statistical Services;

(j) the financial year covered by the return;

(k) particulars of fringe benefits, including payments in kind for the financial year, classified according to population group;

(l) the number of persons employed (working proprietors, unpaid family assistants and all paid employees) classified according to population group, sex and occupation;

(m) particulars of income and expenditure for the financial year;

(n) selected appropriation account items for the financial year;

(o) book value, capital expenditure, revaluation, sales and transfers-out, losses by fire and depreciation, classified according to mining property, options or prospecting agreements in respect of property, prospecting work and boreholes, shafts and capitalised mine development, equipment, refining plant, uranium plant and estate property;

(p) additional particulars of transactions in fixed assets during the financial year;

(q) expenditure on exploration or prospecting during the financial year;

"persoon in beheer van 'n mynwese-inrigting"—

(a) iemand wat gedurende die tydperk in regulasie 3 bepaal die eienaar van die betrokke inrigting was of aan wie die eienaar die toesig of beheer oor die administrasie, leiding of bestuur van die inrigting opgedra het, na gelang van die geval;

(b) 'n trustee of likwidateur of eksekuteur of administrateur van 'n insoliente of bestorwe boedel, of 'n likwidateur van 'n maatskappy of 'n vereniging sonder winsoogmerk of 'n koöperasie of 'n maatskappy in likwidasie, of 'n geregtelike bestuurder van 'n maatskappy onder geregtelike bestuur, wat gedurende die tydperk in regulasie 3 bepaal, die eienaar van die betrokke inrigting was.

2. Die persoon in beheer van 'n mynwese-inrigting moet voor of op 31 Maart 1985 of voor of op 'n later datum wat die Hoof: Sentrale Statistiekdiens om goeie redes op aansoek in 'n besondere geval bepaal, by die Hoof: Sentrale Statistiekdiens 'n opgawe indien op 'n vorm wat van die Hoof: Sentrale Statistiekdiens, Privaatsak X44, Pretoria, 0001, verkrybaar is, waarin al die besonderhede en inligting voorgeskryf in regulasie 4 ten opsigte van die tydperk in regulasie 3 bepaal, verstrek moet word.

3. Die tydperk wat deur die opgawe gedek moet word, is die finansiële jaar van die betrokke mynwese-inrigting wat op enige datum gedurende die tydperk 1 Januarie 1984 tot 31 Desember 1984 geëindig het.

4. Die volgende besonderhede en inligting moet ten opsigte van die betrokke inrigting in die opgawe bedoel in regulasie 2 verstrek word:

(a) Die handelsnaam;

(b) die naam van die eienaar;

(c) die volledige posadres;

(d) die straatadres;

(e) die landdrosdistrik waarin dit geleë is;

(f) die tipe eienarskap, dit wil sê eenmansaak, vennootskap, publieke maatskappy, private maatskappy, openbare korporasie, koöperasie of ander;

(g) indien 'n eenmansaak of vennootskap, die bevolkingsgroep(e) van die eienaar(s);

(h) die aard van die werksaamhede waarby die inrigting betrokke is;

(i) ander sensusopgawes wat by die Sentrale Statistiekdiens ingedien is;

(j) die finansiële jaar wat deur die opgawe gedek word;

(k) besonderhede van byvoordele, met inbegrip van betalings *in natura*, vir die finansiële jaar, ingedeel volgens bevolkingsgroep;

(l) die getal persone in diens (werkende eienars, nie-besoldigde gesinsassisteente en alle besoldigde werknemers), ingedeel volgens bevolkingsgroep, geslag en beroep;

(m) besonderhede van die inkomste en uitgawe vir die finansiële jaar;

(n) uitgesoekte winsverdelingsrekening-items vir die finansiële jaar;

(o) boekwaarde, kapitaaluitgawes, herwaardering, verkoope en oorplasings-uit, verlies deur brand en waardevermindering, ingedeel volgens myneiedom, opsies of prospekteringsooreenkoms ten opsigte van eiendom, prospekteringswerk en boorgate, skagte en gekapitaliseerde myntontwikkeling, toerusting, veredelingsaanleg, uraaninstallasie en landgoedeeidom;

(p) bykomstige besonderhede van transaksies in vaste bates gedurende die finansiële jaar;

(q) uitgawes aan eksplorasie of prospektering vir die finansiële jaar;

- (r) particulars of surface restoration and rehabilitation of mining land;
- (s) the names, addresses and activities of and the dates on which business commenced at branches, including the main branch, if any; and
- (t) the name, address and activities of and the date on which business commenced of the head office.

5. Any person in charge of a mining establishment who, without reasonable cause, fails to comply with the provisions of these Regulations shall be guilty of an offence and liable on conviction to a fine not exceeding R200 and, in the case of a continuing failure to comply therewith, to a fine not exceeding R10 for every day during which such failure continues.

6. The regulations published by Government Notice R. 557 of 23 March 1978 are hereby repealed.

*Note.*—The Chief: Central Statistical Services may compile, and supply to any person or organisation, a list of names and addresses of mining establishment, classified according to activities.

## DEPARTMENT OF MANPOWER

No. R. 2528

23 November 1984

### MANPOWER TRAINING ACT, 1981

MANPOWER TRAINING COMMITTEE FOR THE HAIRDRESSING TRADE, SOUTHERN AND WESTERN TRANSVAAL.—AMENDMENT OF CONDITIONS OF APPRENTICESHIP

I, Pieter Theunis Christiaan du Plessis, Minister of Manpower, acting in terms of section 13 of the above-mentioned Act, hereby—

(a) amend, from 1 January 1985, Government Notice R. 722 of 5 May 1972 (as applied by Government Notice R. 1196 of 7 July 1972), as amended by Government Notices R. 2307 of 15 December 1972, R. 1073 of 17 June 1977 (as applied by Government Notice R. 1632 of 19 August 1977), R. 2212 of 28 October 1977 (as applied by Government Notice R. 2664 of 30 December 1977), R. 75 of 6 January 1978 (as applied by Government Notice R. 654 of 31 March 1978), R. 2510 of 9 November 1979 (as applied by Government Notice R. 254 of 8 February 1980), R. 2107 of 17 October 1980 (as applied by Government Notice R. 2570 of 12 December 1980), R. 715 of 3 April 1981 (as applied by Government Notice R. 1251 of 12 June 1981) and R. 142 of 28 January 1983, by the substitution for clause 3 (a) of the Conditions of the following clause:

“3 (a) An employer shall remunerate an apprentice monthly at not less than the rates specified hereunder:

Trades: Gentlemen’s Hairdressing and Ladies’ Hairdressing

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First year .....	165,00
Second year .....	200,00
Third year .....	250,00”; and

(b) determine that the Conditions set out above shall, from 1 January 1985, also apply to apprentices who are employed in any trade which is or was a designated trade in the Trade and area in respect of which the Manpower Training Committee for the Hairdressing Trade, Southern and Western Transvaal, has been established.

P. T. C. DU PLESSIS, Minister of Manpower.

(r) besonderhede van oppervlakteherformering en -rehabilitasie van myngrond;

(s) die name, adresse en werksaamhede van en die datums waarop met besigheid begin is by takke, met inbegrip van die hooftak, as daar een is; en

(t) die naam, adres en werksaamhede van en die datum waarop met besigheid begin is, van die hoofkantoor.

5. 'n Persoon in beheer van 'n mynwese-inrigting wat sonder redelike oorsaak versuim om aan die bepalings van hierdie Regulasies te voldoen, is aan 'n misdryf skuldig en by skuldigbevinding strafbaar met 'n boete van hoogstens R200 en, in die geval van 'n voortdurende versuim om daaraan te voldoen, met 'n boete van hoogstens R10 vir elke dag waarop sodanige versuim voortduur.

6. Die regulasies afgekondig by Goewermentskennisgewing R. 557 van 23 Maart 1978 word hierby herroep.

*Nota.*—Die Hoof: Sentrale Statistiekdiens kan 'n naam-en adreslys van mynwese-inrigtings, ingedeel volgens werksaamhede, opstel en aan enige persoon of organisasie beskikbaar stel.

## DEPARTEMENT VAN MANNEKRAG

No. R. 2528

23 November 1984

### WET OP MANNEKRAGOPLEIDING, 1981

MANNEKRAGOPLEIDINGSKOMITEE VIR DIE HAARKAPPERSBEDRYF, SUID- EN WES-TRANSVAAL.—WYSIGING VAN LEERVOORWAARDEN

Ek, Pieter Theunis Christiaan du Plessis, Minister van Mannekrag, handelende kragtens artikel 13 van bovenoemde Wet—

(a) wysig hierby vanaf 1 Januarie 1985 Goewermentskennisgewing R. 722 van 5 Mei 1972 (soos toegepas by Goewermentskennisgewing R. 1196 van 7 Julie 1972), soos gewysig by Goewermentskennisgewings R. 2307 van 15 Desember 1972, R. 1073 van 17 Junie 1977 (soos toegepas by Goewermentskennisgewing R. 1632 van 19 Augustus 1977), R. 2212 van 28 Oktober 1977 (soos toegepas by Goewermentskennisgewing R. 2664 van 30 Desember 1977), R. 75 van 6 Januarie 1978 (soos toegepas by Goewermentskennisgewing R. 654 van 31 Maart 1978), R. 2510 van 9 November 1979 (soos toegepas by Goewermentskennisgewing R. 254 van 8 Februarie 1980), R. 2107 van 17 Oktober 1980 (soos toegepas by Goewermentskennisgewing R. 2570 van 12 Desember 1980), R. 715 van 3 April 1981 (soos toegepas by Goewermentskennisgewing R. 1251 van 12 Junie 1981) en R. 142 van 28 Januarie 1983, deur klosule 3 (a) van die Leervoorwaardes deur die volgende klosule te vervang:

“3 (a) 'n Werkgewer moet 'n vakleerling maandeliks besoldig teen minstens die skale hieronder gespesifieer:

Ambagte: Dameshaarkappery en Manshaarkappery

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Eerste jaar .....	165,00
Tweede jaar .....	200,00
Derde jaar .....	250,00”; en

(b) bepaal hierby dat die Leervoorwaardes hierbo uitengesit, vanaf 1 Januarie 1985 ook van toepassing is op vakleerlinge wat in diens is in enige ambag wat 'n aangeviese ambag is of was in die Bedryf en gebied ten opsigte waarvan die Mannekragopleidingskomitee vir die Haarkappersbedryf, Suid- en Wes-Transvaal, ingestel is.

P. T. C. DU PLESSIS, Minister van Mannekrag.

No. R. 2532	23 November 1984	No. R. 2532	23 November 1984
	WAGE ACT, 1957		LOONWET, 1957
	WAGE DETERMINATION 436: BREAD AND CONFECTIONERY INDUSTRY, CERTAIN AREAS		LOONVASSSTELLING 436: BROOD- EN BANKET-NYWERHEID, SEKERE GEBIEDE
	The following corrections to Government Notice R. 1840 in <i>Gazette</i> 9397 of 24 August 1984 are published for general information:		Die volgende verbeterings aan Goewernentskennisgwing R. 1840 in <i>Staatskoerant</i> 9397 van 24 Augustus 1984 word vir algemene inligting gepubliseer:
	In the English version of the Schedule—		In die Engelse teks van die Bylae—
	(a) in clause 5 (1) (c) (i), substitute the word "Sunday" for the word "Monday";		(a) in klousule 5 (1) (c) (i), vervang die woord "Monday" deur die woord "Sunday";
	(b) in clause 5 (7), delete the words "not less than twice his normal wage".		(b) in klousule 5 (7), skrap die woorde "not less than twice his normal wage".
No. R. 2533	23 November 1984	No. R. 2533	23 November 1984
	LABOUR RELATIONS ACT, 1956		WET OP ARBEIDSVERHOUDINGE, 1956
	COTTON TEXTILE MANUFACTURING INDUSTRY (CAPE).—EXTENSION OF MAIN AGREEMENT		KATOENTEKSTIELNYWERHEID (KAAP).—VERLENGING VAN HOOFOOREENKOMS
	I, Jacob Salmon Herselman, Director: Manpower, duly authorised thereto by the Minister of Manpower, hereby, in terms of section 48 (4) (a) (i) of the Labour Relations Act, 1956, extend the periods fixed in Government Notices R. 578 of 3 April 1980, R. 2368 and R. 2369 of 21 November 1980, R. 2777 and R. 2778 of 24 December 1981, R. 2740 and R. 2741 of 24 December 1982, R. 2724 and R. 2725 of 15 December 1983, by a further period ending 31 March 1985.		Ek, Jacob Salmon Herselman, Direkteur: Mannekrag, behoorlik daartoe gemagtig deur die Minister van Mannekrag, verleng hierby, kragtens artikel 48 (4) (a) (i) van die Wet op Arbeidsverhoudinge, 1956, die tydperke vasgestel in Goewernentskennisgewings R. 578 van 3 April 1980, R. 2368 en R. 2369 van 21 November 1980, R. 2777 en R. 2778 van 24 Desember 1981, R. 2740 en R. 2741 van 24 Desember 1982, R. 2724 en R. 2725 van 15 Desember 1983, met 'n verdere tydperk wat op 31 Maart 1985 eindig.
	J. S. HERSELMAN, Director: Manpower.		J. S. HERSELMAN, Direkteur: Mannekrag.
No. R. 2534	23 November 1984	No. R. 2534	23 November 1984
	LABOUR RELATIONS ACT, 1956		WET OP ARBEIDSVERHOUDINGE, 1956
	BUILDING INDUSTRY, QUEENSTOWN.—RENEWAL OF MAIN AGREEMENT		BOONYWERHEID, QUEENSTOWN.—HERNUWING VAN HOOFOOREENKOMS
	I, Jacob Salmon Herselman, Director: Manpower, duly authorised thereto by the Minister of Manpower, hereby, in terms of section 48 (4) (a) (ii) of the Labour Relations Act, 1956, declare the provisions of Government Notices R. 1826 of 5 September 1980, R. 2718 of 11 December 1981, R. 2203 of 15 October 1982 and R. 2203 of 7 October 1983, to be effective from the date of publication of this notice and for the period ending 30 November 1985.		Ek, Jacob Salmon Herselman, Direkteur: Mannekrag, behoorlik daartoe gemagtig deur die Minister van Mannekrag, verklaar hierby, kragtens artikel 48 (4) (a) (ii) aan die Wet Arbeidsverhoudinge, 1956, dat die bepalings van Goewernentskennisgewings R. 1826 van 5 September 1980, R. 2718 van 11 Desember 1981, R. 2203 van 15 Oktober 1982 en R. 2203 van 7 Oktober 1983, van krag is vanaf die datum van publikasie van hierdie kennisgwing en vir die tydperk wat op 30 November 1985 eindig.
	J. S. HERSELMAN, Director: Manpower.		J. S. HERSELMAN, Direkteur: Mannekrag.
No. R. 2535	23 November 1984	No. R. 2535	23 November 1984
	MANPOWER TRAINING ACT, 1981		WET OP MANNEKRAGOPLEIDING, 1981
	MANPOWER TRAINING COMMITTEE FOR THE WITWATERSRAND JEWELLERS' AND GOLDSMITHS' INDUSTRY.—AMENDMENT OF CONDITIONS OF APPRENTICESHIP		MANNEKRAGOPLEIDINGSKOMITEE VIR DIE JUWEILIERS- EN GOUDSMEDENYWERHEID, WITWATERSRAND.—WYSIGING VAN LEERVOORWAARDEN
	I, Pieter Theunis Christiaan du Plessis, Minister of Manpower, acting in terms of section 13 of the above-mentioned Act, hereby—		Ek, Pieter Theunis Christiaan du Plessis, Minister van Mannekrag, handelende kragtens artikel 13 van boegnoemde Wet—
	(a) amend Government Notice R. 886 of 27 May 1977 (as applied by Government Notice R. 1588 of 12 August 1977), as amended by Government Notice R. 1822 of 24 August 1979 (as applied by Government Notice R. 2487		(a) wysig hierby, met ingang van derde Maandag na die datum van publikasie van hierdie kennisgwing, Goewernentskennisgwing R. 886 van 27 Mei 1977 (soos toegepas by Goewernentskennisgwing R. 1588

of 9 November 1979), with effect from the third Monday after the date of publication of this notice, by the substitution for clauses 2 (2) and (3), 3 (1) and (2), 4 (1), (2) and (5) and 6 (1), (2) and (5) of the Conditions of the following:

"2. (2) (a) The period of apprenticeship of an apprentice who whether prior to or during his apprenticeship, has undergone training or rendered service in terms of the Defence Act, 1957 (Act 44 of 1957), shall be reduced by a period not exceeding—

(i) eight months of a first period of 24 months or longer; or

(ii) six months of a first period of 18 months; or

(iii) four months of a first period of 12 months; and

(iv) 30 days of any subsequent period,

of such training or service.

(b) The period of apprenticeship of an apprentice who, whether prior to or during his apprenticeship, has undergone training or rendered service in terms of section 34A (3) of the Police Act, 1958 (Act 7 of 1958), shall be reduced by a period not exceeding—

(i) in the case of training or service in terms of section 34A (11) of the said Act—

(aa) eight months of a first period of 24 months; or

(ab) four months of a first period of 12 months; and

(ac) 30 days of any subsequent period, of such training or service;

(ii) in the case of any other training or service which is undergone or rendered in terms of the said section 34A (3), a period equal to the period of such training or service, but not exceeding 90 days in any year.

(c) Notwithstanding the provisions of paragraph (a) or (b) an apprentice shall not be entitled to a reduction in his period of apprenticeship under paragraphs (a) (iv) and (b) (i) (ac) of more than—

(i) 60 days in respect of training or service under paragraph (a) or (b) prior to his apprenticeship, where his prescribed period of apprenticeship does not exceed three years;

(ii) 90 days in respect of training or service under paragraph (a) or (b) prior to his apprenticeship, where his prescribed period of apprenticeship is in excess of three years but does not exceed four years;

(iii) 120 days in respect of training or service under paragraph (a) or (b) prior to his apprenticeship, where his prescribed period of apprenticeship is in excess of four years.

(d) Any reduction in the period of apprenticeship in terms of this subclause shall operate with effect from the date upon which an apprentice commences his apprenticeship or resumes his apprenticeship after returning from training or service in terms of the Defence Act, 1957, or the Police Act, 1958: Provided that such an apprentice shall have completed at least 93 weeks of practical training before a trade test in terms of clause 6 (2) may be attempted.

(3) The employer of an apprentice referred to in paragraph (a) or (b) shall, within seven days of the departure of the apprentice on training or service in terms of the Defence Act, 1957, or the Police Act, 1958, notify the secretary of the committee in question of such departure and, likewise, within seven days after the apprentice returns from such training or service.";

van 12 Augustus 1977), soos gewysig by Goewermentskennisgewing R. 1822 van 24 Augustus 1979 (soos toegepas by Goewermentskennisgewing R. 2487 van 9 November 1979), deur klosules 2 (2) en (3), 3 (1) en (2), 4 (1), (2) en (5) en 6 (1), (2) en (5) van die Leervoerwaardes deur die volgende te vervang:

"2. (2) (a) Die leertyd van 'n vakleerling wat, hetsy voor of gedurende sy leertyd, ingevolge die Verdedigingswet, 1957 (Wet 44 van 1957), opleiding ondergaan het of diens gedoen het, word verkort met 'n tydperk van hoogstens—

(i) agt maande van 'n eerste tydperk van 24 maande of langer; of

(ii) ses maande van 'n eerste tydperk van 18 maande; of

(iii) vier maande van 'n eerste tydperk van 12 maande; en

(iv) 30 dae van enige daaropvolgende tydperk, van sodanige opleiding of diens.

(b) Die leertyd van 'n vakleerling wat, hetsy voor of gedurende sy leertyd, ingevolge artikel 34A (3) van die Polisiewet, 1958 (Wet 7 van 1958), opleiding ondergaan het of diens gedoen het, word verkort met 'n tydperk van hoogstens—

(i) in die geval van opleiding of diens ingevolge artikel 34A (11) van genoemde Wet—

(aa) agt maande van 'n eerste tydperk van 24 maande; of

(ab) vier maande van 'n eerste tydperk van 12 maande; en

(ac) 30 dae van enige daaropvolgende tydperk, van sodanige opleiding of diens;

(ii) in die geval van enige ander opleiding of diens wat ingevolge genoemde artikel 34A (3) ondergaan of gedoen word, 'n tydperk gelyk aan die tydperk van sodanige opleiding of diens, maar wat nie 90 dae in 'n jaar oorskry nie.

(c) Ondanks die bepalings van paragraaf (a) of (b) is 'n vakleerling nie geregtig nie op 'n verkorting van sy leertyd ingevolge paragrawe (a) (iv) en (b) (i) (ac) van meer as—

(i) 60 dae ten opsigte van opleiding of diens ingevolge paragraaf (a) of (b), voor sy leertyd, waar sy voorgeskrewe leertyd nie meer as drie jaar is nie;

(ii) 90 dae ten opsigte van opleiding of diens ingevolge paragraaf (a) of (b), voor sy leertyd, waar sy voorgeskrewe leertyd meer as drie jaar is, maar nie meer as vier jaar is nie;

(iii) 120 dae ten opsigte van opleiding of diens ingevolge paragraaf (a) of (b), voor sy leertyd, waar sy voorgeskrewe leertyd meer as vier jaar is.

(d) Enige verkorting van die leertyd ingevolge hierdie subklosule tree in werking met ingang van die datum waarop 'n vakleerling met sy leertyd begin of dit voortsit na sy terugkeer van opleiding of diens ingevolge die Verdedigingswet, 1957, of die Polisiewet, 1958: Met dien verstande dat so 'n vakleerling minstens 93 weke praktiese opleiding voltooi het voordat hy 'n ambagstoets ingevolge klosule 6 (2) aflê.

(3) Die werkewer van 'n vakleerling in paragraaf (a) of (b) bedoel, moet die sekretaris van die betrokke komitee binne sewe dae na die vakleerling se vertrek vir opleiding of diens ingevolge die Verdedigingswet, 1957, of die Polisiewet, 1958, in kennis stel van sodanige vertrek en, insgelyks, binne sewe dae na die vakleerling se terugkeer van sodanige opleiding of diens.';

"3. (1) An employer shall remunerate an apprentice weekly at not less than the rates specified hereunder:

R

(i) *In three-year trades:*

First year .....	60
Second year .....	80
Third year .....	95

(ii) *In four-year trades:*

First year .....	60
Second year .....	80
Third year .....	95
Fourth year .....	115

(iii) *In five-year trades:*

First year .....	60
Second year .....	80
Third year .....	95
Fourth year .....	115
Fifth year .....	140

(2) An employer shall increase the wage prescribed in this clause in respect of every apprentice who is in possession of or obtains any of the educational qualifications scheduled hereunder, or its equivalent, by an amount not less than that indicated in the Schedule. The amounts so payable shall not be cumulative but shall be payable in respect of only one, i.e. the highest certificate or diploma obtained. Any amount to which an apprentice is entitled in terms of this subclause shall, where the relevant certificate or diploma is obtained during his apprenticeship, be payable as from the date of issue thereof.

## SCHEDULE

Educational qualifications obtained prior to or during apprenticeship	Per week R
<b>Group I</b>	
(i) Standard 9 Certificate (non-technical field of study) <i>with</i> Mathematics	4,00
(ii) Standard 10, Senior or Matriculation Certificate (non-technical field of study) <i>without</i> Mathematics	
(iii) National Technical Certificate, Part I (N1), <i>with</i> relevant trade theory	
(iv) A pass in the relevant trade theory at National Technical Certificate, Part II (N2), level	
<b>Group II</b>	
(i) Standard 10, Senior or Matriculation Certificate (non-technical field of study) <i>with</i> Mathematics	6,00
(ii) Standard 8 Certificate (technical field of study) <i>with</i> Workshop Practice	
<b>Group III</b>	
(i) Standard 9 Certificate (technical field of study) <i>without</i> Workshop Practice	8,00
(ii) National Technical Certificate, Part II (N2), <i>with</i> relevant trade theory	
(iii) National Technical Certificate, Part III (N3), <i>without</i> relevant trade theory	
<b>Group IV</b>	
(i) Standard 9 Certificate (technical field of study) <i>with</i> Workshop Practice	10,00
(ii) Standard 10, Senior or Matriculation Certificate (technical field of study) <i>without</i> Workshop Practice	
(iii) Matriculation Certificate, with university concession, <i>with</i> Physical Science or Mathematics	
(iv) National Technical Certificate, Part III (N3), <i>with</i> relevant trade theory at N2 level	
(v) Four subjects at T1 level	
<b>Group V</b>	
(i) Standard 10, Senior or Matriculation Certificate (technical field of study) <i>with</i> Workshop Practice	12,00
(ii) National Technical Certificate, Part IV (N4)	
(iii) Four subjects at T2 level	

"3. (1) 'n Werkgewer moet 'n vakleerling weekliks besoldig teen minstens die skale hieronder gespesifieer:

R

(i) *In driejaarambagte:*

Eerste jaar .....	60
Tweede jaar .....	80
Derde jaar .....	95

(ii) *In vierjaarambagte:*

Eerste jaar .....	60
Tweede jaar .....	80
Derde jaar .....	95
Vierde jaar .....	115

(iii) *In vyfjaarambagte:*

Eerste jaar .....	60
Tweede jaar .....	80
Derde jaar .....	95
Vierde jaar .....	115
Vyfde jaar .....	140

(2) 'n Werkgewer moet die loon voorgeskryf in hierdie klousule ten opsigte van elke vakleerling wat enige van die opvoedkundige kwalifikasies in die Bylae hieronder vermeld, of 'n gelykwaardige kwalifikasie, besit of verwerf, verhoog met minstens die bedrag in die Bylae vermeld. Die bedrae aldus betaalbaar, is nie kumulatief nie, maar is betaalbaar ten opsigte van slegs een, te wete die hoogste, sertifikaat of diploma wat verwerf is. Enige bedrag waarop 'n vakleerling ingevolge hierdie subklousule geregtig is, moet, waar die betrokke sertifikaat of diploma gedurende sy leertyd verwerf word, betaal word vanaf die datum van uitreiking daarvan.

## BYLAE

Opvoedkundige kwalifikasies verwerf voor of gedurende vakleerlingskap	Per week R
<b>Groep I</b>	
(i) Standerd 9-sertifikaat (nie-tegniese studierigting), <i>met</i> Wiskunde	4,00
(ii) Standerd 10-, Senior of Matrikulasiestertifikaat (nie-tegniese studierigting), <i>sonder</i> Wiskunde	
(iii) Nasionale Tegniese Sertifikaat, Deel I (N1), <i>met</i> die betrokke ambagsteorie	
(iv) Geslaag in die betrokke ambagsteorie op die peil van Nasionale Tegniese Sertifikaat, Deel II (N2)	
<b>Groep II</b>	
(i) Standerd 10-, Senior of Matrikulasiestertifikaat (nie-tegniese studierigting), <i>met</i> Wiskunde	6,00
(ii) Standerd 8-sertifikaat (tegniese studierigting), <i>met</i> Werkwinkelpraktyk	
<b>Groep III</b>	
(i) Standerd 9-sertifikaat (tegniese studierigting), <i>sonder</i> Werkwinkelpraktyk	8,00
(ii) Nasionale Tegniese Sertifikaat, Deel II (N2), <i>met</i> die betrokke ambagsteorie	
(iii) Nasionale Tegniese Sertifikaat, Deel III (N3), <i>sonder</i> die betrokke ambagsteorie	
<b>Groep IV</b>	
(i) Standerd 9-sertifikaat (tegniese studierigting), <i>met</i> Werkwinkelpraktyk	10,00
(ii) Standerd 10-, Senior of Matrikulasiestertifikaat (tegniese studierigting), <i>sonder</i> Werkwinkelpraktyk	
(iii) Matrikulasiestertifikaat, <i>met</i> universiteitstoelating, <i>met</i> Natuur- en Skeikunde of Wiskunde	
(iv) Nasionale Tegniese Sertifikaat, Deel III (N3), <i>met</i> die betrokke ambagsteorie op N2-peil	
(v) Vier vakke op T1-peil	
<b>Groep V</b>	
(i) Standerd 10-, Senior of Matrikulasiestertifikaat (tegniese studierigting), <i>met</i> Werkwinkelpraktyk	12,00
(ii) Nasionale Tegniese Sertifikaat, Deel IV (N4)	
(iii) Vier vakke op T2-peil	

Educational qualifications obtained prior to or during apprenticeship	Per week R	Opvoedkundige kwalifikasies verwerf voor of gedurende vakleerlingskap	Per week R
<b>Groep VI</b>		<b>Groep VI</b>	
(i) National Technical Certificate, Part V (N5)	14,00	(i) Nasionale Tegniese Sertifikaat, Deel V (N5)	14,00
(ii) Four subjects at T3 level		(ii) Vier vakke op T3-peil	
<b>Groep VII</b>		<b>Groep VII</b>	
(i) National Diploma (in Engineering)	16,00	(i) Nasionale Diploma (in Ingenieurswese)	16,00
(ii) National Technical Certificate, Part VI (N6)		(ii) Nasionale Tegniese Sertifikaat, Deel VI (N6)	
(iii) National Certificate for Technicians		(iii) Nasionale Sertifikaat vir Tegnici	
<b>Groep VIII</b>		<b>Groep VIII</b>	
(i) National Diploma for Technicians	18,00.”;	(i) Nasionale Diploma vir Tegnici	18,00.”;
(ii) National Higher Diploma (in Engineering)		(ii) Nasionale Hoër Diploma (in Ingenieurswese)	
(iii) National Technical Diploma		(iii) Nasionale Tegniese Diploma	
(iv) National Higher Certificate for Technicians		(iv) Nasionale Hoër Sertifikaat vir Tegnici	

“4. (1) An apprentice who is not already in possession of one of the certificates prescribed in subclause (2) of this clause in subjects relevant to the trade in which he is indentured or one of the alternative qualifications referred to in the proviso to the subclause, shall attend technical classes relevant to his trade and in accordance with the syllabuses prescribed for the National Technical Certificate, Parts I and II (N1 and N2), or equivalent or higher certificate, and shall attend such classes at a technical institution determined by the Department of Manpower: Provided that an apprentice shall, if required by the Department of Manpower, attend an introductory course conducted by a technical institution in preparation for the National Technical Certificate, Part I (N1).

(2) An apprentice shall attend technical classes until he obtains the National Technical Certificate, Part II (N2), or equivalent technical certificate: Provided that an apprentice who fails in the examination for one of the said certificates but obtains a pass in the trade theory relevant to the trade in which he is indentured at N2 level or relevant Workshop Technology or Applied Technology at T1 level shall not be required to attend further classes.”;

“(5) An apprentice who, because of absence on training or service in terms of the Defence Act, 1957 or the Police Act, 1958, is unable to attend technical classes for the duration of a continuous course of study or to attend technical classes for at least half an academic year, as the case may be, shall not be required to pursue his studies during such year.”;

“6. (1) (a) An apprentice shall, as nearly as practicable towards the end of the penultimate year of the period of his apprenticeship or as soon as possible thereafter, undergo a qualifying trade test, conducted by the Department of Manpower, in the practice of the trade in which he is indentured: Provided that in the case of an apprentice who is indentured in the trade *Mounting and Precious Metal Working* the trade test shall be undertaken as shortly as practicable after completion of two and a half years of his period of apprenticeship;

(b) An apprentice who fails a compulsory qualifying trade test undertaken in terms of paragraph (a) may, whether or not he is in possession of the qualifications referred to in subclause (2), voluntarily undergo a qualifying trade test or tests during his final year of apprenticeship on a date or dates to be determined by the Department of Manpower.”;

“4. (1) 'n Vakleerling wat nie reeds ten opsigte van vakke wat betrekking het op die ambag waarvoor hy ingeboek is, in besit is nie van een van die sertifikate in subklousule (2) van hierdie klousule voorgeskryf, of van een van die alternatiewe kwalifikasies in die voorbehoudsbepaling van genoemde subklousule bedoel nie, moet tegniese klasse bywoon wat met sodanige ambag en ooreenkomsdig die leerplanne wat voorgeskryf word vir die Nasionale Tegniese Sertifikaat, Dele I en II (N1 en N2), of 'n gelykwaardige of hoër sertifikaat, en dié klasse moet aangebied word by die naaste tegniese inrigting wat deur die Departement van Mannekrag bepaal word: Met dien verstande dat 'n vakleerling, indien die Departement van Mannekrag dit vereis, 'n inleidende kursus aangebied aan 'n tegniese inrigting moet volg, ter voorbereiding vir die Nasionale Tegniese Sertifikaat, Deel I (N1).

(2) 'n Vakleerling moet tegniese klasse bywoon totdat hy die Nasionale Tegniese Sertifikaat, Deel II (N2), of 'n gelykwaardige tegniese sertifikaat verwerf: Met dien verstande dat 'n vakleerling wat in die eksamen vir een van genoemde sertifikate druipt maar wel slaag op N2-peil in die ambagsteorie wat betrekking het op die ambag waarvoor hy ingeboek is, of op T1-peil in die betrokke Werkwinkeltegnologie of Toegepaste Tegnologie, nie verplig mag word om verdere klasse by te woon nie.”;

“(5) Van 'n vakleerling wat as gevolg van afwesigheid vir opleiding of diens ingevolge die Verdedigingswet, 1957, of die Polisiewet, 1958, nie in staat is nie om tegniese klasse vir die duur van 'n aaneenlopende studiekursus by te woon of om tegniese klasse vir minstens die helfte van 'n akademiese jaar by te woon, na gelang van die geval, word daar nie vereis om sy studies gedurende daardie jaar voort te sit nie.”;

“6. (1) (a) 'n Vakleerling moet so kort doenlik voor die einde van die voorlaaste jaar van sy leertyd of so spoedig moontlik daarna 'n kwalifiserende ambagstoets, wat deur die Departement van Mannekrag afgeneem word, aflê in die praktyk van die ambag waarvoor hy ingeboek is: Met dien verstande dat in die geval van 'n vakleerling wat ingeboek is in die ambag *Montering en Bewerking van Edelmetale*, die ambagstoets afgelê moet word so gou doenlik na voltooiing van twee en 'n half jaar van sy leertyd;

(b) 'n Vakleerling wat druipt in 'n verpligte kwalifiserende ambagstoets wat hy ingevolge paragraaf (a) afgelê het, of hy in besit is van die kwalifikasies in subklousule (2) bedoel, al dan nie, kan vrywillig 'n kwalifiserende ambagstoets of -toets aflê tydens sy finale jaar van vakleerlingskap op 'n datum of datums wat deur die Departement van Mannekrag bepaal word.”;

"(2) An apprentice who has obtained a pass at National Technical Certificate, Part II (N2) level, in the theory of the trade in which he is indentured, or who has obtained the National Technical Certificate, Part II (N2), or higher technical qualification in the trade in which he is indentured, may voluntarily undergo a qualifying trade test after he has completed three years of his period of apprenticeship in the trade *Precious Metal Working and Mounting (including Diamond Mounting)* and two years in all other designated trades. A further voluntary qualifying trade test or tests may be undertaken on a date or dates to be determined by the Department of Manpower.'";

"(5) A period of absence from work for the purpose of undergoing a trade test in terms of subclauses (1) and (2) of this clause shall, for the purposes of section 21 of the Act, not be deemed to be absence from work.'";

(b) determine that the Conditions set out above shall, with effect from the third Monday after the date of publication of this notice, also apply to apprentices who are employed in any trade which is or was a designated trade in the Industry and area in respect of which the Manpower Training Committee for the Witwatersrand Jewellers' and Goldsmiths' Industry has been established.

P. T. C. DU PLESSIS, Minister of Manpower.

No. R. 2539

23 November 1984

LABOUR RELATIONS ACT, 1956

BUILDING INDUSTRY, PIETERMARITZBURG AND NORTHERN AREAS.—CORRECTION NOTICE

The following correction to Government Notice R. 2352 in *Government Gazette* 9473 of 26 October 1984, is hereby published for general information.

In the English and Afrikaans versions of the Minister's declaration in paragraphs (a) and (b), substitute the expression "27 October 1985" for the expression "21 October 1985".

No. R. 2569

23 November 1984

LABOUR RELATIONS ACT, 1956

CLOTHING INDUSTRY, EASTERN PROVINCE.—RENEWAL OF PROVIDENT FUND AGREEMENT

I, Pieter Theunis Christiaan du Plessis, Minister of Manpower, hereby, in terms of section 48 (4) (a) (ii) of the Labour Relations Act, 1956, declare the provisions of Government Notices R. 691 of 26 April 1974, R. 1533 of 27 August 1976 and R. 2096 of 17 October 1980, to be effective from the date of publication of this notice and for the period ending 30 April 1986.

P. T. C. DU PLESSIS, Minister of Manpower.

No. R. 2570

23 November 1984

LABOUR RELATIONS ACT, 1956

CLOTHING INDUSTRY, EASTERN PROVINCE.—AMENDMENT OF PROVIDENT FUND AGREEMENT

I, Pieter Theunis Christiaan du Plessis, Minister of Manpower, hereby—

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

"(2) 'n Vakleerling wat op die peil van die Nasionale Tegniese Sertifikaat, Deel II (N2), geslaag het in die teorie van die ambag waarvoor hy ingeboek is, of wat die Nasionale Tegniese Sertifikaat, Deel II (N2), of 'n hoër tegniese kwalifikasie behaal het in die ambag waarvoor hy ingeboek is, kan vrywillig 'n kwalifiserende ambagstoets afê nadat hy drie jaar van sy leertyd voltooi het in die ambag *Bewerking van Edelmetale en Montering (met inbegrip van die Set van Diamante)* en twee jaar in al die ander aangewese ambagte. 'n Verdere vrywillige kwalifiserende ambagstoets of -toetse kan afgelê word op 'n datum of datums wat deur die Departement van Mannekrag bepaal word.'";

"(5) 'n Tydperk van afwesigheid van die werk met die doel om 'n ambagstoets ingevolge subklousules (1) en (2) van hierdie klousule af te lê, word vir die toepassing van artikel 21 van die Wet nie geag afwesigheid van die werk te wees nie.'";

(b) bepaal hierby dat die Leervoorwaardes hierbo uitengesit, met ingang van die derde Maandag na die datum van publikasie van hierdie kennisgewing, ook van toepassing is op vakleerlinge wat in diens is in enige ambag wat 'n aangewese ambag is of was in die Nywerheid en gebied ten opsigte waarvan die Mannekragopleidingskomitee vir die Juweliers- en Goudsmedenywerheid, Witwatersrand, ingestel is.

P. T. C. DU PLESSIS, Minister van Mannekrag.

No. R. 2539

23 November 1984

WET OP ARBEIDSVERHOUDINGE, 1956

BOUNYWERHEID, PIETERMARITZBURG EN NOORDELIKE GEBIEDE.—VERBETERINGSKENNISGEWING

Die volgende verbetering aan Goewermentskennisgewing R. 2352 in *Staatskoerant* 9473 van 26 Oktober 1984, word vir algemene inligting gepubliseer.

In die Engelse en Afrikaanse tekse in die verklaring van die Minister, paragrawe (a) en (b), vervang die uitdrukking "21 Oktober 1985" deur die uitdrukking "27 Oktober 1985".

No. R. 2569

23 November 1984

WET OP ARBEIDSVERHOUDINGE, 1956

KLERASIENYWERHEID, OOSTELIKE PROVINSIE.—HERNUWING VAN VOORSORGFONDZOOREENKOMS

Ek, Pieter Theunis Christiaan du Plessis, Minister van Mannekrag, verklaar hierby, kragtens artikel 48 (4) (a) (ii) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings van Goewermentskennisgewings R. 691 van 26 April 1974, R. 1533 van 27 Augustus 1976 en R. 2096 van 17 Oktober 1980, van krag is vanaf die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 April 1986 eindig.

P. T. C. DU PLESSIS, Minister van Mannekrag.

No. R. 2570

23 November 1984

WET OP ARBEIDSVERHOUDINGE, 1956

KLERASIENYWERHEID, OOSTELIKE PROVINSIE.—WYSIGING VAN VOORSORGFONDZOOREENKOMS

Ek, Pieter Theunis Christiaan du Plessis, Minister van Mannekrag, verklaar hierby—

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

relates to the Undertaking, Industry, Trade or Occupation referred to in the heading to this notice, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 30 April 1986, upon the employers' organisation and the trade union which entered into the Amending Agreement and upon the employers and employees who are members of the said organisation or union; and

(b) in terms of section 48 (1) (b) of the said Act, declare that the provisions of the Amending Agreement, excluding those contained in clause 1 (1), shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 30 April 1986, upon all employers and employees, other than those referred to in paragraph (a) of this notice, who are engaged or employed in the said Undertaking, Industry, Trade or Occupation in the areas specified in clause 1 of the Amending Agreement.

P. T. C. DU PLESSIS, Minister of Manpower.

#### SCHEDULE

##### INDUSTRIAL COUNCIL FOR THE CLOTHING INDUSTRY, EASTERN PROVINCE

##### PROVIDENT FUND AGREEMENT

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

**Eastern Province Clothing Manufacturers' Association**

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

**Garment Workers' Union**

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

being the parties to the Industrial Council for the Clothing Industry, Eastern Province,

to amend the Agreement published under Government Notice R. 691 of 26 April 1974, as extended, amended and renewed by Government Notices R. 1322 of 30 July 1976, R. 1533 of 27 August 1976, R. 2032 of 14 September 1979, R. 2096 of 17 October 1980, R. 1216 of 25 June 1982 and R. 181 of 10 February 1984.

#### 1. SCOPE OF APPLICATION OF AGREEMENT

The terms of this Agreement shall be observed in the Clothing Industry—

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

(2) in the Magisterial Districts of Port Elizabeth, King William's Town and East London, and in that portion of the Magisterial District of Uitenhage which, in terms of Government Notice 1687 of 5 September 1975, was transferred from the Magisterial District of Port Elizabeth.

#### 2. CLAUSE 4.—PROVIDENT FUND

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

"(5) (a) All employees for whom wages are prescribed in the Main Agreement of the Council having not less than a total of six months' experience in the Industry shall become members of the Fund and contribute on the following basis:

*Group 1.*—Employees whose weekly wages are less than the amount prescribed by clause 4 (1) (j) of the Main Agreement shall contribute 45c per week.

*Group 2.*—Employees whose weekly wages are equal to the amount prescribed by clause 4 (1) (j) of the Main Agreement shall contribute 60 cents per week.

*Group 3.*—Employees whose weekly wages exceed the amount prescribed by clause 4 (1) (j) of the Main Agreement shall contribute 70c per week."

This Agreement signed at Port Elizabeth, on behalf of the parties, this 10th day of September 1984.

G. HELLIWELL, Chairman.

C. M. S. GELVAN, Vice-Chairman.

M. E. HOPPE, Secretary.

Onderneming, Nywerheid, Bedryf of Beroep in die op-skrif by hierdie kennisgewing vermeld, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 April 1986 eindig, bindend is vir die werkgewersorganisasie en die vakvereniging wat die Wysigingsooreenkoms aangaan het en vir die werkgewers en werknemers wat lede van genoemde organisasie of vereniging is; en

(b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalings van die Wysigingsooreenkoms, uitgesond 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 April 1986 eindig, bindend is vir alle ander werkgewers en werknemers as dié genoem in paragraaf (a) van hierdie kennisgewing wat betrokke is by of in diens is in genoemde Onderneming, Nywerheid, Bedryf of Beroep in die gebiede in klousule 1 van die Wysigingsooreenkoms gespesifieer.

P. T. C. DU PLESSIS, Minister van Mannekrag.

#### BYLAE

##### NYWERHEIDSRAAD VIR DIE KLERASIENYWERHEID, OOSTELIKE PROVINSIE

##### VOORSORGFONDSSOOREENKOMS

ingevolge die Wet op Arbeidsverhoudinge, 1956, gesluit deur en aangaan tussen die

**Eastern Province Clothing Manufacturers' Association**

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

**Garment Workers' Union**

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

wat die partye is by die Nywerheidsraad vir die Klerasienvwerheid, Oostelike Provincie,

om die Ooreenkoms gepubliseer by Goewermentskennisgewing R. 691 van 26 April 1974, soos verleng, gewysig en hernieu by Goewermentskennisgewings R. 1322 van 30 Julie 1976, R. 1533 van 27 Augustus 1976, R. 2032 van 14 September 1979, R. 2096 van 17 Oktober 1980, R. 1216 van 25 Junie 1982 en R. 181 van 10 Februarie 1984, te wysig.

#### 1. TOEPASSINGSBESTEK VAN OOREENKOMS

Hierdie Ooreenkoms moet in die Klerasienvwerheid nagekom word—

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

(2) in die landdrosdistrikte Port Elizabeth, King William's Town en Oos-Londen, en in daardie gedeelte van die landdrosdistrik Uitenhage wat kragtens Goewermentskennisgewing 1687 van 5 September 1975 vanaf die landdrosdistrik Port Elizabeth oorgeplaas is.

#### 2. KLOUSULE 4.—VOORSORGFONDS

Vervang subklousule (5) (a) deur die volgende:

"(5) (a) Alle werknemers vir wie lone in die Hoofooreenkoms van die Raad voorgeskryf word en wat altesaam minstens ses maande ondervinding in die Nywerheid het, moet lede van die Fonds word en op onderstaande grondslag bydra:

*Groep 1.*—Werknemers wie se weeklike lone minder is as die bedrag soos in klousule 4 (1) (j) van die Hoofooreenkoms voorgeskryf, moet 45 sent per week bydra.

*Groep 2.*—Werknemers wie se weeklike lone gelykstaande is met die bedrag soos in klousule 4 (1) (j) van die Hoofooreenkoms voorgeskryf, moet 60 sent per week bydra.

*Groep 3.*—Werknemers wie se weeklike lone meer is as die bedrag soos in klousule 4 (1) (j) van die Hoofooreenkoms voorgeskryf, moet 70 sent per week bydra."

Hierdie Ooreenkoms is namens die partye op hede die 10de dag van September 1984 te Port Elizabeth onderteken.

G. HELLIWELL, Voorsitter.

C. M. S. GELVAN, Ondervoorsitter.

M. E. HOPPE, Sekretaris.

No. R. 2571

23 November 1984

LABOUR RELATIONS ACT, 1956

CLOTHING INDUSTRY, EASTERN PROVINCE.—  
RENEWAL OF MAIN AGREEMENT

I, Pieter Theunis Christiaan du Plessis, Minister of Manpower, hereby in terms of section 48 (4) (a) (ii) of the Labour Relations Act, 1956, declare the provisions of Government Notices R. 2005 of 14 September 1979, R. 671 of 27 March 1981, R. 2271 of 23 October 1981, R. 1743 of 20 August 1982, R. 243 of 4 February 1983, R. 2420 of 4 November 1983, R. 511 of 16 March 1984 and R. 1053 of 25 May 1984, to be effective from the date of publication of this notice and for the period ending 30 April 1986.

P. T. C. DU PLESSIS, Minister of Manpower.

No. R. 2572

23 November 1984

LABOUR RELATIONS ACT, 1956

CLOTHING INDUSTRY, EASTERN PROVINCE.—  
AMENDMENT OF MAIN AGREEMENT

I, Pieter Theunis Christiaan du Plessis, Minister of Manpower, hereby—

(a) in terms of section 48 (1) (a) of the Labour Relations Act, 1956, declare that the provisions of the Agreement (hereinafter referred to as the Amending Agreement) which appears in the Schedule hereto and which relates to the Undertaking, Industry, Trade or Occupation referred to in the heading to this notice, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 30 April 1986, upon the employers' organisation and the trade union which entered into the Amending Agreement and upon the employers and employees who are members of the said organisation or union; and

(b) in terms of section 48 (1) (b) of the said Act, declare that the provisions of the Amending Agreement, excluding those contained in clause 1 (1) (a), shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 30 April 1986, upon all employers and employees, other than those referred to in paragraph (a) of this notice, who are engaged or employed in the said Undertaking, Industry, Trade or Occupation in the areas specified in clause 1 of the Amending Agreement.

P. T. C. DU PLESSIS, Minister of Manpower.

SCHEDULE

INDUSTRIAL COUNCIL FOR THE CLOTHING INDUSTRY,  
EASTERN PROVINCE

AGREEMENT

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

Eastern Province Clothing Manufacturers' Association

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

Garment Workers' Union

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

being the parties to the Industrial Council for the Clothing Industry, Eastern Province,

to amend the Main Agreement published under Government Notice R. 2005 of 14 September 1979, as amended and renewed by Government Notices R. 671 of 27 March 1981, R. 2271 of 23 October 1981, R. 1742 and R. 1743 of 20 August 1982, R. 242 and R. 243 of 4 February 1983, R. 2419 and R. 2420 of 4 November 1983, R. 511 of 16 March 1984 and R. 1053 of 25 May 1984.

No. R. 2571

23 November 1984

WET OP ARBEIDSVERHOUDINGE, 1956

KLERASIENYWERHEID, OOSTELIKE PROVINSIE.—  
HERNUWING VAN HOOFOOREENKOMS

Ek, Pieter Theunis Christiaan du Plessis, Minister van Mannekrag, verklaar hierby, kragtens artikel 48 (4) (a) (ii) van die Wet op Arbeidsverhoudinge, 1956, dat die bepaling van Goewermentskennisgewings R. 2005 van 14 September 1979, R. 671 van 27 Maart 1981, R. 2271 van 23 Oktober 1981, R. 1743 van 20 Augustus 1982, R. 243 van 4 Februarie 1983, R. 2420 van 4 November 1983, R. 511 van 16 Maart 1984 en R. 1053 van 25 Mei 1984, van krag is vanaf die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 April 1986 eindig.

P. T. C. DU PLESSIS, Minister van Mannekrag.

No. R. 2572

23 November 1984

WET OP ARBEIDSVERHOUDINGE, 1956

KLERASIENYWERHEID, OOSTELIKE PROVINSIE.—  
WYSIGING VAN HOOFOOREENKOMS

Ek, Pieter Theunis Christiaan du Plessis, Minister van Mannekrag, verklaar hierby—

(a) kragtens artikel 48 (1) (a) van die Wet op Arbeidsverhoudinge, 1956, dat die bepaling van die Ooreenkoms (hierna die Wysigingsooreenkoms genoem) wat in die Bylae hiervan verskyn en betrekking het op die Onderneming, Nywerheid, Bedryf of Beroep in die opskrif by hierdie kennisgewing vermeld, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 April 1986 eindig, bindend is vir die werkgewersorganisasie en die vakvereniging wat die Wysigingsooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasie of vereniging is; en

(b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepaling van die Wysigingsooreenkoms, uitgesonder dié vervat in klousule 1 (1) (a), met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 April 1986 eindig, bindend is vir alle ander werkgewers en werknemers as dié genoem in paragraaf (a) van hierdie kennisgewing wat betrokke is by of in diens is in genoemde Onderneming, Nywerheid, Bedryf of Beroep in die gebiede in klousule 1 van die Wysigingsooreenkoms gespesifieer.

P. T. C. DU PLESSIS, Minister van Mannekrag.

BYLAE

NYWERHEIDSRAAD VIR DIE KLERASIENYWERHEID,  
OOSTELIKE PROVINSIE

OOREEKOMS

ingevolge die Wet op Arbeidsverhoudinge, 1956, gesluit deur en aangaan tussen die

Eastern Province Clothing Manufacturers' Association

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

Garment Workers' Union

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

wat die partye is by die Nywerheidsraad vir die Klerasienywerheid, Oostelike Provinse,

om die Hooforeenkoms, gepubliseer by Goewermentskennisgewing R. 2005 van 14 September 1979, soos gewysig en hernieu by Goewermentskennisgewings R. 671 van 27 Maart 1981, R. 2271 van 23 Oktober 1981, R. 1742 en R. 1743 van 20 Augustus 1982, R. 242 en R. 243 van 4 Februarie 1983, R. 2419 en R. 2420 van 4 November 1983, R. 511 van 16 Maart 1984 en R. 1053 van 25 Mei 1984, soos volg te wysig.

**1. SCOPE OF APPLICATION OF AGREEMENT**

(1) Subject to the provisions of subclause (2) hereof, the terms of this Agreement shall be observed in the Clothing Industry—

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

(b) in the Magisterial Districts of Port Elizabeth (including that portion which was in terms of Government Notice 1515 of 4 October 1963 transferred to the Magisterial District of Hankey), King William's Town and East London, and in that portion of the Magisterial District of Uitenhage which was in terms of Government Notice 1687 of 5 September 1975 transferred from the Magisterial District of Port Elizabeth;

(c) notwithstanding the provisions of subclause (1) (a) the terms of this Agreement shall only apply in respect of employees for whom wages are prescribed in this Agreement.

(2) The terms of this Agreement shall not apply to a designer, foreman, forewoman, factory clerk and supervisor who is remunerated monthly at a rate in excess of the weekly wage prescribed in this Agreement for such employee, multiplied by four and a third, and whose conditions of employment include the following provisions:

(a) That his contract of service may not be terminated without a month's notice;

(b) that his monthly remuneration may not be reduced as a result of short-time working, unpaid public holidays or periods of absence through illness not exceeding 10 working days in any one year of employment and subject to the production of a medical certificate if required by the employer.

**2. CLAUSE 4.—WAGES**

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

"(1) The minimum wage which an employer shall pay to each member of the undermentioned classes of his employees shall be as set out hereunder:

	For the period ending 30 June Thereafter 1985		Wage per week	Wage per week
	R	R		
(a) Foreman.....	144,69	155,61		
(b) Designer:				
Qualified .....	203,49	218,82		
Learners—				
first 26 weeks.....	30,66	32,97		
second 26 weeks.....	45,78	49,35		
third 26 weeks.....	60,90	65,52		
fourth 26 weeks.....	75,39	81,06		
fifth 26 weeks.....	91,35	98,28		
sixth 26 weeks.....	105,42	113,40		
seventh 26 weeks.....	120,33	129,36		
eighth 26 weeks.....	135,66	145,95		
ninth 26 weeks.....	148,13	159,24		
tenth 26 weeks.....	165,69	178,12		
(c) Grader:				
Qualified .....	126,63	136,13		
Learners—				
first 26 weeks.....	30,00	32,34		
second 26 weeks.....	38,27	41,16		
third 26 weeks.....	46,62	50,19		
fourth 26 weeks.....	54,60	58,80		
fifth 26 weeks.....	63,08	67,83		
sixth 26 weeks.....	72,29	77,72		
seventh 26 weeks.....	80,64	86,73		
eighth 26 weeks.....	88,20	94,92		
ninth 26 weeks.....	97,65	105,00		
tenth 26 weeks.....	105,00	112,98		
(d) Marker-in:				
Qualified .....	80,64	86,73		
Learners—				
first 26 weeks.....	30,00	32,34		
second 26 weeks.....	36,62	39,48		
third 26 weeks.....	43,05	46,28		
fourth 26 weeks.....	49,98	53,76		
fifth 26 weeks.....	56,70	60,96		
sixth 26 weeks.....	62,37	67,20		
(e) Band-knife cutter:				
Qualified .....	80,64	86,73		
Learners—				
first 26 weeks.....	30,00	32,34		
second 26 weeks.....	36,62	39,48		
third 26 weeks.....	43,05	46,28		
fourth 26 weeks.....	49,98	53,76		
fifth 26 weeks.....	56,70	60,96		
sixth 26 weeks.....	62,37	67,20		

**1. TOEPASSINGSBESTEK VAN OOREENKOMS**

(1) Behoudens subklousule (2) hiervan, moet hierdie Ooreenkoms in die Klerasienywerheid nagekom word—

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

(b) in die landdrosdistrikte Port Elizabeth (met inbegrip van daardie gedeelte wat ingevolge Goewermentskennisgewing 1515 van 4 Oktober 1963 na die landdrosdistrik Hankey oorgeplaas is), King William's Town en Oos-Londen, en in dié gedeelte van die landdrosdistrik Uitenhage wat ooreenkombig Goewermentskennisgewing 1687 van 5 September 1975 van die landdrosdistrik Port Elizabeth oorgeplaas is;

(c) ondanks subklousule (1) (a), is hierdie Ooreenkoms van toepassing slegs ten opsigte van werknemers vir wie lone in hierdie Ooreenkoms voorgeskryf word.

(2) Hierdie Ooreenkoms is nie van toepassing nie op 'n ontwerper, voorvrou, fabrieksklerk en toesighouer wat maandeliks besoldig word teen 'n hoër koers as die weeklon wat in hierdie Ooreenkoms vir sodanige werknemer voorgeskryf word, vermenigvuldig met vier en 'n derde, en wie se diensvooraardes onderstaande bepalings insluit:

(a) Dat sy dienskontrak nie sonder 'n maand kennisgewing beëindig mag word nie;

(b) dat sy maandelikse besoldiging nie verminder mag word nie as gevolg van korttydwerk, openbare vakansiedae sonder besoldiging of tydperke van afwesigheid weens siekte van hoogstens 10 werkdae in 'n bepaalde jaar diens, behoudens die indiening van 'n mediese sertifikaat indien die werkgewer dit vereis.

**2. KLOUSULE 4.—LONE**

(a) Vervang subklousule (1) deur die volgende:

"(1) Die minimum loon wat 'n werkgewer aan elke lid van ondervermelde klasse van sy werknemers moet betaal, is soos volg:

	Vir die tydperk wat op 30 Junie 1985 eindig		Loon per week	Loon per week
	R	R		
(a) Voorman .....	144,69	155,61		
(b) Ontwerper:				
Gekwalifiseer.....	203,49	218,82		
Leerlinge—				
eerste 26 weke.....	30,66	32,97		
tweede 26 weke.....	45,78	49,35		
derde 26 weke.....	60,90	65,52		
vierde 26 weke.....	75,39	81,06		
vyfde 26 weke.....	91,35	98,28		
sesde 26 weke.....	105,42	113,40		
sewende 26 weke.....	120,33	129,36		
agste 26 weke.....	135,66	145,95		
negende 26 weke.....	148,13	159,24		
tiende 26 weke.....	165,69	178,12		
(c) Gradeerder:				
Gekwalifiseer.....	126,63	136,13		
Leerlinge—				
eerste 26 weke.....	30,00	32,34		
tweede 26 weke.....	38,27	41,16		
derde 26 weke.....	46,62	50,19		
vierde 26 weke.....	54,60	58,80		
vyfde 26 weke.....	63,08	67,83		
sesde 26 weke.....	72,29	77,72		
sewende 26 weke.....	80,64	86,73		
agste 26 weke.....	88,20	94,92		
negende 26 weke.....	97,65	105,00		
tiende 26 weke.....	105,00	112,98		
(d) Merker:				
Gekwalifiseer.....	80,64	86,73		
Leerlinge—				
eerste 26 weke.....	30,00	32,34		
tweede 26 weke.....	36,62	39,48		
derde 26 weke.....	43,05	46,28		
vierde 26 weke.....	49,98	53,76		
vyfde 26 weke.....	56,70	60,96		
sesde 26 weke.....	62,37	67,20		
(e) Bandmessnyer:				
Gekwalifiseer.....	80,64	86,73		
Leerlinge—				
eerste 26 weke.....	30,00	32,34		
tweede 26 weke.....	36,62	39,48		
derde 26 weke.....	43,05	46,28		
vierde 26 weke.....	49,98	53,76		
vyfde 26 weke.....	56,70	60,96		
sesde 26 weke.....	62,37	67,20		

	<i>For the period ending 30 June 1985</i>	<i>Thereafter</i>	<i>Vir die tydperk wat op 30 Junie 1985 eindig</i>	<i>Daarna</i>
	<i>Wage per week</i>	<i>Wage per week</i>	<i>Loon per week</i>	<i>Loon per week</i>
	R	R	R	R
(f) Cutter-out:				
Qualified .....	62,37	67,20	Gekwalifiseer.....	62,37
Learners—			Leerlinge—	
first 26 weeks .....	30,00	32,34	eerste 26 weke.....	30,00
second 26 weeks .....	33,81	36,35	tweede 26 weke.....	33,81
third 26 weeks .....	37,59	40,41	derde 26 weke.....	37,59
fourth 26 weeks .....	41,16	44,31	vierde 26 weke.....	41,16
fifth 26 weeks .....	45,60	49,04	vfyde 26 weke.....	45,60
sixth 26 weeks.....	48,51	52,15	sesde 26 weke.....	48,51
(g) Layer-up:				
Qualified .....	41,58	44,73	Gekwalifiseer.....	41,58
Learners—			Leerlinge—	
first 26 weeks .....	30,00	32,34	eerste 26 weke.....	30,00
second 26 weeks .....	31,92	34,31	tweede 26 weke.....	31,92
third 26 weeks .....	33,81	36,35	derde 26 weke.....	33,81
fourth 26 weeks .....	35,49	38,22	vierde 26 weke.....	35,49
fifth 26 weeks.....	37,38	40,32	vfyde 26 weke.....	37,38
(h) Specialised presser:				
Qualified .....	74,76	80,43	Gekwalifiseer.....	74,76
Learners—			Leerlinge—	
first 26 weeks .....	30,00	32,34	eerste 26 weke.....	30,00
second 26 weeks .....	33,60	36,12	tweede 26 weke.....	33,60
third 26 weeks .....	37,38	40,32	derde 26 weke.....	37,38
fourth 26 weeks .....	41,16	44,31	vierde 26 weke.....	41,16
fifth 26 weeks.....	45,15	48,54	vfyde 26 weke.....	45,15
sixth 26 weeks.....	48,51	52,29	sesde 26 weke.....	48,51
seventh 26 weeks.....	52,71	56,70	sewende 26 weke.....	52,71
eighth 26 weeks .....	56,94	61,21	agste 26 weke.....	56,94
ninth 26 weeks.....	59,85	64,47	negende 26 weke.....	59,85
tenth 26 weeks .....	63,84	68,67	tiende 26 weke.....	63,84
(i) Examiner:				
Qualified .....	54,39	58,47	Gekwalifiseer.....	54,39
Learners—			Leerlinge—	
first 26 weeks .....	41,16	44,31	eerste 26 weke.....	41,16
second 26 weeks .....	48,51	52,29	tweede 26 weke.....	48,51
(j) Machinist, presser, trimmer, factory clerk and embroidery machinist:				
Qualified .....	51,87	55,86	Masjienerwerker, parser, afwerker, fabrieksklerk en borduur-masjiener- werker:	
Learners—			Gekwalifiseer.....	51,87
first 26 weeks .....	30,00	32,34	Leerlinge—	
second 26 weeks .....	32,13	34,54	eerste 26 weke.....	30,00
third 26 weeks .....	34,86	37,59	tweede 26 weke.....	32,13
fourth 26 weeks .....	37,59	40,41	derde 26 weke.....	34,86
fifth 26 weeks.....	40,74	43,89	vierde 26 weke.....	37,59
sixth 26 weeks.....	43,05	46,28	vfyde 26 weke.....	40,74
sesde 26 weke.....			sesde 26 weke.....	43,05
(k) Progress examiner:				
Qualified .....	53,34	57,33	Vorderingsonderzoeker:	
Learners—			Gekwalifiseer.....	53,34
first 26 weeks .....	34,49	37,17	Leerlinge—	
second 26 weeks .....	44,18	47,49	eerste 26 weke.....	34,49
(l) Despatcher:			tweede 26 weke .....	44,18
Qualified .....	51,73	55,65	(l) Versender:	
Learners—			Gekwalifiseer.....	51,73
first 26 weeks .....	35,49	38,22	Leerlinge—	
second 26 weeks .....	44,18	47,67	eerste 26 weke.....	35,49
(m) Checker in knitting section:			tweede 26 weke .....	44,18
Qualified .....	40,64	43,68	(m) Nasiener in die breiseksie:	
Learners—			Gekwalifiseer.....	40,64
first 26 weeks .....	30,00	32,34	Leerlinge—	
second 26 weeks .....	31,92	34,44	eerste 26 weke .....	30,00
third 26 weeks .....	33,81	36,35	tweede 26 weke .....	31,92
fourth 26 weeks .....	37,38	40,32	derde 26 weke .....	33,81
(n) General worker:			vierde 26 weke .....	37,38
Qualified .....	37,80	40,74	(n) Algemene werker:	
Learners—			Gekwalifiseer.....	37,80
first 26 weeks .....	30,00	32,34	Leerlinge—	
second 26 weeks .....	31,92	34,44	eerste 26 weke .....	30,00
third 26 weeks .....	33,81	36,35	tweede 26 weke .....	31,92
fourth 26 weeks .....	35,91	38,64	derde 26 weke .....	33,81

	<i>For the period ending 30 June 1985</i>	<i>Thereafter</i>	<i>Vir die tydperk wat op 30 Junie 1985 eindig</i>	<i>Daarna</i>
	<i>Wage per week</i>	<i>Wage per week</i>	<i>Loon per week</i>	<i>Loon per week</i>
	R	R	R	R
(o) Steambox pleater:				
Qualified .....	54,60	58,80		
Learners—				
first 26 weeks .....	30,00	32,34		
second 26 weeks .....	33,60	36,12		
third 26 weeks .....	37,38	40,32		
fourth 26 weeks .....	40,95	44,10		
fifth 26 weeks .....	44,73	48,09		
(p) Plain sewer:				
Qualified .....	41,16	44,31		
Learners—				
first 26 weeks .....	30,00	32,34		
second 26 weeks .....	30,95	33,27		
third 26 weeks .....	32,13	34,54		
fourth 26 weeks .....	33,81	36,35		
fifth 26 weeks .....	35,49	38,22		
sixth 26 weeks .....	36,62	39,48		
(q) General Assistant .....	50,40	54,18		
(r) Cleaner .....	38,43	41,37		
(s) Tea maker .....	38,43	41,37		
(t) Watchman .....	53,34	57,33		
(u) Motor vehicle driver:				
(i) Driver of a motor vehicle, the unladen mass of which—				
(a) does not exceed 453 kg .....	52,50	56,49		
(b) exceeds 453 kg but does not exceed 2 722 kg .....	61,74	66,37		
(c) exceeds 2 722 kg but does not exceed 4 536 kg .....	75,60	81,27		
(d) exceeds 4 536 kg .....	100,41	107,94		
(ii) Part-time motor vehicle driver ...	50,40	54,18		
(v) Clicker:				
Qualified .....	128,76	138,42		
Learners—				
first 26 weeks .....	30,00	32,34		
second 26 weeks .....	37,59	40,41		
third 26 weeks .....	45,60	49,02		
fourth 26 weeks .....	53,16	57,15		
fifth 26 weeks .....	61,74	66,37		
sixth 26 weeks .....	69,09	74,34		
seventh 26 weeks .....	77,28	83,16		
eighth 26 weeks .....	85,68	92,19		
ninth 26 weeks .....	93,32	100,38		
tenth 26 weeks .....	100,41	107,94		
(w) Beader .....	54,18	58,38		
(x) Chlorinator .....	43,47	46,83		
(y) Compounder .....	61,95	66,59		
(z) Dipper .....	61,95	66,59		
(aa) Glove turner .....	74,76	80,43		
(ab) Mouldmaker .....	57,17	61,53		
(ac) Packer .....	43,47	46,83		
(ad) Quality product co-ordinator .....	97,10	104,38."		
(b) Add the following new paragraph to subclause (3):				

"Provided further that where an employee is absent from work for a period of not more than 30 minutes during any one working week, such employee shall be entitled to the full amount of the attendance allowance."

This Agreement signed at Port Elizabeth on behalf of the parties, this 10th day of September 1984.

G. HELLIWELL, Chairman.

C. M. S. GELVAN, Vice-Chairman.

M. E. HOPPE, Secretary.

No. R. 2583

23 November 1984

### LABOUR RELATIONS ACT, 1956

IRON, STEEL, ENGINEERING AND METALLURGICAL INDUSTRY.—RENEWAL OF AGREEMENT FOR THE RADIO, REFRIGERATION AND DOMESTIC ELECTRICAL APPLIANCES DIVISION

I, Pieter Theunis Christiaan du Plessis, Minister of Manpower, hereby, in terms of section 48 (4) (a) (ii) of the Labour Relations Act, 1956, declare the provisions of Government Notices R. 1436 of 4 September 1970, R. 1567 of 10 September 1971, R. 2146 of 1 December 1972, R. 390

	<i>Vir die tydperk wat op 30 Junie 1985 eindig</i>	<i>Daarna</i>
	<i>Loon per week</i>	<i>Loon per week</i>
	R	R
(o) Stoomkasplooiер:		
Gekwalifiseer .....	54,60	58,80
Leerlinge—		
eerste 26 weke .....	30,00	32,34
tweede 26 weke .....	33,60	36,12
derde 26 weke .....	37,38	40,32
vierde 26 weke .....	40,95	44,10
vyfde 26 weke .....	44,73	48,09
(p) Gewone naaldwerker:		
Gekwalifiseer .....	41,16	44,31
Leerlinge—		
eerste 26 weke .....	30,00	32,34
tweede 26 weke .....	30,95	33,27
derde 26 weke .....	32,13	34,54
vierde 26 weke .....	33,81	36,35
vyfde 26 weke .....	35,49	38,22
sesde 26 weke .....	36,62	39,48
(q) Algemene assistent .....	50,40	54,18
(r) Skoonmaker .....	38,43	41,37
(s) Teemaker .....	38,43	41,37
(t) Wag .....	53,34	57,33
(u) Motorvoertuigdrywer:		
(i) Drywer van 'n motorvoertuig, waarvan die onbelaste massa—		
(a) hoogstens 453 kg is .....	52,50	56,49
(b) meer as 453 kg maar hoogstens 2 722 kg is .....	61,74	66,37
(c) meer as 2 722 kg maar hoogstens 4 536 kg is .....	75,60	81,27
(d) meer as 4 536 kg is .....	100,41	107,94
(ii) Deeltydse motorvoertuigdrywer	50,40	54,18
(v) Persnyer:		
Gekwalifiseer .....	128,76	138,42
Leerlinge—		
eerste 26 weke .....	30,00	32,34
tweede 26 weke .....	37,59	40,41
derde 26 weke .....	45,60	49,02
vierde 26 weke .....	53,16	57,15
vyfde 26 weke .....	61,74	66,37
sesde 26 weke .....	69,09	74,34
sewende 26 weke .....	77,28	83,16
agtste 26 weke .....	85,68	92,19
negende 26 weke .....	93,32	100,38
tiende 26 weke .....	100,41	107,94
(w) Randvormer .....	54,18	58,38
(x) Chloreider .....	43,47	46,83
(y) Menger .....	61,95	66,59
(z) Indoper .....	61,95	66,59
(aa) Handskoenomdopper .....	74,76	80,43
(ab) Vormmaker .....	57,17	61,53
(ac) Verpakker .....	43,47	46,83
(ad) Gehalteprodukkoördineerder .....	97,10	104,38."
(b) Voeg die volgende nuwe paragraaf by subklousule (3):		

"Voorts met dien verstande dat 'n werkneem wat gedurende 'n bepaalde week hoogstens 30 minute van die werk afwesig is, geregting is op die volle bedrag van die aanwesigheidstoelae."

Hierdie Ooreenkoms is namens die partye op hede die 10de dag van September 1984 te Port Elizabeth onderteken.

G. HELLIWELL, Voorsitter.

C. M. S. GELVAN, Ondervorsitter.

M. E. HOPPE, Sekretaris.

No. R. 2583

23 November 1984

### WET OP ARBEIDSVERHOUDINGE, 1956

YSTER-, STAAL-, INGENIEURS- EN METALLURGIESE NYWERHEID.—HERNUWING VAN OOREENKOMS VIR DIE AFDELING RADIO-, VERKOELINGS- EN HUISHOUDELIKE ELEKTRIESE TOESTELLE

Ek, Pieter Theunis Christiaan du Plessis, Minister van Mannekrag, verklaar hierby, kragtens artikel 48 (4) (a) (ii) van die Wet op Arbeidsverhoudinge, 1956, dat die bepallings van Goewermentskennisgewings R. 1436 van 4 September 1970, R. 1567 van 10 September 1971, R. 2146 van

of 16 March 1973, R. 2072 of 2 November 1973, R. 1323 of 2 August 1974, R. 1010 of 23 May 1975, R. 1522 of 27 August 1976, R. 1688 of 26 August 1977, R. 160 of 27 January 1978, R. 1321 of 23 June 1978, R. 2353 of 26 October 1979, R. 2036 of 9 October 1980, R. 1341 of 26 June 1981, R. 43 of 14 January 1983 and R. 2470 of 11 November 1983, to be effective from the date of publication of this notice and for the period ending 30 June 1985.

P. T. C. DU PLESSIS, Minister of Manpower.

No. R. 2584

23 November 1984

LABOUR RELATIONS ACT, 1956

IRON, STEEL, ENGINEERING AND METALLURGICAL INDUSTRY.—AMENDMENT OF AGREEMENT FOR THE RADIO, REFRIGERATION AND DOMESTIC ELECTRICAL APPLIANCES DIVISION

I, Pieter Theunis Christiaan du Plessis, Minister of Manpower, hereby—

(a) in terms of section 48 (1) (a) of the Labour Relations Act, 1956, declare that the provisions of the Agreement (hereinafter referred to as the Amending Agreement) which appears in the Schedule hereto and which relates to the Undertaking, Industry, Trade or Occupation referred to in the heading to this notice, shall be binding, with effect from the first Monday after the date of publication of this notice and for the period ending 30 June 1985, upon the employers' organisation and the trade unions which entered into the Amending Agreement and upon the employers and employees who are members of the said organisation or unions; and

(b) in terms of section 48 (1) (b) of the said Act, declare that the provisions of the Amending Agreement, excluding those contained in clause 1 (1) (b), shall be binding, with effect from the first Monday after the date of publication of this notice and for the period ending 30 June 1985, upon all employers and employees, other than those referred to in paragraph (a) of this notice, who are engaged or employed in the said Undertaking, Industry, Trade or Occupation in the areas specified in clause 1 of the Amending Agreement.

P. T. C. DU PLESSIS, Minister of Manpower.

SCHEDULE

NATIONAL INDUSTRIAL COUNCIL FOR THE IRON, STEEL, ENGINEERING AND METALLURGICAL INDUSTRY

AGREEMENT

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

Radio, Appliance and Television Association of South Africa

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

Electrical and Allied Trades Union of South Africa

S.A. Electrical Workers' Association

S.A. Yster-, Staal- en Verwante Nywerhede-Unie

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

being the parties to the National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry,

to amend the Agreement for the Radio, Refrigeration and Domestic Electrical Appliances Division, published under Government Notice R. 1436 of 4 September 1970, as amended and renewed by Government Notices R. 1567 of 10 September 1971, R. 2143 and R. 2146 of 1 December 1972, R. 390 of 16 March 1973, R. 2072 of 2 November 1973, R. 1322 and R. 1323 of 2 August 1974, R. 1010 of 23 May 1975, R. 1521 and R. 1522 of 27 August 1976, R. 1159 of 24 June 1977, R. 1442 of 29 July 1977, R. 1686

1 Desember 1972, R. 390 van 16 Maart 1973, R. 2072 van 2 November 1973, R. 1323 van 2 Augustus 1974, R. 1010 van 23 Mei 1975, R. 1522 van 27 Augustus 1976, R. 1159 van 24 Junie 1977, R. 1442 van 29 Julie 1977, R. 1686 en R. 1688 van

P. T. C. DU PLESSIS, Minister van Mannekrag.

No. R. 2584

23 November 1984

WET OP ARBEIDSVERHOUDINGE, 1956

YSTER-, STAAL-, INGENIEURS- EN METALLURGIESE NYWERHEID.—WYSIGING VAN OOREENKOMS VIR DIE AFDELING RADIO-, VERKOELINGS- EN HUISHOODELIKE ELEKTRIESE TOESTELLE

Ek, Pieter Theunis Christiaan du Plessis, Minister van Mannekrag, verklaar hierby—

(a) kragtens artikel 48 (1) (a) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings van die Ooreenkoms (hierna die Wysigingsooreenkoms genoem) wat in die Bylae hiervan verskyn en betrekking het op die Onderneming, Nywerheid, Bedryf of Beroep in die opskrif by hierdie kennisgewing vermeld, met ingang van die eerste Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 Junie 1985 eindig, bindend is vir die werkgewersorganisasie en die vakverenigings wat die Wysigingsooreenkoms aangaan het en vir die werkgewers en werknemers wat lede van genoemde organisasie of verenigings is; en

(b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalings van die Wysigingsooreenkoms, uitgesond dié vervat in klousule 1 (1) (b), met ingang van die eerste Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 Junie 1985 eindig, bindend is vir alle ander werkgewers en werknemers as dié genoem in paragraaf (a) van hierdie kennisgewing wat betrokke is by of in diens is in genoemde Onderneming, Nywerheid, Bedryf of Beroep in die gebiede in klousule 1 van die Wysigingsooreenkoms gespesifiseer.

P. T. C. DU PLESSIS, Minister van Mannekrag.

BYLAE

NASIONALE NYWERHEIDSRAAD VIR DIE YSTER-, STAAL-, INGENIEURS- EN METALLURGIESE NYWERHEID

OOREENKOMS

ingevolge die Wet op Arbeidsverhoudinge, 1956, gesluit deur en aangaan tussen die

Radio Appliance and Television Association of South Africa

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

Electrical and Allied Trade Union of South Africa

S.A. Electrical Workers' Association

S.A. Yster-, Staal- en Verwante Nywerhede-Unie

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

wat die partye is by die Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid,

om die Ooreenkoms vir die Afdeling Radio-, Verkoelings- en Huishoude-like Elektriese Toestelle, gepubliseer by Goewermentskennisgewing R. 1436 van 4 September 1970, soos gewysig en hernoed by Goewermentskennisgewings R. 1567 van 10 September 1971, R. 2143 en R. 2146 van 1 Desember 1972, R. 390 van 16 Maart 1973, R. 2072 van 2 November 1973, R. 1322 en R. 1323 van 2 Augustus 1974, R. 1010 van 23 Mei 1975, R. 1521 en R. 1522 van 27 Augustus 1976, R. 1159 van 24 Junie 1977, R. 1442 van 29 Julie 1977, R. 1686 en R. 1688 van

and R. 1688 of 26 August 1977, R. 160 of 27 January 1978, R. 1320 and R. 1321 of 23 June 1978, R. 2352 and R. 2353 of 26 October 1979, R. 2035 and R. 2036 of 9 October 1980, R. 1340 and R. 1341 of 26 June 1981, R. 42 and R. 43 of 14 January 1983 and R. 2467 and R. 2470 of 11 November 1983.

### 1. SCOPE OF APPLICATION OF AGREEMENT

(1) The terms of this Agreement shall be observed—(a) throughout the Province of the Transvaal; (b) by all employers and employees engaged in the installation and/or repair and/or servicing of radios and/or refrigeration and/or domestic electrical appliances who are members of the employers' organisation and trade unions respectively.

(2) Notwithstanding the provisions of subsection (1), the terms of this Agreement shall apply to—

(a) apprentices only in so far as they are not inconsistent with the provisions of the Manpower Training Act, 1981, or any contract entered into or any conditions fixed thereunder; and

(b) trainees under training in terms of section 30 of the Manpower Training Act, 1981, only in so far as they are not inconsistent with the provisions of that Act or any conditions fixed thereunder.

(3) The conditions of employment of watchmen shall be regulated by the provisions of this Agreement except in respect of working hours, which shall be limited to a maximum of 48 hours per week.

### 3. SECTION 4.—WAGES AND/OR EARNINGS

(1) Substitute the following for subsection (1):

“(1) Every employee who on the date of coming into operation of this Agreement is employed by an employer on work classified in this Agreement shall, whilst in the employ of the same employer and whether or not his actual rate of pay immediately prior to the said date was in excess of the rate specified for his class of work in this Agreement, be paid not less than the actual rate he was receiving immediately prior to the said date, plus, as a guaranteed personal minimum increase, an additional amount for his class of work, as follows:

<i>Class of work</i>	<i>Amount per hour</i>
Rate A .....	40
Rate AA:	
Employees in their first six months of continuous service on the above date .....	33
Employees in their second six months of continuous service on the above date .....	34
Employees with more than 12 months' continuous service on the above date .....	35
Rate D .....	28
Rate DD .....	23
Rate DDD .....	22
Rate F .....	21
Rate G .....	20
Rate I .....	20

Provided that—

(i) the additional amount payable in terms of this subsection to an employee for his class of work may be reduced by the amount of any increase granted to such employee on or subsequent to 1 July 1984;

(ii) any employee who was engaged during the period commencing on 1 July 1984 at a rate of pay not less than the rate of pay prescribed for his class of work as at the date of coming into operation of this Agreement shall not be entitled to be paid the additional amount specified in this subsection for his class of work;

(iii) no employer shall reduce the rate of pay of any employee to whom an increase in excess of the additional amount specified in this subsection for his class of work has been awarded on or subsequent to 1 July 1984, and no employee shall be paid wages at a rate less than the rate for his class of work specified in this Agreement.

For purposes of this Agreement, the rates applicable in terms of this subsection shall *mutatis mutandis* apply to employees employed on incentive bonus work in terms of section 10 of Part I of the Main Agreement.”

(2) In subsection (3), for the rates per hour specified in the wage schedule, substitute the following:

	R
“Rate A .....	4,81
Rate AA start .....	3,80
After six months of continuous employment with the same employer, inclusive of continuous employment on the date of coming into operation of this Agreement	3,91
After 12 months of continuous employment with the same employer, inclusive of continuous employment on the date of coming into operation of this Agreement	4,04

26 Augustus 1977, R. 160 van 27 Januarie 1978, R. 1320 en R. 1321 van 23 Junie 1978, R. 2352 en R. 2353 van 26 Oktober 1979, R. 2035 en R. 2036 van 9 Oktober 1980, R. 1340 en R. 1341 van 26 Junie 1981, R. 42 en R. 43 van 14 Januarie 1983 en R. 2467 en R. 2470 van 11 November 1983, te wysig.

### 1. TOEPASSINGSBESTEK VAN OOREENKOMS

(1) Hierdie Ooreenkoms moet nagekom word—(a) in die provinsie Transvaal; (b) deur alle werkgewers en werknemers wat by die installering en/of herstel en/of versiening van radio's en/of verkoelings- en/of huishoudelike elektriese toestelle betrokke is en wat onderskeidelik lede van die werkgewersorganisasie en die vakverenigings is.

(2) Ondanks subklousule (1), is hierdie Ooreenkoms van toepassing op—

(a) vakleerlinge slegs vir sover dit nie onbestaanbaar is met die Wet op Mannekragopleiding, 1981, of met 'n kontrak daarkragtens aangaan van voorwaardes daarkragtens gestel nie; en

(b) kwekelinge wat opgelei word kragtens klousule 30 van die Wet op Mannekragopleiding, 1981, slegs vir sover dit nie onbestaanbaar is nie met daardie Wet of met voorwaardes daarkragtens gestel nie.

(3) Die diensvoorraarde van 'n wag word ooreenkombig hierdie Ooreenkoms gereël, behalwe ten opsigte van werkure, wat beperk is tot hoogstens 48 uur per week.

### 3. KLOUSULE 4.—LONE EN/OF VERDIENSTE

(1) Vervang subklousule (1) deur die volgende:

“(1) Elke werknemer wat op die datum van inwerkingtreding van hierdie Ooreenkoms by 'n werkgever in diens is vir die verrigting van werk wat in hierdie Ooreenkoms ingedeel is, moet, terwyl hy by dieselfde werkgever in diens is en ongeag of sy werklike loon onmiddellik voor vermelde datum hoër was as die tarief vir sy klas werk in hierdie Ooreenkoms gespesifieer, al dan nie, minstens die werklike loon betaal word wat hy onmiddellik voor vermelde datum ontvang het, plus, as 'n gewaarborgde persoonlike minimum verhoging, die volgende addisionele bedrag vir sy klas werk:

<i>Klas werk</i>	<i>Bedrag per uur</i>
Loon A .....	40
Loon AA:	
Werknemers in hul eerste ses maande ononderbroke diens op bogenoemde datum .....	33
Werknemers in hul tweede ses maande ononderbroke diens op bogenoemde datum .....	34
Werknemers met meer as 12 maande ononderbroke diens op bogenoemde datum .....	35
Loon D .....	28
Loon DD .....	23
Loon DDD .....	22
Loon F .....	21
Loon G .....	20
Loon I .....	20

Met dien verstaande—

(i) die addisionele bedrag wat ingevolge hierdie subklousule aan 'n werknemer vir sy klas werk betaalbaar is, verminder kan word met die bedrag van 'n verhoging wat op of na 1 Julie 1984 aan sodanige werknemer toegestaan is;

(ii) 'n werknemer wat gedurende die tydperk wat op 1 Julie 1984 'n aanvang geneem het, in diens geneem wat teen 'n loon wat minstens gelyk is aan die loon vir sy klas werk voorgeskryf op die datum van inwerkingtreding van hierdie Ooreenkoms nie geregtig is op die addisionele bedrag wat in hierdie subklousule vir sy klas werk gespesifieer word nie;

(iii) 'n werkgever nie die loon van 'n werknemer aan wie 'n groter verhoging as die addisionele bedrag in hierdie subklousule gespesifieer op of na 1 Julie 1984 vir sy klas werk toegeken is, mag verminder nie en dat 'n werknemer nie 'n laer loon betaal mag word nie as die loon wat vir sy klas werk in hierdie Ooreenkoms voorgeskryf word.

Vir die toepassing van hierdie Ooreenkoms is die lone wat ingevolge hierdie subklousule van toepassing is, *mutatis mutandis* van toepassing op werknemers wat aansporingsbonuswerk ooreenkombig klousule 10 van Deel I van die Hoofooreenkoms verrig.”

(2) In subklousule (3), vervang die uurlone in die loonbylae gespesifieer deur die volgende:

	R
“Loon A .....	4,81
Loon AA begin .....	3,80
Na ses maande ononderbroke diens by dieselfde werkgever met inbegrip van ononderbroke diens op die datum van inwerkingtreding van hierdie Ooreenkoms .....	3,91
Na 12 maande ononderbroke diens by dieselfde werkgever met inbegrip van ononderbroke diens op die datum van inwerkingtreding van hierdie Ooreenkoms .....	4,04

	R
Rate D .....	3,32
Rate DD .....	2,64
Rate DDD .....	2,26
Rate F .....	1,91
Rate G .....	1,78
Rate I .....	1,73".

Signed at Johannesburg for and on behalf of the parties this 14th day of September 1984.

**H. FERREIRA**, Chairman.

**C. J. M. PRINSLOO**, Vice-Chairman.

**A. O. DE JAGER**, General Secretary.

	R
Loon D .....	3,32
Loon DD .....	2,64
Loon DDD .....	2,26
Loon F .....	1,91
Loon G .....	1,78
Loon I .....	1,73".

Namens die partye op hede die 14de dag van September 1984 te Johannesburg onderteken.

**H. FERREIRA**, Voorsitter.

**C. J. M. PRINSLOO**, Ondervorsitter.

**A. O. DE JAGER**, Hoofsekretaris.

## No. R. 2585

23 November 1984

### LABOUR RELATIONS ACT, 1956

#### IRON, STEEL, ENGINEERING AND METALLURGICAL INDUSTRY.—AGREEMENT FOR THE RADIO MANUFACTURING SECTION

I, Pieter Theunis Christiaan du Plessis, Minister of Manpower, hereby—

(a) in terms of section 48 (1) (a) of the Labour Relations Act, 1956, declare that the provisions of the Agreement which appears in the Schedule hereto and which relates to the Undertaking, Industry, Trade or Occupation referred to in the heading to this notice, shall be binding, with effect from the first Monday after the date of publication of this notice and for the period ending 30 June 1985, upon the employers' organisation and the trade unions which entered into the said Agreement and upon the employers and employees who are members of the said organisation or unions; and

(b) in terms of section 48 (1) (b) of the said Act, declare that the provisions of the said Agreement, excluding those contained in clauses 1 (1), 2 and 4 (1) (b) of Part I, shall be binding, with effect from the first Monday after the date of publication of this notice and for the period ending 30 June 1985, upon all employers and employees, other than those referred to in paragraph (a) of this notice, who are engaged or employed in the said Undertaking, Industry, Trade or Occupation in the areas specified in clause 1 of the said Agreement.

P. T. C. DU PLESSIS, Minister of Manpower.

#### SCHEDULE

#### NATIONAL INDUSTRIAL COUNCIL FOR THE IRON, STEEL, ENGINEERING AND METALLURGICAL INDUSTRIES

#### RADIO MANUFACTURING SECTION

#### AGREEMENT

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

**S.A. Radio and Television Manufacturers' Association** (hereinafter referred to as the "employers" or the "employers' organisation"), of the one part, and the

**Electrical and Allied Trades Union of South Africa**

**Radio, Television, Electronics and Allied Workers' Union**

**S.A. Electrical Workers' Association**

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

being parties to the National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industries.

#### PART I

##### 1. SCOPE OF APPLICATION OF AGREEMENT

The terms of this Agreement shall be observed in the Radio Manufacturing Section of the Iron, Steel, Engineering and Metallurgical Industries—

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

(2) in the Magisterial Districts of Durban, East London, Johannesburg, Pietersburg, Pinetown and The Cape.

## No. R. 2585

23 November 1984

### WET OP ARBEIDSVERHOUDINGE, 1956

#### YSTER-, STAAL-, INGENIEURS- EN METALLURGIESE NYWERHEID.—OOREENKOMS VIR DIE RADIOVERVAARDIGINGSEKSIE

Ek, Pieter Theunis Christiaan du Plessis, Minister van Mannekrag, verklaar hierby—

(a) kragtens artikel 48 (1) (a) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings van die Ooreenkoms wat in die Bylae hiervan verskyn en betrekking het op die Onderneming, Nywerheid, Bedryf of Beroep in die opskep by hierdie kennisgewing vermeld, met ingang van die eerste Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 Junie 1985 eindig, bindend is vir die werkgewersorganisasie en die vakverenigings wat genoemde Ooreenkoms aangaan het en vir die werkgewers en werknemers wat lede van genoemde organisasies is; en

(b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalings van genoemde Ooreenkoms, uitgesonderd dié vervat in klousules 1 (1), 2 en 4 (1) (b) van Deel I, met ingang van die eerste Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 Junie 1985 eindig, bindend is vir alle ander werkgewers en werknemers as dié genoem in paragraaf (a) van hierdie kennisgewing wat betrokke is by of in diens is in genoemde Onderneming, Nywerheid, Bedryf of Beroep in die gebiede in klousule 1 van genoemde Ooreenkoms gespesifiseer.

P. T. C. DU PLESSIS, Minister van Mannekrag.

#### BYLAE

#### NASIONALE NYWERHEIDSRAAD VIR DIE YSTER-, STAAL-, INGENIEURS- EN METALLURGIESE NYWERHEID

#### RADIOVERVAARDIGINGSEKSIE

#### OOREENKOMS

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

**S.A. Radio and Television Manufacturers' Association** (hierna die "werkgewers" of die "werkgewersorganisasie" genoem), aan die een kant, en die

**Electrical and Allied Trades Union of South Africa**

**Radio, Television, Electronics and Allied Workers' Union**

**S.A. Electrical Workers' Association**

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

wat die partye is by die Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid.

#### DEEL I

##### 1. TOEPASSINGSBESTEK VAN OOREENKOMS

Hierdie Ooreenkoms moet in die Radiovervaardigingseksie van die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid nagekom word—

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

(2) in die landdrostdistrikte Die Kaap, Durban, Johannesburg, Oos-Londen, Pietersburg en Pinetown.

## 2. PERIOD OF OPERATION

The terms of this Agreement shall come into operation on such date as may be fixed by the Minister of Manpower in terms of section 48 of the Act, and shall remain in force until 30 June 1985 or such period as may be determined by the Minister.

## 3. DEFINITIONS

Any expressions used in this Agreement which are defined in the Labour Relations Act, 1956, or the Main Agreement shall have the same meaning as in that Act or Agreement, and any reference to an Act shall include any amendments to such Act; further—

“Act” means the Labour Relations Act, 1956;

“Council” means the National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industries;

“Radio Manufacturing Section” means the manufacture and/or assembly of domestic (i.e. car, or home, or portable) radio and/or tape recorder and/or gramophone equipment, including loudspeakers, together with components and/or audio equipment made solely for use in and with such equipment by the manufacturer of that equipment;

“Main Agreement” means the Agreement published under Government Notice R. 1329 of 27 June 1980 or any succeeding Agreement, and includes any amendment or extension thereto.

## 4. GENERAL PROVISIONS

The following provisions of the Main Agreement of the National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industries, as published, amended or extended from time to time (hereinafter referred to as the “Main Agreement”), and as amended by section 5 hereof (Special Conditions of Employment), shall *mutatis mutandis* apply to employers and employees to whom this Agreement applies:

(a) Section 1 (3) and (4), 3 to 8 (3) (d) inclusive, 8 (3) (f) to 8 (3) (i) inclusive, 8 (4), 9 to 22 inclusive, 24 to 27 inclusive, 29 to 35 inclusive, of Part I, and section 1 (2), (3) and (4) of Part II;

(b) sections 8 (3) (e), 8bis and 28 of Part I.

## 5. SPECIAL CONDITIONS OF EMPLOYMENT

*Leave bonus.*—Section 14 (1) of the Main Agreement is amended by the substitution of the following for the existing table:

“RTMA Operation Classification	Main Agreement Rate	RTMA Rate per hour	Leave cycle with the same employer			
			First	Second	Third	Fourth or more
1	A	R 4,81	R 380	R 433	R 507	R 563
2	AA	3,56	380	433	485	540
3	AA	3,34	380	433	485	540
—	AB	—	—	—	—	—
4	B	3,01	380	433	485	540
5	C	2,90	380	433	485	540
6	D	2,80	380	433	485	540
7	DD	2,54	250	286	318	353
8	DDD	2,26	228	260	290	326
9	DDD	2,20	228	260	290	326
10	DDD	2,17	228	260	290	326
11	E	2,12	149	174	223	248
12	E	2,06	149	174	223	248
13	F	1,91	134	156	201	224
14	F	1,91	134	156	201	224
15	F	1,91	134	156	201	224
16	F	1,91	134	156	201	224
17	G	1,78	125	146	187	208
18	H	1,73	121	142	182	202
19	I	1,73	121	142	182	202
20	I	1,73	121	142	182	202”.

## 2. GELDIGHEIDS DUUR VAN OOREENKOMS

Hierdie Ooreenkoms tree in werking op 'n datum wat die Minister van Mannekrag kragtens artikel 48 van die Wet vasstel en bly van krag tot 30 Junie 1985 of vir sodanige tydperk as wat die Minister bepaal.

## 3. WOORDOMSKRYWING

Alle uitdrukings wat in hierdie Ooreenkoms gesesig en in die Wet op Arbeidsverhoudinge, 1956, of in die Hoofooreenkoms omskryf word, het dieselfde betekenis as in genoemde Wet of Ooreenkoms, en waar daar van 'n wet melding gemaak word, word ook alle wysings van sodanige wet bedoel; voorts beteken—

“Wet” die Wet op Arbeidsverhoudinge, 1956;

“Raad” die Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid;

“Radiovervaardigingeksie” die vervaardiging en/of montering van huishoudelike (d.w.s. motor-, huis- of draagbare) radio- en/of bandopnemer- en/of grammofoonuitrusting, met inbegrip van luidsprekers, te same met komponente en/of audio-uitrusting uitsluitlik vir gebruik by en met sodanige uitrusting gemaak deur die vervaardiger van genoemde uitrusting;

“Hoofooreenkoms” die Ooreenkoms gepubliseer by Goewermentskennisgewing R. 1329 van 27 Junie 1980 of 'n latere Ooreenkoms, en sluit dit alle wysings van verlengings daarvan in.

## 4. ALGEMENE BEPALINGS

Die volgende bepalings van die Hoofooreenkoms vir die Nasionale Nywerheidsraad vir die Yster-, Staal- Ingenieurs- en Metallurgiese Nywerheid, soos van tyd tot tyd gepubliseer, gewysig of verleng (hierna die “Hoofooreenkoms” genoem), en soos gewysig by klosule 5 hiervan (Spesiale Diensvoorwaarde) is *mutatis mutandis* van toepassing op werkgevers en werkneemers op wie hierdie Ooreenkoms van toepassing is:

(a) Klosules 1 (3) en (4), 3 tot en met 8 (3) (d), 8 (3) (f) tot en met 8 (3) (i), 8 (4), 9 tot en met 22, 24 tot en met 27, 29 tot en met 35, van Deel I, en klosule 1 (2), (3) en (4) van Deel II;

(b) klosules 8 (3) (e), 8bis en 28 van Deel I.

## 5. SPESIALE DIENSVOORWAARDES

*Verlofsbonus.*—Klosule 14 (1) van die Hoofooreenkoms word gewysig deur die bestaande tabel deur die volgende verlofbonustabel te vervang:

“RTMA Werksaamheid Groepering	Hoofooreenkoms Loon	RTMA Loon per uur	Verlofsiklus by dieselfde werkgever			
			Eerste	Tweede	Derde	Vierde of latere
1	A	R 4,81	R 380	R 433	R 507	R 563
2	AA	3,56	380	433	485	540
3	AA	3,34	380	433	485	540
—	AB	—	—	—	—	—
4	B	3,01	380	433	485	540
5	C	2,90	380	433	485	540
6	D	2,80	380	433	485	540
7	DD	2,54	250	286	318	353
8	DDD	2,26	228	260	290	326
9	DDD	2,20	228	260	290	326
10	DDD	2,17	228	260	290	326
11	E	2,12	149	174	223	248
12	E	2,06	149	174	223	248
13	F	1,91	134	156	201	224
14	F	1,91	134	156	201	224
15	F	1,91	134	156	201	224
16	F	1,91	134	156	201	224
17	G	1,78	125	146	187	208
18	H	1,73	121	142	182	202
19	I	1,73	121	142	182	202
20	I	1,73	121	142	182	202”.

**PART II****WAGES AND/OR EARNINGS**

Every employee who on the date of coming into operation of this Agreement is employed by an employer on work classified in this Agreement shall, whilst in the employ of the same employer and whether or not his actual rate of pay immediately prior to the said date was in excess of the rate specified for his class of work in this Agreement, be paid not less than the actual rate he was receiving immediately prior to the said date, plus an additional amount for his class of work as set out in the column headed 'Additional amount' in the Table of Occupations and Wage Rate:

Provided that—

- (i) the additional amount payable in terms of this subsection to an employee for his class of work may be reduced by the amount of any increase granted to such employee on or subsequent to 1 July 1984;
- (ii) any employee who was engaged during the period commencing on 1 July 1984 at a rate of pay not less than the rate of pay prescribed for his class of work as at the date of coming into operation of this Agreement shall not be entitled to be paid the additional amount specified in this subsection for his class of work;
- (iii) no employer shall reduce the rate of pay of any employee to whom an increase in excess of the additional amount specified in this subsection for his class of work has been awarded on or subsequent to 1 July 1984, and no employee shall be paid wages at a rate less than the rate for his class of work specified in this Agreement.

For the purposes of this Agreement, the rates applicable in terms of this subsection shall *mutatis mutandis* apply to employees employed on incentive bonus work in terms of section 10 of Part I of the Main Agreement.

**TABLE OF OCCUPATIONS AND WAGE RATES**

Job description	Basic wage per hour	Additional amount per hour
1. Electrician's, radiotricians', radio and television mechanicians' and/or artisans' work, including the preparation and assembly of equipment for production lines	R 4,81	c 40
2. Direct supervision of employees in category 3 or 4	3,56	28
3. Location of electrical faults by pre-determined symptom analysis, including repair of such faults by soldering or replacement of faulty components	3,34	26
4. Direct supervision of employees in category 5 or lower categories	3,01	24
5. Relief operating for employees in categories 6 and/or 7 and/or 8 and/or 9	2,90	23
6. Final testing, electrical testing and mechanical alignment of circuits within pre-determined limits, including immediate rectification of obvious faults	2,80	23
7. Rectification and repair of major mechanical faults and defects on products	2,54	23
8. Operating all types of production machines, including adjustments and attachment of self-locating dies	2,26	22
9. Electrical testing, including the use of jigs and instruments of circuits to pre-determined limits, but excluding repair work	2,20	22
10. Relief operating for employees in categories 11 and/or 12 and/or 13 and/or 14 and/or 15 and/or 16 and/or 17 and/or 18 and/or 19	2,17	22
11. Visual examination of products, including touching up of joints, cropping of leads, replacement of incorrect or damaged components and the rectification of minor mechanical defects	2,12	22
12. Assembling and/or fixing and/or wiring-in of components and/or wiring (using prepared wires) to set instructions and/or figures and/or model and/or sample, including soldering by hand	2,06	22
13. Operating all types of production machines, excluding setting and attachment of self-locating dies	1,91	21
14. Functional checking of pre-tested components and assemblies	1,91	21

**DEEL II****LONE EN/OF VERDIENSTE**

'n Werknemer wat op die datum van inwerkingtreding van hierdie Ooreenkoms by 'n werkgever in diens is vir die verrigting van werk wat in hierdie Ooreenkoms ingedeel is, moet, terwyl hy in diens van dieselfde werkgever is en afgesien daarvan of sy werklike loon onmiddellik voor genoemde datum hoer was as die loon wat vir sy klas werk in hierdie Ooreenkoms gespesifieer word, minstens die werklike loon betaal word wat hy onmiddellik voor genoemde datum ontvang het, plus 'n addisionele bedrag vir sy klas werk soos uiteengesit in die kolom met die oopskrif 'Addisionele bedrag' in die Tabel van Beroepe en Loonskale:

Met dien verstaande dat

(i) die addisionele bedrag wat ingevolge hierdie subklousule aan 'n werknemer vir sy klas werk betaalbaar is, verminder kan word met die bedrag van 'n verhoging wat op of sedert 1 Julie 1984 aan sodanige werknemer toegestaan is;

(ii) 'n werknemer wat gedurende die tydperk wat op 1 Julie 1984 'n aanvang geneem het, in diens geneem is teen 'n loonskala vir sy klas werk voorgeskryf op die datum van inwerkingtreding van hierdie Ooreenkoms nie geregig is op die addisionele bedrag wat in hierdie subklousule vir sy klas werk gespesifieer word nie:

(iii) 'n werkgever nie die loonskala mag verminder van 'n werknemer aan wie op of sedert 1 Julie 1984 'n groter verhoging toegestaan is as die addisionele bedrag in hierdie subklousule vir sy klas werk voorgeskryf nie, en dat 'n werknemer nie 'n laer loon betaal mag word as die loon wat vir sy klas werk in hierdie Ooreenkoms voorgeskryf word nie.

Vir die toepassing van hierdie Ooreenkoms is die lone wat ingevolge hierdie subklousule van toepassing is *mutatis mutandis* van toepassing op werknemers wat aansporingsbonuswerk ooreenkomsdig klousule 10 van Deel I van die Hoofooreenkoms verrig.

**TABEL VAN BEROEPE EN LOONSKALE**

Werkbeskrywing	Basiese loon per uur	Addisionele bedrag per uur
1. Elektrisiën, radiotisiën, radio- en televisiemeganikus en/of ambagsman se werk, insluitende die voorbereiding en montering van uitrusting vir produksiebande	R 4,81	c 40
2. Regstreekse toesighouding oor werknemers in kategorie 3 of 4	3,56	28
3. Opsporing van elektriese foute deur voorafbepaalde simptoomontleding met inbegrip van die herstel van sodanige foute deur soldering of vervanging van foutiewe komponente	3,34	26
4. Regstreekse toesighouding oor werknemers in kategorie 5 of laer kategorieë	3,01	24
5. Aflosdienswerk vir werknemers in kategorie 6 en/of 7 en/of 8 en/of 9	2,90	23
6. Finale toetsing, elektriese toetsing en meganiese instelling van stroombane binne voorafbepaalde perke, insluitende onmiddellike regstelling van ooglopende foute	2,80	23
7. Regstelling en herstel van groot meganiese foute en defekte aan produkte	2,54	23
8. Bediening van alle soorte produksiemasjiene, insluitende die verstelling en vashegting van selfstandstempels	2,26	22
9. Elektriese toetsing, insluitende die gebruik van setmate en instrumente, van stroombane volgens voorafbepaalde perke, maar uitgesondert herstelwerk	2,20	22
10. Aflosdienswerk verrig vir werknemers in kategorie 11 en/of 12 en/of 13 en/of 14 en/of 15 en/of 16 en/of 17 en/of 18 en/of 19	2,17	22
11. Visuele ondersoek van produkte, met inbegrip van die opknapping van vooë, afwerkings van leidings, vervanging van foutiewe of beskadigde komponente en die regstelling van klein meganiese defekte	2,12	22
12. Montering en/of vashegting en/of bedradig van komponente en/of bedradig (met voorbereide drade) volgens voorgeskrewe instruksies en/of patronen en/of model en/of monster, met inbegrip van handsoldeerwerk	2,06	22
13. Bediening van alle soorte produksiemasjiene, uitgesondert die verstelling en vashegting van selfstandstempels	1,91	21
14. Funksionele ondersoek van voorafgetoetste komponente en samestelle	1,91	21

Job description	Basic wage per hour	Additional amount per hour	Werkbeskrywing	Basisse loon per uur	Addisionele bedrag per uur
15. Mounting and/or connecting of chassis and/or subassemblies and/or components and/or fitments into cabinets or chassis	R 1,91	c 21	15. Montering en vashegting van onderstelle en/of subsamestelle en/of komponente en/of toebehore in kabinette of onderstelle	R 1,91	c 21
16. Inserting components into prepared printed circuit boards to set instructions and/or sample, including trimming of leads, but excluding soldering	1,91	21	16. Invoeging van komponente in voorbereide gedruktebaanborde volgens voorgeskrewe instruksies en/of monster, met inbegrip van afwerkung van leidings (uitgesondert solderwerk)	1,91	21
17. Laying and binding of cable harnesses, including fitting terminations into housings and/or tinning by dipping	1,78	18	17. Lē en vasbind van kabelharnasse, insluitende die koppeling van afsluitpunte in omhulsels en/of vertinning deur indompeling	1,78	18
18. Repetitive spraying or screening of paint .....	1,73	18	18. Herhalingspuiterwerk of -verfskermwerk	1,73	18
19. Product cleaning and packing .....	1,73	20	19. Skoonmaak en verpakking van produkte .....	1,73	20
20. General labouring .....	1,73	20	20. Algemene arbeid .....	1,73	20

Signed at Johannesburg, for and on behalf of the parties, this 14th day of September 1984.

**H. FERREIRA**, Chairman.

**C. J. M. PRINSLOO**, Vice-Chairman.

**A. O. DE JAGER**, General Secretary.

No. R. 2586

23 November 1984

#### LABOUR RELATIONS ACT, 1956

IRON, STEEL, ENGINEERING AND METALLURGICAL INDUSTRY.—RENEWAL OF LIFT ENGINEERING AGREEMENT

I, Pieter Theunis Christiaan du Plessis, Minister of Manpower, hereby, in terms of section 48 (4) (a) (ii) of the Labour Relations Act, 1956, declare the provisions of Government Notices R. 39 of 14 January 1983 and R. 2469 of 11 November 1983, to be effective from the date of publication of this notice and for the period ending 30 June 1985.

P. T. C. DU PLESSIS, Minister of Manpower.

No. R. 2587

23 November 1984

#### LABOUR RELATIONS ACT, 1956

IRON, STEEL, ENGINEERING AND METALLURGICAL INDUSTRY.—AMENDMENT OF LIFT ENGINEERING AGREEMENT

I, Pieter Theunis Christiaan du Plessis, Minister of Manpower, hereby—

(a) in terms of section 48 (1) (a) of the Labour Relations Act, 1956, declare that the provisions of the Agreement (hereinafter referred to as the Amending Agreement) which appears in the Schedule hereto and which relates to the Undertaking, Industry, Trade or Occupation referred to in the heading to this notice, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 30 June 1985, upon the employers' organisation and the trade unions which entered into the Amending Agreement and upon the employers and employees who are members of the said organisations or unions; and

(b) in terms of section 48 (1) (b) of the said Act, declare that the provisions of the Amending Agreement, excluding those contained in clause 1 (2), shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 30 June 1985, upon all employers and employees, other than those referred to in paragraph (a) of this notice, who are engaged or employed in the said Undertaking, Industry, Trade or Occupation in the areas specified in clause 1 of the Amending Agreement.

P. T. C. DU PLESSIS, Minister of Manpower.

Namens die partye op hede die 14de dag van September 1984 te Johannesburg onderteken.

**H. FERREIRA**, Voorsitter.

**C. J. M. PRINSLOO**, Onder-voorsitter.

**A. O. DE JAGER**, Hoofsekretaris.

No. R. 2586

23 November 1984

#### WET OP ARBEIDSVERHOUDINGE, 1956

YSTER-, STAAL-, INGENIEURS- EN METALLURGISE NYWERHEID.—HERNUWING VAN HYSBAK-INGENIEURSOOREENKOMS

Ek, Pieter Theunis Christiaan du Plessis, Minister van Mannekrag, verklaar hierby, kragtens artikel 48 (4) (a) (ii) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings van Goewermentskennisgewings R. 39 van 14 Januarie 1983 en R. 2469 van 11 November 1983, van krag is vanaf die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 Junie 1985 eindig.

P. T. C. DU PLESSIS, Minister van Mannekrag.

No. R. 2587

23 November 1984

#### WET OP ARBEIDSVERHOUDINGE, 1956

YSTER-, STAAL-, INGENIEURS- EN METALLURGISE NYWERHEID.—WYSIGING VAN HYSBAK-INGENIEURSOOREENKOMS

Ek, Pieter Theunis Christiaan du Plessis, Minister van Mannekrag, verklaar hierby—

(a) kragtens artikel 48 (1) (a) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings van die Ooreenkoms (hierna die Wysigingsooreenkoms genoem) wat in die Bylae hiervan verskyn en betrekking het op die Onderneming, Nywerheid, Bedryf of Beroep in die opskrif by hierdie kennisgewing vermeld, met ingang van die eerste Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 Junie 1985 eindig, bindend is vir die werkgewersorganisasie en die vakverenigings wat die Wysigingsooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasies of verenigings is; en

(b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalings van die Wysigingsooreenkoms, uitgesondert dié vervat in klosule 1 (2), met ingang van die eerste Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 Junie 1985 eindig, bindend is vir alle ander werkgewers en werknemers as dié genoem in paragraaf (a) van hierdie kennisgewing wat betrokke is by of in diens is in genoemde Onderneming, Nywerheid, Bedryf of Beroep in die gebiede in klosule 1 van die Wysigingsooreenkoms gespesifieer.

P. T. C. DU PLESSIS, Minister van Mannekrag.

**SCHEDULE****NATIONAL INDUSTRIAL COUNCIL FOR THE IRON, STEEL, ENGINEERING AND METALLURGICAL INDUSTRIES****LIFT ENGINEERING INDUSTRY AGREEMENT**

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

**Lift Engineering Association of South Africa**

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

**Electrical and Allied Trades Union of South Africa**

and the

**S.A. Electrical Workers' Association**

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

being the parties to the National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industries,

to amend the Lift Engineering Industry Agreement published under Government Notice R. 39 of 14 January 1983, as amended and renewed by Government Notices R. 2468 and R. 2469 of 11 November 1983.

**1. SCOPE OF APPLICATION OF AGREEMENT**

The terms of this Agreement shall be observed—

(1) throughout the Republic of South Africa, excluding the port and settlement of Walvis Bay;

(2) by all employers and employees who are members of the employers' organisation and the trade unions, respectively, which are parties to this Agreement;

(3) in the Iron, Steel, Engineering and Metallurgical Industries in respect of the installation and/or maintenance and/or repair of lifts and/or escalators.

**2. SECTION 3.—GENERAL PROVISIONS**

Substitute the following for the existing subsection (1):

"(1) Sections 3, 4, 5 (1) to 5 (9), 6 to 8 (3) (d), 8 (3) (f), (g), (i) to 8 (4), 9 to 20, 22, 24 to 27 and 29 to 35 of Part I and all the provisions of Part II;".

**3. SECTION 4.—SPECIAL CONDITIONS OF EMPLOYMENT**

(1) Insert the following after subsection (5):

"(5)*bis*. *Tool insurance*.—Every employer shall inaugurate a scheme to ensure that the personal tools and/or equipment of employees shall be insured against fire or theft for an amount of R400 per employee:

Provided that—

(i) the premium payable shall be met on a rand for rand basis—half by the employer and half by the employee;

(ii) where claims arise, a R25 excess shall be payable by the employee;

(iii) the employer shall be entitled to keep an inventory of each employee's personal tools and/or equipment."

(2) Substitute the following for the existing subsection (6):

"(6) *Paid public holidays*.—Section 11 (1) of the Main Agreement is amended to the extent that whenever an employee works on any paid public holiday he shall be paid, in addition to an ordinary day's pay, at one and a half times the hourly rate for the time worked."

(3) Insert the following after subsection (6):

"(6)*bis*. *Leave bonus*.—Section 14 of the Main Agreement is amended by the substitution of the following for the existing leave bonus table:

	First leave cycle	Second leave cycle	Third leave cycle	Fourth leave cycle
Wage Group 1 employees.....	R 395	R 461	R 592	R 658
Wage Group 2 employees.....	389	443	497	553
Wage Group 3 employees.....	255	292	325	361
Wage Group 4 employees.....	137	160	206	229"

(4) In subsection (7) (a) (ii), substitute the figures "R25" and "R15" for the figures "R18" and "R7" respectively.

**BYLAE****NASIONALE NYWERHEIDSRAAD VIR DIE YSTER-, STAAL-, INGENIEURS- EN METALLURGIËSE NYWERHEID****HYSBAKINGENIEURSOOREENKOMS**

ingevolge die Wet op Arbeidsverhoudinge, 1956, gesluit deur en aangaan tussen die

**Lift Engineering Association of South Africa**

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

**Electrical and Allied Trades Union of South Africa**

en die

**S. A. Electrical Workers' Association**

(hierna die "werknelmers" of die "vakverenigings" genoem), aan die ander kant,

wat die partie is by die Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid,

om die Hysbakingenieursooreenkoms, gepubliseer by Goewermentskennisgewing R. 39 van 14 Januarie 1983, soos gewysig en hernieu by Goewermentskennisgewings R. 2468 en R. 2469 van 11 November 1983, te wysig.

**1. TOEPASSINGSBESTEK VAN OOREENKOMS**

Hierdie Ooreenkoms moet nagekom word—

(1) oral in die Republiek van Suid-Afrika, uitgesonderd die hawe en nedersetting van Walvisbaai;

(2) deur alle werkgewers en werknelmers wat lede is van onderskeidelik die werkgewersorganisasie en die vakverenigings wat partie is by hierdie Ooreenkoms;

(3) in die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerhede ten opsigte van die installering en/of onderhou en/herstel van hysers en/of roltrappe.

**2. KLOUSULE 3.—ALGEMENE BEPALINGS**

Vervang die bestaande subklousule (1) deur die volgende:

"(1) Klousules 3, 4, 5 (1) tot 5 (9), 6 tot 8 (3) (d), 8 (3) (f), (g), (i) tot 8 (4), 9 tot 20, 22, 24 tot 27 en 29 tot 35 van Deel I en al die bepalings van Deel II;".

**3. KLOUSULE 4.—SPESIALE DIENSVORWAARDES**

(1) Voeg die volgende in na subklousule (5):

"(5)*bis*. *Gereedskapsversekering*.—Elke werkgewer moet 'n skema in werking stel wat sal verzek dat werknelmers se persoonlike gereedskap en/of uitrusting verseker word teen brand en/of diefstal vir 'n bedrag van R400 per werknelmer. Met dien verstaande dat—

(i) betaling van die premie op 'n rand vir rand-basis geskied—die helfte deur die werkgewer en die helfte deur die werknelmer;

(ii) waar daar eise ontstaan, 'n oorskryding van R25 deur die werknelmer betaalbaar is;

(iii) die werkgewer 'n inventaris kan hou van elke werknelmer se persoonlike gereedskap en/of uitrusting."

(2) Vervang die bestaande subklousule (6) deur die volgende:

"(6) *Openbare vakansiedae met besoldiging*.—Klousule 11 (1) van die Hoofooreenkoms word in soverre gewysig dat wanneer 'n werknelmer op 'n openbare vakansiedag met besoldiging werk, hy benewens 'n gewone dag se loon een en 'n half maal die urlloon betaal moet word vir die tyd wat hy gewerk het."

(3) Voeg die volgende in na subklousule (6):

"(6)*bis*. *Verlofbonus*.—Klousule 14 van die hoofooreenkoms word gewysig deur die bestaande verlofbonustabel deur die volgende te vervang:

	Eerste verlof- siklus	Tweede verlof- siklus	Derde verlof- siklus	Vierde verlof- siklus
Werknelmers, Loongroep 1 .....	R 395	R 461	R 592	R 658
Werknelmers, Loongroep 2 .....	389	443	497	553
Werknelmers, Loongroep 3 .....	255	292	325	361
Werknelmers, Loongroep 4 .....	137	160	206	229".

(4) In subklousule (7) (a) (ii), vervang die syfers "R18" en "R7" deur onderskeidelik die syfers "R25" en "R15".

**4. SECTION 6.—WAGES**

(1) Substitute the following for the existing subsections (1) and (2):

"(1) No employer shall pay employees engaged on work classified in subsection (4) of this section wages lower than those stipulated and no employee shall accept wages lower than those stipulated, namely:

In Wage Group 1: R6,33 per hour.

In Wage Group 2: R4,60 per hour.

In Wage Group 3: R2,80 per hour.

In Wage Group 4: R2,20 per hour.

(2) Every employee who on the coming into operation of this Agreement is employed by an employer on work classified in this Agreement shall, whilst in the employ of the same employer and whether or not his actual rate of pay immediately prior to the said date was in excess of the rate specified for his class of work in this Agreement, be paid not less than the actual rate of pay he was receiving immediately prior to the said date, plus an additional amount for this wage group as follows:

<i>Class of work</i>	<i>Amount per hour</i>
Wage Group 1 employees.....	68
Wage Group 2 employees.....	41
Wage Group 3 employees.....	28
Wage Group 4 employees.....	25

Provided that—

(i) the additional amount payable in terms of this subsection to an employee for his class of work may be reduced by the amount of any increase granted to such employee on or subsequent to 1 July 1984;

(ii) any employee who was engaged after 1 July 1984 at a rate of pay not less than the rate of pay prescribed for his class of work as at the coming into operation of this Agreement shall not be entitled to be paid the additional amount specified in this subsection for his class of work;

(iii) no employer shall reduce the rate of pay of any employee to whom an increase in excess of the additional amount specified in this subsection for his class of work has been awarded on or subsequent to 1 July 1984, and no employee shall be paid wages at a rate less than the rate for his class of work specified in this Agreement.

Provided further that the additional amount payable to a Group 1 employee in terms of subsection (2) (i) hereof may be reduced by the exact amount of any increase(s) granted to such employee during the period 1 January 1984 to 30 June 1984, subject to the proviso that no such reduction shall exceed 11c per hour."

(2) In subsection (3), substitute the figure "R4,81" for the figure "R4,41".

Signed at Johannesburg, for and on behalf of the parties, this 14th day of September 1984.

**H. FERREIRA**, Chairman.

**C. J. M. PRINSLOO**, Vice-Chairman.

**A. O. DE JAGER**, General Secretary.

**4. KLOUSULE 6.—LONE**

(1) Vervang die bestaande subklosules (1) en (2) deur die volgende:

"(1) Geen werkewer mag aan werknemers wat werk verryg wat in subklosule (4) van hierdie klosule ingedeel is, laer lone betaal as dié wat voorgeskryf is nie en geen werknemer mag laer lone aanvaar as dié wat voorgeskryf is nie, naamlik:

In Loongroep 1: R6,33 per uur.

In Loongroep 2: R4,60 per uur.

In Loongroep 3: R2,80 per uur.

In Loongroep 4: R2,20 per uur.

(2) Elke werknemer wat by die inwerkingtreding van hierdie Ooreenkoms by 'n werkewer in diens is vir die verrigting van werk wat in hierdie Ooreenkoms ingedeel is, moet, terwyl hy by dieselfde werkewer in diens is en ongeag of sy werklike tarief van besoldiging onmiddellik vóór vermelde datum hoér was as die tarief vir sy klas werk in hierdie Ooreenkoms voorgeskryf, al dan nie, minstens die werklike tarief van besoldiging betaal word wat hy onmiddellik voorvermelde datum ontvang het, plus die volgende addisionele bedrag vir sy loongroep:

<i>Klas werk</i>	<i>Bedrag per uur</i>
Werknemers, Loongroep 1 .....	68
Werknemers, Loongroep 2 .....	41
Werknemers, Loongroep 3 .....	28
Werknemers, Loongroep 4 .....	25

Met dien verstaan dat—

(i) die addisionele bedrag ingevolge hierdie subklosule betaalbaar aan 'n werknemer vir sy klas werk verminder kan word met die bedrag van 'n verhoging wat op of na 1 Julie 1984 aan sodanige werknemer toegestaan is;

(ii) 'n werknemer wat na 1 Julie 1984 in diens geneem is teen 'nloon van minstens dié wat vir sy klas werk by die inwerkingtreding van hierdie Ooreenkoms voorgeskryf is, nie geregtig is op die ontvangs van die addisionele bedrag wat in hierdie subklosule vir sy klas werk bepaal is nie;

(iii) geen werkewer die tarief van besoldiging van 'n werknemer aan wie 'n verhoging op of na 1 Julie 1984 toegestaan is wat hoér is as die addisionele bedrag in hierdie subklosule vir sy klas werk bepaal, mag verminder nie, en aan geen werknemer 'nloon teen 'n tarief laer as die tarief vir sy klas werk in hierdie Ooreenkoms bepaal, betaal mag word nie:

Voorts met dien verstaan dat die addisionele bedrag betaalbaar aan 'n Groep 1-werkewer ingevolge sub-klosule (2) (i) hiervan verminder kan word met die presiese bedrag van enige verhoging/s aan sodanige werknemer toegestaan gedurende die tydperk 1 Januarie 1984 tot en met 30 Junie 1984, onderworpe aan die voorwaarde dat geen sodanige vermindering meer as 11c per uur mag wees nie."

(2) In subklosule (3), vervang die syfer "R4,41" deur die syfer "R4,81".

Namens die partye op hede die 14de dag van September 1984 te Johannesburg onderteken.

**H. FERREIRA**, Voorsitter.

**C. J. M. PRINSLOO**, Onder-voorsitter.

**A. O. DE JAGER**, Hoofsekretaris.

No. R. 2588

23 November 1984

**LABOUR RELATIONS ACT, 1956****BUILDING INDUSTRY, EAST CAPE.—CORRECTION NOTICE**

The following correction to Government Notice R. 2192 in *Government Gazette* 9449 of 5 October 1984, is hereby published for general information.

In the English version of the Schedule, substitute the Wage Tables in clause 6 and in clause 5 of Part II by the following tables:

<i>Category of employee and area</i>	<i>Per Hour R</i>
(i) General employees—	
Area A .....	1,52
Area B .....	0,90
Area C .....	0,75
Area D .....	0,55

No. R. 2588

23 November 1984

**WET OP ARBEIDSVERHOUDINGE, 1956****BOUNYWERHEID, OOS-KAAP.—VERBETERINGS-KENNISGEWING**

Die volgende verbetering aan Goewermentskennisgewing R. 2192 in *Staatskoerant* 9449 van 5 Oktober 1984, word vir algemene inligting gepubliseer.

In die Afrikaanse weergawe van die Bylae; vervang die loontabelle in klosule 6 en in klosule 5 van Deel II, deur die volgende tabelle:

<i>Klas werknemer en gebied</i>	<i>Per Ur R</i>
(i) Algemene werknemers—	
Gebied A .....	1,52
Gebied B .....	0,90
Gebied C .....	0,75
Gebied D .....	0,55

Category of employee and area	Per Hour R	Klas werknemer en gebied	Per Uur R
(ii) Semi-skilled employees—		(ii) Halfgeskoonde werknemers—	
Area A .....	1,66	Gebied A .....	1,66
Area B .....	0,98	Gebied B .....	0,98
Area C .....	0,82	Gebied C .....	0,82
Area D .....	0,60	Gebied D .....	0,60
(iii) Journeyman's assistants—		(iii) Ambagsmansassisteente—	
Area A .....	2,27	Gebied A .....	2,27
Area B .....	1,34	Gebied B .....	1,34
Area C .....	1,12	Gebied C .....	1,12
Area D .....	0,82	Gebied D .....	0,82
(iv) Drivers of mechanical vehicles with a payload of—		(iv) Drywers van meganiese voertuie met 'n loonvrag van—	
up to and including 2 722 kg:		tot en met 2 722 kg:	
Area A .....	1,66	Gebied A .....	1,66
Area B .....	0,98	Gebied B .....	0,98
Area C .....	0,82	Gebied C .....	0,82
Area D .....	0,60	Gebied D .....	0,60
over 2 722 kg but not exceeding 4 536 kg:		meer as 2 722 kg maar hoogstens 4 536 kg:	
Area A .....	1,89	Gebied A .....	1,89
Area B .....	1,12	Gebied B .....	1,12
Area C .....	0,93	Gebied C .....	0,93
Area D .....	0,68	Gebied D .....	0,68
over 4 536 kg:		meer as 4 536 kg:	
Area A .....	2,08	Gebied A .....	2,08
Area B .....	1,23	Gebied B .....	1,23
Area C .....	1,03	Gebied C .....	1,03
Area D .....	0,75	Gebied D .....	0,75
(v) General foremen, foremen and journeyman in all trades and occupations—		(v) Algemene voormanne, voormanne en ambagsmanne in alle ambagte en beroepe—	
Area A .....	4,46	Gebied A .....	4,46
Area B .....	2,00	Gebied B .....	2,00
Area C .....	2,00	Gebied C .....	2,00
Area D .....	2,00	Gebied D .....	2,00
(vi) Watchmen, per six-day week—		(vi) Wagte, per week van ses dae—	
Area A: R59,97		Gebied A: R59,97	
Area B: R40,05		Gebied B: R40,05	
Area C: R33,37		Gebied C: R33,37	
Area D: R24,47.		Gebied D: R24,47.	
(vii) Apprentices: Wages as prescribed under the Man-power Training Act, 1981, for apprentices in the Building Industry.		(vii) Vakleerlinge: Lone ooreenkomsdig die Wet op Mannekragopleiding, 1981, voorgeskryf vir vakleerlinge in die Bouwywerheid.	
(viii) Minors in all trades: Wages as prescribed for apprentices in the Building Industry.		(viii) Minderjariges in alle ambagte: Lone soos vir vakleerlinge in die Bouwywerheid voorgeskryf.	
(ix) Learners: Wages as fixed by the Council in terms of clause 25.		(ix) Leerlinge: Lone soos deur die Raad vasgestel ingevolge klausule 25.	
(x) Unskilled cleaners: 70 per cent of the wage prescribed for general employees in subparagraph (i).		(x) Ongeskoolde skoonmakers: 70 persent van die loon in subparagraph (i) vir algemene werknemers voorgeskryf.	
(xi) Employees in all other trades or occupations not elsewhere specified, excluding apprentices and trainees—		(xi) Werknemers in alle ander ambagte of beroepe wat nie elders gespesifieer word nie, uitgesondert vakleerlinge in kwekelinge—	
Area A .....	1,52	Gebied A .....	1,52
Area B .....	0,90	Gebied B .....	0,90
Area C .....	0,75	Gebied C .....	0,75
Area D .....	0,55	Gebied D .....	0,55
(i) General employees—		(i) Algemene werknemers—	
Area A .....	1,52	Gebied A .....	1,52
Area B .....	0,90	Gebied B .....	0,90
Area C .....	0,75	Gebied C .....	0,75
Area D .....	0,55	Gebied D .....	0,55
(ii) Semi-skilled employees—		(ii) Halfgeskoonde werknemers—	
Area A .....	1,71	Gebied A .....	1,71
Area B .....	1,01	Gebied B .....	1,01
Area C .....	0,84	Gebied C .....	0,84
Area D .....	0,62	Gebied D .....	0,52
(iii) Drivers of mechanical vehicles with a pay-load of—		(iii) Drywers van meganiese voertuie met 'n loonvrag van—	
up to and including 2 722 kg:		tot en met 2 722 kg:	
Area A .....	1,66	Gebied A .....	1,66
Area B .....	0,98	Gebied B .....	0,98
Area C .....	0,82	Gebied C .....	0,82
Area D .....	0,60	Gebied D .....	0,60
over 2 722 kg but not exceeding 4 536 kg:		meer as 2 722 kg maar hoogstens 4 536 kg:	
Area A .....	1,89	Gebied A .....	1,89
Area B .....	1,12	Gebied B .....	1,12
Area C .....	0,93	Gebied C .....	0,93
Area D .....	0,68	Gebied D .....	0,68

Category of employee and area	Per Hour R	Klas werknemer en gebied	Per Uur R
over 4 536 kg:		meer as 4 536 kg:	
Area A.....	2,08	Gebied A.....	2,08
Area B.....	1,23	Gebied B.....	1,23
Area C.....	1,03	Gebied C.....	1,03
Area D.....	0,75	Gebied D.....	0,75
(iv) Journeyman's assistants—		(iv) Ambagsmansassisteente—	
Area A.....	2,27	Gebied A.....	2,27
Area B.....	1,34	Gebied B.....	1,34
Area C.....	1,12	Gebied C.....	1,12
Area D.....	0,82	Gebied D.....	0,82
(v) Machine minders and sawyers—		(v) Masjiennoppassers en saers—	
Area A.....	2,08	Gebied A.....	2,08
Area B.....	1,23	Gebied B.....	1,23
Area C.....	1,03	Gebied C.....	1,03
Area D.....	0,75	Gebied D.....	0,75
(vi) Mechanical handling equipment drivers—		(vi) Drywers van meganiese hanteeruitrusting—	
Area A.....	2,08	Gebied A.....	2,08
Area B.....	1,23	Gebied B.....	1,23
Area C.....	1,03	Gebied C.....	1,03
Area D.....	0,75	Gebied D.....	0,75
(vii) Joiners, machinists, saw-doctors, maintenance mechanics, supervisors, foremen, general foremen and journeyman in all other trades—		(vii) Skrynwerkers, masjiennwerkers, saaggerstellers, onderhoudswerktuigkundiges, toesighouers, voormanne, algemene voormanne en ambagsmanne in alle ander ambagte—	
Area A.....	4,46	Gebied A.....	4,46
Area B.....	2,00	Gebied B.....	2,00
Area C.....	2,00	Gebied C.....	2,00
Area D.....	2,00	Gebied D.....	2,00
(viii) Glaziers in joinery shop—		(viii) Glaswerkers in skrynwinkel—	
Area A.....	4,24	Gebied A.....	4,24
Area B.....	1,90	Gebied B.....	1,90
Area C.....	1,90	Gebied C.....	1,90
Area D.....	1,90	Gebied D.....	1,90
(ix) Watchmen, per six-day week—		(ix) Wagte, per week van ses dae—	
Area A: R59,97		Gebied A: R59,97	
Area B: R40,05		Gebied B: R40,05	
Area C: R33,37		Gebied C: R33,37	
Area D: R24,47.		Gebied D: R24,47.	
(x) Apprentices: Wages as prescribed under the Manpower Training Act, 1981, for apprentices in the Building Industry.		(x) Vakleerlinge: Lone soos voorgeskryf vir vakleerlinge in die Bouwyeerheid ingevolge die Wet op Mannekragopleiding, 1981.	
(xi) Learners: Wages as fixed by the Council in terms of clause 25.		(xi) Leerlinge: Lone soos deur die Raad vasgestel ingevolge klosule 25.	
(xii) Minors in all trades: Wages as prescribed from time to time for apprentices in the Building Industry.		(xii) Minderjariges in alle ambagte: Lone soos van tyd tot tyd vir vakleerlinge in die Bouwyeerheid voorgeskryf.	
(xiii) Employees in all other trades or occupations not elsewhere specified, excluding apprentices and trainees—		(xiii) Werknemers in alle ander ambagte of beroepe wat nie elders gespesifieer word nie, uitgesonderd vakleerlinge en kwekelinge—	
Area A.....	1,52	Gebied A.....	1,52
Area B.....	0,90	Gebied B.....	0,90
Area C.....	0,75	Gebied C.....	0,75
Area D.....	0,55	Gebied D.....	0,55

## DEPARTMENT OF PUBLIC WORKS AND LAND AFFAIRS

No. R. 2542

23 November 1984

### PROFESSIONAL ENGINEERS' ACT, 1968 (ACT 81 OF 1968)

NOTICE IN TERMS OF SECTION 30A (2).—BOARD OF CONTROL FOR PROFESSIONAL TECHNOLOGISTS (ENGINEERING)

I, Lourens Albertus Petrus Anderson Munnik, Minister of Communications and of Public Works, after having received a relevant recommendation from the South African Council for Professional Engineers, do hereby in terms of section 30A (2) of the Professional Engineers' Act, 1968 (Act 81 of 1968), establish a board of control to be known as the Board of Control for Professional Technologists (Engineering).

## DEPARTEMENT VAN OPENBARE WERKE EN GRONDSAKE

No. R. 2542

23 November 1984

### WET OP PROFESSIONELE INGENIEURS, 1968 (WET 81 VAN 1968)

KENNISGEWING INGEVOLGE ARTIKEL 30A (2).—BEHEERRAAD VIR PROFESSIONELE TEGNOLOË (INGENIEURSWESE)

Ek, Lourens Albertus Petrus Anderson Munnik, Minister van Kommunikasie en van Openbare Werke, nadat 'n ter-saaklike aanbeveling van die Suid-Afrikaanse Raad vir Professionele Ingenieurs ontvang is, stel hierby kragtens artikel 30A (2) van die Wet op Professionele Ingenieurs, 1968 (Wet 81 van 1968), 'n beheerraad in wat bekend sal staan as die Beheerraad vir Professionele Tegnoloë (Ingenieurswese).

**No. R. 2543****23 November 1984****REGULATIONS IN TERMS OF SECTION 30A (3) OF THE PROFESSIONAL ENGINEERS' ACT, 1968 (ACT 81 OF 1968)**

The Minister of Communications and of Public Works, has in terms of section 30A (3) of the Professional Engineers' Act, 1968 (Act 81 of 1968), made the regulations set out in the Schedule hereto.

**SCHEDULE  
CONTENTS**

Definitions .....	(Regulation 1).
Chapter I .....	Constitution of the Board of Control (regulations 2 to 4).
Chapter II .....	General functions of the Board of Control (regulation 5).
Chapter III .....	Establishment and functions of the Education Advisory Committee for Professional Technologists (Engineering) (regulation 6).
Chapter IV .....	Establishment and functions of committees (regulation 7).
Chapter V .....	Meetings and procedures at meetings of the Board of Control, the Education Advisory Committee and committees (regulations 8 to 12).
Chapter VI .....	Registration of professional technologists (engineering) (regulation 13).
Chapter VII .....	Code of conduct, improper conduct, inquiries into improper conduct and punishments for improper conduct (regulation 14).
ANNEXURE A .....	Registration and annual fees.
ANNEXURE B .....	Form of notification.
ANNEXURE C .....	Application form for registration in terms of regulation 13.

**1. DEFINITIONS.**

In these regulations "the Act" means the Professional Engineers' Act, 1968 (Act 81 of 1968), and any expression used in these regulations to which a meaning has been assigned in the Act bears the meaning so assigned, unless the context otherwise indicates, and—

"Association", means the South African Association of Registrable Engineering Technologists;

"Board of Control", means the Board of Control for Professional Technologists (Engineering) established in terms of Government Notice R. 2542 dated 23 November 1984;

"committee", means a committee established in terms of regulation 7.1;

"Education Advisory Committee", means the Education Advisory Committee for Professional Technologists (Engineering) established in terms of regulation 6.1;

"professional technologist (engineering)", means a person registered in terms of regulation 13;

"the register" means the register for professional technologists (engineering).

**CHAPTER I****2. CONSTITUTION OF THE BOARD OF CONTROL.**

2.1 The Board of Control shall consist of the following members to be appointed by the Minister, namely—

2.1.1 one person nominated by the Committee of Technikon Principals established in terms of section 28 of the Technikons (National Education) Act, 1967 (Act 40 of 1967), which person shall be a vice-rector (technology) or a member of the engineering academic staff of a technikon;

2.1.2 four persons with experience in engineering of whom two shall be in the service of the State and at least two shall be professional engineers;

2.1.3 one person designated by the Council;

2.1.4 eight persons nominated by the Association.

**No. R. 2543****23 November 1984****REGULASIES KRAGTENS ARTIKEL 30A (3) VAN DIE WET OP PROFESSIONELE INGENIEURS, 1968 (WET 81 VAN 1968)**

Die Minister van Kommunikasie en van Openbare Werke het kragtens artikel 30A (3) van die Wet op Professionele Ingenieurs, 1968 (Wet 81 van 1968), die regulasies in die Bylae hiervan uitgevaardig.

**BYLAE****INHOUD**

Woordomskrywing ...	(Regulasie 1).
Hoofstuk I.....	Samestelling van die Beheerraad (regulasies 2 tot 4).
Hoofstuk II.....	Algemene funksies van die Beheerraad (regulasie 5).
Hoofstuk III.....	Instellende en funksies van die Adviserende Onderwyskomitee vir Professionele Tegnoloë (Ingenieurswese) (regulasie 6).
Hoofstuk IV.....	Instellende en funksies van komitees (regulasie 7).
Hoofstuk V.....	Vergaderings en prosedures op vergaderings van die Beheerraad, die Adviserende Onderwyskomitee en komitees (regulasies 8 to 12).
Hoofstuk VI.....	Registrasie van professionele tegnoloë (Ingenieurswese) (regulasie 13).
Hoofstuk VII.....	Gedragsskode, onbehoorlike gedrag, ondersoek na onbehoorlike gedrag en strawwe vir onbehoorlike gedrag (regulasie 14).
AANHANGSEL A ...	Registrasie- en jaargelde.
AANHANGSEL B ...	Vorm van kennisgewing.
AANHANGSEL C ...	Aansoekvorm vir registrasie ingevolge regulasie 13.

**1. WOORDOMSKRYWING.**

In hierdie regulasies beteken "die Wet" die Wet op Professionele Ingenieurs, 1968 (Wet 81 van 1968), en, tensystrydig met die samehang, het enige uitdrukking in hierdie regulasies waaraan 'n betekenis in die Wet geheg is, die selfde betekenis en beteken—

"Adviserende Onderwyskomitee" die Adviserende Onderwyskomitee vir Professionele Tegnoloë (Ingenieurswese) ingestel kragtens regulasie 6.1;

"Assosiasie" die Suid-Afrikaanse Assosiasie van Registreerbare Ingenieurstechnoloë;

"Beheerraad" die Beheerraad vir Professionele Tegnoloë (Ingenieurswese) ingestel kragtens Goewermentskennisgewing R. 2542 gedateer 23 November 1984;

"die register" die register vir professionele tegnoloë (ingenieurswese);

"komitee" 'n komitee ingestel kragtens regulasie 7.1;

"professionele tegnoloog (ingenieurswese)" 'n persoon wat kragtens regulasie 13 geregistreer is.

**HOOFTUK I****2. SAMESTELLING VAN DIE BEHEERRAAD.**

2.1 Die Beheerraad bestaan uit die volgende lede, wat deur die Minister aangestel moet word, naamlik—

2.1.1 een persoon genomineer deur die Komitee van Technikonhoofde, gestig kragtens artikel 28 van die Wet op Technikons (Nasionale Opvoeding), 1967 (Wet 40 van 1967), welke persoon 'n vise-rector (tegnologie) of 'n lid van die akademiese personeel in ingenieurswese van 'n technikon moet wees;

2.1.2 vier personele met ondervinding in ingenieurswese, waarvan twee personele in diens van die Staat moet wees en minstens twee professionele ingenieurs moet wees;

2.1.3 een persoon aangewys deur die Raad;

2.1.4 agt personele deur die Assosiasie genomineer.

2.2 Whenever a nomination or a designation under regulations 2.1 and 2.3 becomes necessary, the Minister shall call upon the body concerned or cause it to be called upon, by notice in writing, to nominate or designate, as the case may be, within a period specified in the notice, being not less than sixty days from the date thereof, so many persons as may be required to be nominated or designated by it for appointment to the Board of Control as members or alternate members.

2.3 For every member of the Board of Control appointed in terms of regulation 2.1 there shall be an alternate member appointed in the same manner as such member and any alternate member so appointed may attend and take part in the proceedings at any meeting of the Board of Control whenever the member to whom he has been appointed as alternate member is absent from such meeting.

2.4 No decision taken by the Board of Control or act performed under the authority of the Board of Control shall be invalid by reason only of a vacancy on the Board of Control or of the fact that a person who was not entitled to sit as a member of the Board of Control sat as a member at the time when the decision was taken or the act was authorised, if the decision was taken or the act was authorised by the requisite majority of the members of the Board of Control who were present at the time and entitled to sit as members.

2.5 The first meeting of the Board of Control shall be held at a time and place to be fixed by the Minister.

### 3. QUALIFICATIONS OF MEMBERS OF THE BOARD OF CONTROL AND CIRCUMSTANCES UNDER WHICH THEY VACATE OFFICE.

3.1 No person shall be appointed as a member of the Board of Control in terms of—

3.1.1 regulation 2.1, or as an alternate to any such member in terms of regulation 2.3, unless he is a South African citizen;

3.1.2 regulation 2.1.3, or as an alternate to any such member in terms of regulation 2.3, unless he is a member of the Council;

3.1.3 regulations 2.1.1, 2.1.2 and 2.1.4, or as an alternate to any such member in terms of regulation 2.3, unless he is a professional technologist (engineering): Provided that this regulation shall not apply in respect of any professional engineer appointed in terms of regulation 2.1.2;

3.1.4 regulation 2.1.4, or as an alternate to any such member in terms of regulation 2.3, unless he is a member of the Association.

3.2 Regulations 3.1.3 and 3.1.4 shall not apply for a period of six months from the date of the first meeting of the first Board of Control.

3.3 A member of the Board of Control and any alternate member appointed in terms of regulation 2.3 shall vacate office—

3.3.1 if he signifies in writing his wish to resign and his resignation is accepted by the Minister;

3.3.2 if he becomes insolvent or assigns his estate for the benefit of, or compounds it with, his creditors;

3.3.3 if he is according to the law detained as a mentally ill person;

3.3.4 if he is convicted of an offence and sentenced to a term of imprisonment without the option of a fine;

3.3.5 if he is removed from an office of trust on account of improper conduct or if he has been guilty of conduct by reason whereof he is in the opinion of the Minister not a fit person to be a member of the Board of Control;

2.2 Wanneer 'n nominasie of 'n aanwysing kragtens regulasies 2.1 en 2.3 nodig word, moet die Minister die betrokke liggaaam, deur skriftelike kennisgewing, aansê of laat aansê om binne 'n tydperk in die kennisgewing vermeld, maar minstens sesig dae vanaf die datum van die kennisgewing, soveel persone te nomineer of aan te wys, na gelang van die geval, as wat deur die liggaaam vir aanstelling in die Beheerraad as lede of plaasvervangende lede genomineer of aangewys moet word.

2.3 Vir elke lid van die Beheerraad kragtens regulasie 2.1 aangestel moet daar 'n plaasvervangende lid op dieselfde wyse as bedoelde lid aangestel word, en 'n plaasvervangende lid aldus aangestel kan 'n vergadering van die Beheerraad bywoon en aan die verrigtinge aldaar deelneem wanneer die lid vir wie hy as plaasvervangende lid aangestel is, van bedoelde vergadering afwesig is.

2.4 Geen besluit van die Beheerraad of handeling op gesag van die Beheerraad verrig, is ongeldig nie bloot vanweë 'n vakature in die Beheerraad of omdat 'n persoon wat nie geregtig was om as 'n Beheerraadslid sitting geneem het toe die besluit geneem of die handeling gemagtig is, indien die besluit geneem of die handeling gemagtig is deur die vereiste meerderheid van die lede van die Beheerraad wat toe aanwesig was en geregtig was om as lede sitting te neem.

2.5 Die eerste vergadering van die Beheerraad word gehou op 'n tyd en plek wat die Minister vasstel.

### 3. KWALIFIKASIES VAN BEHEERRAADSLEDE EN OMSTANDIGHEDE WAARONDER HULLE HUL AMP ONTRUIM.

3.1 Niemand word aangestel as 'n lid van die Beheerraad kragtens—

3.1.1 regulasie 2.1, of as 'n plaasvervanger van so 'n lid kragtens regulasie 2.3 nie, tensy hy 'n Suid-Afrikaanse burger is;

3.1.2 regulasie 2.1.3, of as 'n plaasvervanger van so 'n lid kragtens regulasie 2.3 nie, tensy hy 'n lid is van die Raad;

3.1.3 regulasies 2.1.1, 2.1.2 en 2.1.4, of as 'n plaasvervanger van so 'n lid kragtens regulasie 2.3 nie, tensy hy 'n professionele tegnoloog (ingenieurswese) is: Met dien verstande dat hierdie regulasie nie van toepassing is nie op 'n professionele ingenieur wat kragtens regulasie 2.1.2 aangestel is;

3.1.4 regulasie 2.1.4 of as 'n plaasvervanger van so 'n lid kragtens regulasie 2.3 nie, tensy hy 'n lid is van die Assosiasie.

3.2 Regulasies 3.1.3 en 3.1.4 is nie van toepassing nie gedurende 'n tydperk van ses maande vanaf die datum van die eerste vergadering van die eerste Beheerraad.

3.3 'n Lid van die Beheerraad en enige plaasvervangende lid aangestel kragtens regulasie 2.3 ontruim sy amp—

3.3.1 as hy skriftelik kennis gee van sy wens om te bedank en sy bedanking deur die Minister aanvaar word;

3.3.2 as hy insolvent raak of van sy boedel afstand doen ten voordele van sy skuldeisers of met hulle 'n skikking aangaan;

3.3.3 as hy volgens die reg as 'n geestesongestelde persoon aangehou word;

3.3.4 as hy weens 'n misdryf veroordeel en tot gevengenisstraf sonder die keuse van 'n boete gevonnis word;

3.3.5 as hy weens onbehoorlike gedrag uit 'n vertrouensamp verwyder word of as hy hom skuldig gemaak het aan gedrag van so 'n aard dat hy na die oordeel van die Minister nie 'n gesikte persoon is om 'n lid van die Beheerraad te wees nie;

- 3.3.6 if he ceases to be a South African citizen;
- 3.3.7 if he was appointed in terms of regulation 2.1.1 and ceases to be a vice-rector (technology) or a member of the engineering academic staff of a technikon;
- 3.3.8 if he was appointed in terms of regulation 2.1.2 and ceases to be a person in the service of the State or ceases to be a professional engineer, as the case may be;
- 3.3.9 if he was appointed in terms of regulation 2.1.3 and ceases to be a member of the Council;
- 3.3.10 if he was appointed in terms of regulation 2.1.4 and ceases to be a member of the Association;
- 3.3.11 if he was appointed as a member of the first Board of Control and, subject to the provisions of regulation 3.1.3, fails to register as a professional technologist (engineering) in terms of regulation 13 within six months from the date of the first meeting of the first Board of Control;
- 3.3.12 If he was appointed as a member of the first Board of Control in terms of regulation 2.1.4 and fails to become a member of the Association within six months from the date of the first meeting of the first Board of Control;
- 3.3.13 if he is a professional technologist (engineering) and—
- 3.3.13.1 allows his registration to lapse; or
  - 3.3.13.2 his name is removed from the register as a result of a punishment imposed under these regulations;
  - 3.3.14 if he has been absent from three consecutive meetings of the Board of Control without its leave.

#### 4. TERM OF OFFICE OF MEMBERS OF THE BOARD OF CONTROL.

4.1 Every member of the Board of Control shall be appointed for a period of four years.

4.2 Any member of the Board of Control shall, on expiration of the period for which he was appointed, continue to hold office for a further period not exceeding three months until his successor has been appointed.

4.3 Whenever a member of the Board of Control vacates office before the expiration of the period for which he was appointed, the Minister may, subject to the applicable provisions of regulations 2.1 and 2.2, appoint a person to fill the vacancy for the unexpired portion of the period for which such member was appointed.

4.4 Any person whose period of office as a member of the Board of Control has expired, shall be eligible for re-appointment.

4.5 Regulations 4.1, 4.2, 4.3 and 4.4 shall apply *mutatis mutandis* in respect of persons appointed in terms of regulation 2.3.

#### CHAPTER II

#### 5. GENERAL FUNCTIONS OF THE BOARD OF CONTROL.

5.1 The Board of Control shall have the following general functions:

5.1.1 Subject to the provisions of regulation 13, to consider and decide upon any application for registration in terms of these regulations, and enter the names of such persons in the register.

5.1.2 To decide upon the form of the register and certificates to be kept, maintained or issued under these regulations, the reviewing thereof and the manner in which alterations thereto may be effected.

3.3.6 as hy ophou om 'n Suid-Afrikaanse burger te wees;

3.3.7 as hy kragtens regulasie 2.1.1 aangestel is en ophou om 'n vise-rektor (tegnologie) of 'n lid van die akademiese personeel in ingenieurswese van 'n technikon te wees;

3.3.8 as hy kragtens regulasie 2.1.2 aangestel is en ophou om 'n persoon in diens van die Staat te wees of ophou om 'n professionele ingenieur te wees, na gelang van die geval;

3.3.9 as hy kragtens regulasie 2.1.3 aangestel is en ophou om 'n lid van die Raad te wees;

3.3.10 as hy kragtens regulasie 2.1.4 aangestel is en ophou om 'n lid van die Assosiasie te wees;

3.3.11 as hy aangestel is as 'n lid van die eerste Beheerraad en, behoudens die bepalings van regulasie 3.1.3, nalaat om binne ses maande vanaf die datum van die eerste vergadering van die eerste Beheerraad kragtens regulasie 13 as 'n professionele tegnoloog (ingenieurswese) te registreer;

3.3.12 as hy kragtens regulasie 2.1.4 aangestel is as 'n lid van die eerste Beheerraad en nalaat om 'n lid te word van die Assosiasie binne ses maande vanaf die datum van die eerste vergadering van die eerste Beheerraad;

3.3.13 as hy 'n professionele tegnoloog (ingenieurswese) is en—

3.3.13.1 toelaat dat sy registrasie verval; of

3.3.13.2 sy naam uit die register geskrap word as gevolg van 'n straf wat hom ingevolge hierdie regulasies opgelê is;

3.3.14 as hy sonder toestemming van die Beheerraad van drie agtereenvolgende vergaderings van die Beheerraad afwesig was.

#### 4. AMPSDUUR VAN BEHEERRAADSLEDE.

4.1 Elke lid van die Beheerraad word aangestel vir 'n tydperk van vier jaar.

4.2 Elke lid van die Beheerraad behou, na verstryking van die tydperk waarvoor hy aangestel is, sy amp vir 'n verdere tydperk van hoogstens drie maande totdat sy opvolger aangestel is.

4.3 Wanneer 'n lid van die Beheerraad sy amp ontruim voor die verstryking van die tydperk waarvoor hy aangestel is, kan die Minister, behoudens die toepaslike bepalings van regulasies 2.1 en 2.2, 'n persoon aanstel om die vakature te vul vir die onverstreke gedeelte van die tydperk waarvoor bedoelde lid aangestel is.

4.4 Iemand wie se ampstermyn as lid van die Beheerraad verstryk het, kan weer aangestel word.

4.5 Regulasies 4.1, 4.2, 4.3 en 4.4 is *mutatis mutandis* van toepassing ten opsigte van persone aangestel kragtens regulasie 2.3.

#### HOOFSTUK II

#### 5. ALGEMENE FUNKSIES VAN DIE BEHEERRAAD.

5.1 Die Beheerraad het die volgende algemene funksies:

5.1.1 Om behoudens die bepalings van regulasie 13 'n aansoek om registrasie te oorweeg en daaroor te besluit kragtens hierdie regulasies, en die name van sodanige persone in die register in te skryf.

5.1.2 Om te besluit oor die vorm van die register en sertifikate wat ingevolge hierdie regulasies gehou, bygehou of uitgereik moet word, die hersiening daarvan en die wyse waarop veranderinge daarop aangebring kan word.

5.1.3 To finance, print, circulate and administer the publication of and generally to take any steps necessary to publish any publication relating to the profession of professional technologists (engineering) and cognate matters.

5.1.4 To encourage a high standard of education and training and professional conduct amongst professional technologists (engineering).

5.1.5 To conduct inquiries into allegations of improper conduct of which any professional technologist (engineering) is alleged to have been guilty.

5.1.6 To exempt certain persons from paying their annual fee or portion thereof.

### CHAPTER III

#### 6. ESTABLISHMENT AND FUNCTIONS OF THE EDUCATION ADVISORY COMMITTEE FOR PROFESSIONAL TECHNOLOGISTS (ENGINEERING).

6.1 There is hereby established an Education Advisory Committee for Professional Technologists (Engineering).

6.2 The Education Advisory Committee shall consist of the following members to be appointed by the Minister, namely—

6.2.1 two persons nominated by the Committee of Technikon Principals established in terms of section 28 of the Technikons (National Education) Act, 1967 (Act 40 of 1967), which persons shall be vice-rectors (technology) or members of the engineering academic staff of a technikon;

6.2.2 two persons from a list of persons who are concerned with the practical training of technologists in engineering, which list shall be drawn up by the Association;

6.2.3 four professional technologists (engineering) nominated by the Association;

6.2.4 one person who shall be a member or alternate member of and be nominated by the Board of Control;

6.2.5 one person designated by the Council.

6.3 For every member of the Education Advisory Committee appointed in terms of regulation 6.2 there shall be an alternate member appointed in the same manner as such member and any alternate member so appointed may attend and take part in the proceedings of the Education Advisory Committee whenever the member to whom he has been appointed as alternate member is absent from such meeting.

6.4 The provisions of regulations 2.2 and 2.4 shall apply *mutatis mutandis* in respect of the Education Advisory Committee.

6.5 No person shall be appointed as a member of the Education Advisory Committee in terms of—

6.5.1 regulations 6.2.1, 6.2.2, 6.2.3 and 6.2.4, or as an alternate to any such member in terms of regulation 6.3, unless he is a professional technologist (engineering);

6.5.2 regulation 6.2.3, or as an alternate to such member in terms of regulation 6.3, unless he is a member of the Association.

6.6 Regulations 6.5.1 and 6.5.2 shall not apply for a period of six months from the date of the first meeting of the first Education Advisory Committee.

6.7 A member of the Education Advisory Committee and any alternate member appointed in terms of regulation 6.3, shall vacate office—

6.7.1 if he signifies in writing his wish to resign and his resignation is accepted by the Minister;

5.1.3 Om enige publikasie met betrekking tot die professie van professionele tegnoloë (ingenieurswese) en verwante aangeleenthede te finansier, te druk en te versprei en die publikasie daarvan te administreer en om in die algemeen die stappe te doen wat nodig is om dit te publiseer.

5.1.4 Om 'n hoë standaard van opvoeding en opleiding asook die handhawing van professionele gedrag onder professionele tegnoloë (ingenieurswese) aan te moedig.

5.1.5 Om ondersoek in te stel na bewerings van onbehoorlike gedrag waaraan 'n professionele tegnoloog (ingenieurswese) hom na bewering skuldig sou gemaak het.

5.1.6 Om sekere persone vry te stel van die betalings van hul jaargeld of gedeelte daarvan.

### HOOFSTUK III

#### 6. INSTELLING EN FUNKSIES VAN DIE ADVISERENDE ONDERWYSKOMITEE VIR PROFESSIONELE TEGNOLOË (INGENIEURSWESE).

6.1 Daar word hierby 'n Adviserende Onderwyskomitee vir Professionele Tegnoloë (ingenieurswese) ingestel.

6.2 Die Adviserende Onderwyskomitee bestaan uit die volgende lede wat deur die Minister aangestel moet word, naamlik—

6.2.1 twee persone genomineer deur die Komitee van Technikonhoofde, gestig kragtens artikel 28 van die Wet op Technikons (Nasionale Opvoeding), 1967 (Wet 40 van 1967), welke persone vise-rektore (tegnologie) of lede van die akademiese personeel in ingenieurswese van 'n technikon moet wees;

6.2.2 twee persone uit 'n lys van persone wat belang het by die praktiese opleiding van tegnoloë in ingenieurswese, welke lys deur die Assosiasie opgestel word;

6.2.3 vier professionele tegnoloë (ingenieurswese) genomineer deur die Assosiasie;

6.2.4 een persoon wat 'n lid of plaasvervangende lid van die Beheerraad moet wees en deur die Beheerraad genomineer moet word;

6.2.5 een persoon aangewys deur die Raad.

6.3 Vir elke lid van die Adviserende Onderwyskomitee kragtens regulasie 6.2 aangestel, moet daar 'n plaasvervangende lid op dieselfde wyse as bedoelde lid aangestel word, en 'n plaasvervangende lid aldus aangestel kan 'n vergadering van die Adviserende Onderwyskomitee bywoon en aan die verrigtinge aldaar deelneem wanneer die lid vir wie hy as plaasvervangende lid aangestel is, van bedoelde vergadering afwezig is.

6.4 Die bepalings van die regulasies 2.2 en 2.4 is *mutatis mutandis* van toepassing ten opsigte van die Adviserende Onderwyskomitee.

6.5 Niemand word aangestel as 'n lid van die Adviserende Onderwyskomitee kragtens—

6.5.1 regulasies 6.2.1, 6.2.2, 6.2.3 en 6.2.4, of as 'n plaasvervanger van so 'n lid kragtens regulasie 6.3 nie, tensy hy 'n professionele tegnoloog (ingenieurswese) is;

6.5.2 regulasie 6.2.3, of as 'n plaasvervanger van so 'n lid kragtens regulasie 6.3 nie, tensy hy 'n lid is van die Assosiasie.

6.6 Regulasies 6.5.1 en 6.5.2 is nie van toepassing nie gedurende 'n tydperk van ses maande vanaf die datum van die eerste vergadering van die eerste Adviserende Onderwyskomitee.

6.7 'n Lid van die Adviserende Onderwyskomitee en enige plaasvervangende lid aangestel kragtens regulasie 6.3, ontruim sy amp—

6.7.1 as hy skriftelik kennis gee van sy wens om te bedank en sy bedanking deur die Minister aanvaar word;

6.7.2 if he becomes insolvent or assigns his estate for the benefit of, or compounds it with, his creditors;

6.7.3 if he is according to the law detained as a mentally ill person;

6.7.4 if he is convicted of an offence and sentenced to a term of imprisonment without the option of a fine;

6.7.5 if he is removed from an office of trust on account of improper conduct or if he has been guilty of conduct by reason whereof he is in the opinion of the Minister not a fit person to be a member of the Education Advisory Committee;

6.7.6 if he ceases to be a South African citizen;

6.7.7 if he was appointed in terms of regulation 6.2.1 and ceases to be a vice-rector (technology) or a member of the engineering academic staff of a technikon;

6.7.8 if he was appointed in terms of regulation 6.2.4 and ceases to be a member or an alternate member of the Board of Control;

6.7.9 if he was appointed in terms of regulations 6.2.1, 6.2.2, 6.2.3 and 6.2.4 and fails to register as a professional technologist (engineering) within six months from the date of the first meeting of the first Education Advisory Committee;

6.7.10 if he was appointed in terms of regulation 6.2.3 and fails to become a member of the Association within six months from the date of the first meeting of the first Education Advisory Committee;

6.7.11 if he is a professional technologist (engineering) and—

6.7.11.1 allows his registration to lapse; or

6.7.11.2 his name is removed from the register as a result of a punishment imposed under these regulations;

6.7.12 if he has been absent from three consecutive meetings of the Education Advisory Committee without its leave.

6.8 The provisions of regulations 4.1, 4.2, 4.3, 4.4 and 4.5 shall apply *mutatis mutandis* in respect of the Education Advisory Committee.

6.9 It shall be the function of the Education Advisory Committee to assist the Board of Control in the performance of its functions in relation to education, in determining the qualifications to be recognised for purposes of registration in terms of these regulations and, in general, in any other matter relating to education and training which the Board of Control may in its discretion refer to the Education Advisory Committee for investigation and recommendation.

#### CHAPTER IV

#### 7. ESTABLISHMENT AND FUNCTIONS OF COMMITTEES.

7.1 The Board of Control may establish committees to assist it in the performance of its functions and duties and shall appoint such persons as it deems fit to be members of any such committee: Provided that at least one member of such committee or his alternate shall be a member or alternate member of the Board of Control.

7.2 The chairman and vice-chairman of any such committee shall be designated by the Board of Control from the members of such committee.

7.3 A member of a committee appointed in terms of regulation 7.1 who is not a professional technologist (engineering) shall not be designated chairman or vice-chairman of that committee or preside at any meeting thereof.

6.7.2 as hy insolvent raak of van sy boedel afstand doen ten voordele van sy skuldeisers of met hulle 'n skikking aangaan;

6.7.3 as hy volgens die reg as 'n geestesongestelde persoon aangehou word;

6.7.4 as hy weens 'n misdryf veroordeel en tot gevangenisstraf sonder die keuse van 'n boete gevonnis word;

6.7.5 as hy weens onbehoorlike gedrag uit 'n vertrouensamp verwyder word of as hy hom skuldig gemaak het aan gedrag van so 'n aard dat hy na die oordeel van die Minister nie 'n geskikte persoon is om 'n lid van die Adviserende Onderwyskomitee te wees nie;

6.7.6 as hy ophou om 'n Suid-Afrikaanse burger te wees;

6.7.7 as hy kragtens regulasie 6.2.1 aangestel is en ophou om 'n vise-rektor (tegnologie) of 'n lid van die akademiese personeel in ingenieurswese van 'n technikon te wees;

6.7.8 as hy kragtens regulasie 6.2.4 aangestel is en ophou om 'n lid of plaasvervangende lid van die Beheerraad te wees;

6.7.9 as hy kragtens regulasies 6.2.1, 6.2.2, 6.2.3 en 6.2.4 aangestel is en nalaat om binne ses maande vanaf die datum van die eerste vergadering van die eerste Adviserende Onderwyskomitee as 'n professionele tegnoloog (ingenieurswese) te regstreer;

6.7.10 as hy kragtens regulasie 6.2.3 aangestel is en nalaat om 'n lid te word van die Assosiasie binne ses maande vanaf die datum van die eerste vergadering van die eerste Adviserende Onderwyskomitee;

6.7.11 as hy 'n professionele tegnoloog (ingenieurswese) is en—

6.7.11.1 toelaat dat sy registrasie verval; of

6.7.11.2 sy naam uit die register geskrap word as gevolg van 'n straf wat hom ingevolge hierdie regulasies opgelê is;

6.7.12 as hy sonder toestemming van die Adviserende Onderwyskomitee van drie agtereenvolgende vergaderings van daardie Komitee afwesig was.

6.8 Die bepalings van regulasies 4.1, 4.2, 4.3, 4.4 en 4.5 is *mutatis mutandis* van toepassing ten opsigte van die Adviserende Onderwyskomitee.

6.9 Die funksies van die Adviserende Onderwyskomitee is om die Beheerraad by te staan by die verrigting van sy werksaamhede en pligte met betrekking tot onderwys, in die bepaling van kwalifikasies wat erken gaan word vir die doeleindes van registrasie kragtens hierdie regulasies en in die algemeen enige ander sake in verband met onderwys en opleiding wat die Beheerraad in sy diskresie na die Adviserende Onderwyskomitee verwys vir ondersoek en aanbeveling.

#### HOOFTUK IV

#### 7. INSTELLING EN FUNKSIES VAN KOMITEES.

7.1 Die Beheerraad kan komitees instel om hom by die verrigting van sy werksaamhede en pligte by te staan en kan dié persone wat hy goedvind, aanstel om lede van so 'n komitee te wees: Met dien verstande dat minstens een lid van so 'n komitee of sy plaasvervangende lid, 'n lid of plaasvervangende lid van die Beheerraad moet wees.

7.2 Die voorsitter en vise-voorsitter van so 'n komitee moet deur die Beheerraad vanuit die lede van sodanige komitee aangewys word.

7.3 'n Lid van 'n komitee, ingestel kragtens regulasie 7.1 wat nie 'n professionele tegnoloog (ingenieurswese) is nie, mag nie as voorsitter of vise-voorsitter van so 'n komitee aangewys word of op 'n vergadering van so 'n komitee voorsit nie.

7.4 It shall be the function of a committee to assist the Board of Control in the performance of its functions and duties in terms of these regulations and to inquire into and advise upon or make recommendations in regard to any matter which the Board of Control may refer to such committee either specifically or generally, or which has been raised by such committee of its own accord.

## CHAPTER V

### MEETINGS AND PROCEDURE AT MEETINGS OF THE BOARD OF CONTROL, THE EDUCATION ADVISORY COMMITTEE AND COMMITTEES

#### 8. ELECTION OF CHAIRMAN AND VICE-CHAIRMAN OF THE BOARD OF CONTROL.

8.1 The members of the Board of Control shall, at the first meeting of the Board of Control and thereafter as the occasion arises, out of their number elect a chairman and vice-chairman of the Board of Control and the chairman and vice-chairman shall hold office until the expiration of the period for which they were appointed as members.

8.2 If the chairman or the vice-chairman of the Board of Control vacates his office before the expiration of the period for which he was appointed as a member of the Board of Control, another member of the Board of Control shall, subject to the provisions of regulation 8.1, be elected as chairman or vice-chairman, as the case may be, of the Board of Control for the remainder of such period.

8.3 If for any reason the chairman is not able to act, the vice-chairman, if able to do so, shall act in his stead.

8.4 If the chairman and the vice-chairman are absent from any meeting of the Board of Control or are not able to preside, the members present shall elect one of their number to preside at that meeting and the person so elected to preside may during that meeting and until the chairman or vice-chairman resumes duty, perform all the duties of the chairman.

8.5 A member of the Board of Control who is not a professional technologist (engineering) shall not be elected chairman or vice-chairman of the Board of Control or preside at any meeting thereof.

8.6 No person shall serve as chairman of the Board of Control for a period in excess of eight years.

#### 9. MEETINGS OF THE BOARD OF CONTROL.

9.1 All meetings of the Board of Control shall be held at such times and places as may be fixed by the Board of Control: Provided that the Board of Control shall meet at least two times in every year: Provided further that if at the close of any meeting the Board of Control has not fixed the time and place for its next meeting, such time and place shall be determined by the chairman or, in the event of his incapacity, by the vice-chairman.

9.2 The chairman may at any time call a special meeting of the Board of Control.

9.3 The chairman shall, upon a written request signed by not less than four members of the Board of Control, call a special meeting thereof to be held within four weeks after the date of receipt of such request, at such time and place as he may determine.

9.4 Every member of the Board of Control shall be given not less than two weeks' notice, in writing, of every meeting of the Board of Control.

9.5 A majority of all members of the Board of Control shall form a quorum at any meeting of the Board of Control.

7.4 Die funksie van 'n komitee is om die Beheerraad by die verrigting van sy werksaamhede en pligte kragtens hierdie regulasies by te staan en om ondersoek in te stel na en advies te verleen of aanbevelings te doen met betrekking tot enige aangeleentheid wat die Beheerraad in 'n spesifieke geval of in die algemeen na 'n komitee verwys of wat uit eie beweging deur sodanige komitee geopper is.

## HOOFSTUK V

### VERGADERINGS EN PROSEDURES OP VERGADERINGS VAN DIE BEHEERRAAD, DIE ADVISERENDE ONDERWYSKOMITEE EN KOMITEES

#### 8. VERKIESING VAN VOORSITTER EN VISE-VOORSITTER VAN DIE BEHEERRAAD.

8.1 Die lede van die Beheerraad kies op die eerste vergadering van die Beheerraad en daarna wanneer dit nodig word, uit hul midde 'n voorsitter en 'n vise-voorsitter van die Beheerraad, en die voorsitter en vise-voorsitter beklee hul amp totdat die tydperk waarvoor hul as lede van die Beheerraad aangestel is, verstryk.

8.2 Indien die voorsitter of die vise-voorsitter van die Beheerraad sy amp ontruim voor die verstryking van die tydperk waarvoor hy as lid van die Beheerraad aangestel is, word 'n ander lid van die Beheerraad, behoudens die bepalings van regulasie 8.1, gekies tot voorsitter of vise-voorsitter, na gelang van die geval, van die Beheerraad, vir die onverstreke gedeelte van sodanige tydperk.

8.3 Indien die voorsitter om die een of ander rede nie kan optree nie, moet die vise-voorsitter, indien hy dit kan doen, in sy plek optree.

8.4 Indien die voorsitter en vise-voorsitter van 'n vergadering van die Beheerraad afwesig is of nie kan voorsit nie, moet die aanwesige lede een uit hul midde kies om op daardie vergadering voor te sit, en die persoon aldus geskies om voor te sit, kan gedurende daardie vergadering en totdat die voorsitter of die vise-voorsitter sy ampspligte hervat, al die pligte van die voorsitter verrig.

8.5 'n Lid van die Beheerraad wat nie 'n professionele tegnoloog (ingenieurswese) is nie, mag nie tot voorsitter of vise-voorsitter van die Beheerraad gekies word of op 'n Beheerraadsvergadering voorsit nie.

8.6 Geen persoon mag vir 'n tydperk van langer as agt jaar as voorsitter dien nie.

#### 9. VERGADERINGS VAN DIE BEHEERRAAD.

9.1 Alle vergaderings van die Beheerraad word gehou op die tye en plekke wat die Beheerraad bepaal: Met dien verstande dat die Beheerraad minstens twee maal in elke jaar moet vergader: Met dien verstande voorts dat indien die Beheerraad aan die einde van 'n vergadering nie die tyd en plek vir sy volgende vergadering bepaal het nie, die voorsitter of, in geval van sy onbevoegdheid, die vise-voorsitter sodanige tyd en plek moet bepaal.

9.2 Die voorsitter kan te eniger tyd 'n spesiale vergadering van die Beheerraad belê.

9.3 Die voorsitter moet op 'n skriftelike versoek wat deur minstens vier lede van die Beheerraad onderteken is, 'n spesiale vergadering van die Beheerraad belê wat op 'n tyd en plek deur hom bepaal, dog binne vier weke na die datum van ontvangs van bedoelde versoek, gehou moet word.

9.4 Aan elke lid van die Beheerraad moet minstens twee weke skriftelike kennis gegee word van elke vergadering van die Beheerraad.

9.5 'n Meerderheid van al die lede van die Beheerraad maak 'n kworum vir 'n Beheerraadsvergadering uit.

9.6 The decision of a majority of the members of the Board of Control present at any meeting thereof shall constitute a decision of the Board of Control and, in the event of an equality of votes in regard to any matter, the person presiding at the meeting in question shall have a casting vote in addition to his deliberative vote.

9.7 If a member of the Board of Control who is present at a meeting of the Board of Control does not agree with a resolution of the Board of Control passed at such a meeting, he may request that his dissension, with or without the reasons therefor, be recorded in the minutes and the person presiding at such a meeting shall comply with such request or ensure that it is complied with.

#### 10. ELECTION OF CHAIRMAN AND VICE-CHAIRMAN OF THE EDUCATION ADVISORY COMMITTEE.

10.1 The members of the Education Advisory Committee shall, at the first meeting of the Education Advisory Committee and thereafter as the occasion arises, out of their number elect a chairman and vice-chairman of the Education Advisory Committee and any person so elected shall hold office as such for no longer than the expiration of the period for which he was appointed a member of the Education Advisory Committee or until he ceases to be a member thereof, whichever event first occurs: Provided that no person shall serve as chairman for a period in excess of eight years.

10.2 If the chairman of the Education Advisory Committee vacates office before the expiration of the period for which he was appointed a member thereof, another member of the Education Advisory Committee shall, subject to the provisions of regulation 10.1, be elected chairman in his stead.

10.3 Regulations 8.3, 8.4 and 8.5 shall apply *mutatis mutandis* in respect of the Education Advisory Committee.

#### 11. MEETINGS OF THE EDUCATION ADVISORY COMMITTEE.

11.1 The first meeting of the Education Advisory Committee shall be held at a time and place to be fixed by the chairman of the Board of Control and all subsequent meetings shall be held at such times and places as the chairman of the Education Advisory Committee shall determine.

11.2 The chairman of the Education Advisory Committee may, in consultation with the chairman of the Board of Control, at any time call a special meeting of the Education Advisory Committee to be held at such time and place as he may determine.

11.3 Regulations 9.4, 9.5, 9.6 and 9.7 shall apply *mutatis mutandis* in respect of meetings of the Education Advisory Committee.

#### 12. MEETINGS OF COMMITTEES.

12.1 Regulations 11.1, 11.2 and 11.3 shall apply *mutatis mutandis* in respect of meetings of each committee.

### CHAPTER VI

#### 13. REGISTRATION OF PROFESSIONAL TECHNOLOGISTS (ENGINEERING).

13.1 Any person who desires to be registered as a professional technologist (engineering), shall lodge with the Board of Control an application in writing as set out in Annexure C and such application shall be accompanied by the registration fee as prescribed in Annexure A and such further information as may be required by the Board of Control.

9.6 Die besluit van die meerderheid van die lede van die Beheerraad wat op 'n Beheerraadsvergadering aanwesig is, maak 'n besluit van die Beheerraad uit, en by 'n staking van stemme oor enige aangeleenthed het die persoon wat op die betrokke vergadering voorsit, benewens sy beraadslagende stem ook 'n beslissende stem.

9.7 Indien 'n lid van die Beheerraad wat teenwoordig is op 'n Beheerraadsvergadering, dit nie eens is met 'n besluit van die Beheerraad wat op sodanige vergadering geneem is nie, kan hy versoek dat sy teenkanting, met of sonder die redes daarvoor, genootleer word, en die persoon wat op sodanige vergadering voorsit, moet aan sodanige versoek voldoen of toesien dat daarvan voldoen word.

#### 10. VERKIESING VAN DIE VOORSITTER EN VISE-VOORSITTER VAN DIE ADVISERENDE ONDERWYSKOMITEE.

10.1 Die lede van die Adviserende Onderwyskomitee kies op die eerste vergadering van die Adviserende Onderwyskomitee en daarna wanneer dit nodig word, uit hul midde 'n voorsitter en 'n vise-voorsitter van die Adviserende Onderwyskomitee, en die aldus gekose persoon beklee sy amp as sodanig totdat die tydperk waarvoor hy as lid van die Adviserende Onderwyskomitee aangestel is, verstryk of totdat hy ophou om 'n lid daarvan te wees, na gelang van watter gebeurtenis eerste plaasvind: Met dien verstande dat geen persoon vir 'n tydperk van langer as agt jaar as voorsitter mag dien nie.

10.2 Indien die voorsitter van die Adviserende Onderwyskomitee sy amp ontruim voor die verstryking van die tydperk waarvoor hy as 'n lid daarvan aangestel is, word, behoudens die bepalings van regulasie 10.1 'n ander lid van die Adviserende Onderwyskomitee in sy plek tot voorsitter gekies.

10.3 Regulasies 8.3, 8.4 en 8.5 is *mutatis mutandis* op die Adviserende Onderwyskomitee van toepassing.

#### 11. VERGADERINGS VAN DIE ADVISERENDE ONDERWYSKOMITEE.

11.1 Die eerste vergadering van die Adviserende Onderwyskomitee word gehou op die tyd en plek wat die voorsitter van die Beheerraad bepaal en alle verdere vergaderings word gehou op die tye en plekke deur die voorsitter van die Adviserende Onderwyskomitee bepaal.

11.2 Die voorsitter van die Adviserende Onderwyskomitee kan in oorleg met die voorsitter van die Beheerraad te eniger tyd 'n spesiale vergadering van die Adviserende Onderwyskomitee belê op 'n tyd en plek deur hom bepaal.

11.3 Regulasies 9.4, 9.5, 9.6 en 9.7 is *mutatis mutandis* van toepassing ten opsigte van vergaderings van die Adviserende Onderwyskomitee.

#### 12. VERGADERINGS VAN KOMITEES.

12.1 Regulasies 11.1, 11.2 en 11.3 is *mutatis mutandis* van toepassing ten opsigte van vergaderings van elke komitee.

### HOOFSTUK VI

#### 13. REGISTRASIE VAN PROFESSIONELE TEGNOLÖË (INGENIEURSWESE).

13.1 Iemand wat begerig is om as 'n professionele tegnoloog (ingenieurswese) geregistreer te word, moet 'n skrifte-like aansoek om sodanige registrasie by die Beheerraad indien soos in Aanhangsel C uiteengesit, en sodanige aansoek moet vergesel gaan van die registrasiegeld soos voorgeskryf in Aanhangsel A en sodanige inligting as wat die Beheerraad verlang.

13.2 If after consideration of any such application the Board of Control is satisfied that the applicant—

13.2.1 has passed the examinations leading to a diploma in technology at the level of the Diploma of Technology offered by a South African Technikon in 1982 or a qualification of equivalent level recognised as such by the Board of Control; and

13.2.2 has for such period as may be determined by the Board of Control, performed engineering work which in the opinion of the Board of Control is of sufficient variety and of a satisfactory nature and standard,

the Board of Control shall, subject to the provisions of regulation 13.5, register the applicant as a professional technologist (engineering) and, on payment of the annual fee due in terms of Annexure A, issue to him a certificate of registration in the prescribed form.

13.3 Any person who—

13.3.1 does not meet the requirements referred to in regulation 13.2.1;

13.3.2. has had experience in work of an engineering nature, which in the opinion of the Board of Control is of sufficient variety and of a satisfactory nature and standard, at a level of seniority and responsibility acceptable to the Board of Control for such period as the Board of Control may determine; and

13.3.3 passes such examination, if any, which the Board of Control may determine,

shall be deemed to have complied with the requirements for registration referred to in regulation 13.2.

13.4 No person shall be registered as a professional technologist (engineering) by virtue of the provisions of regulation 13.3, unless he applies to the Board of Control to be so registered within four years from the year following the year which the Board of Control is established, or within such further period as the Board of Control may allow.

13.5 The Board of Control may refuse to register any person as a professional technologist (engineering)—

13.5.1 if he has at any time been removed from an office of trust;

13.5.2 if he has at any time been convicted of extortion, bribery, theft, fraud, forgery or uttering a forged document or perjury and has been sentenced in respect thereof to imprisonment without the option of a fine or a fine exceeding R500;

13.5.3 if he is according to the law detained as a mentally ill person;

13.5.4 if he is an unrehabilitated insolvent or has entered into an arrangement with his creditors; or

13.5.5 if he has been permanently disqualified from registration in terms of the Act.

13.6 The Board of Control shall at the written request of any professional technologist (engineering) remove his name from the register, but the removal shall not affect any liability incurred by such professional technologist (engineering) prior to the date of such request.

13.7 The Board of Control may cancel the registration as a professional technologist (engineering) of any person who subsequent to his registration becomes subject to any of the disqualifications mentioned in regulation 13.5.1, 13.5.2, 13.5.3 or 13.5.5 or whose estate is sequestrated or who enters into an arrangement with his creditors or whose registration was made in error or on information subsequently proved to be false.

13.2 Indien die Beheerraad na oorweging van so 'n aansoek oortuig is dat die aansoeker—

13.2.1 geslaag het in die eksamens wat lei tot 'n diploma in tegnologie op die vlak van die Diploma in Tegnologie aangebied deur 'n Suid-Afrikaanse Technikon in 1982 of 'n kwalifikasie van gelykwaardige standaard wat sodanig deur die Beheerraad erken word; en

13.2.2 vir sodanige tydperk wat die Beheerraad bepaal, ingenieurswerk verrig het wat na die oordeel van die Beheerraad van voldoende verskeidenheid en van 'n bevredigende aard en standaard is,

moet die Beheerraad, behoudens die bepalings van regulasie 13.5, die aansoeker as 'n professionele tegnoloog (ingenieurswese) regstreer en by betaling van die jaargeld verskuldig kragtens die bepalings van Aanhangsel A aan hom 'n registrasiesertifikaat in die voorgeskrewe vorm uitreik.

13.3 Enige persoon wat—

13.3.1 nie voldoen aan die vereistes bedoel in regulasie 13.2.1 nie;

13.3.2 ondervinding opgedoen het in werk van 'n ingenieursaard wat na die oordeel van die Beheerraad van voldoende verskeidenheid en van 'n bevredigende aard en standaard is op 'n vlak van senioriteit en verantwoordelikheid aanvaarbaar vir die Beheerraad en vir sodanige tydperk wat die Beheerraad bepaal; en

13.3.3 slaag in sodanige eksamen, indien enige, wat die Beheerraad bepaal,

word geag aan die in regulasie 13.2 bedoelde vereistes vir registrasie te voldoen het.

13.4 Niemand word as 'n professionele tegnoloog (ingenieurswese) ingevolge die bepalings van regulasie 13.3 geregistreer nie, tensy hy binne vier jaar vanaf die jaar volgende die jaar waarin die Beheerraad ingestel is of binne sodanige verdere tydperk wat die Beheerraad toelaat, by die Beheerraad aansoek doen om as sodanig geregistreer te word.

13.5 Die Beheerraad kan weier om 'n persoon as 'n professionele tegnoloog (ingenieurswese) te regstreer—

13.5.1 as hy te eniger tyd van 'n vertrouensamp onthef is;

13.5.2 as hy te eniger tyd veroordeel is weens afpersing, omkopery, diefstal, bedrog, vervalsing of die uitgifte van 'n vervalste dokument of meeneid en ten opsigte daarvan tot gevangenisstraf sonder die keuse van 'n boete of tot 'n boete van meer as R500 gevonnis is;

13.5.3 as hy volgens die reg as 'n geestesongestelde persoon aangehou word;

13.5.4 as hy 'n ongerehabiliteerde insoliente persoon is of met sy skuldeisers 'n ooreenkoms aangegaan het; of

13.5.5 as hy permanent onbevoegd verklaar is vir registrasie kragtens die Wet.

13.6 Die Beheerraad moet op skriftelike versoek van 'n professionele tegnoloog (ingenieurswese), sy naam uit die register skrap, maar die skrapping het geen uitwerking op enige aanspreeklikheid waaraan sodanige professionele tegnoloog (ingenieurswese) voor die datum van sodanige versoek onderhewig geword het nie.

13.7 Die Beheerraad kan die registrasie van 'n persoon as 'n professionele tegnoloog (ingenieurswese) kanselleer indien sodanige persoon na sy registrasie aan 'n in regulasie 13.5.1, 13.5.2, 13.5.3 of 13.5.5 vermelde diskwalifikasie onderhewig word of wie se boedel gesekwestreer word of 'n ooreenkoms met sy skuldeisers aangaan of per abuis geregistreer is of geregistreer is op grond van inligting wat daarna bewys word vals te wees.

13.8 The registration of any person as a professional technologist (engineering) shall lapse if such person fails to pay the annual fee or portion thereof prescribed in Annexure A that is payable by him within six months after such fee or portion thereof becomes due or within such further period as the Board of Control may in any particular case allow.

13.9 Any person whose registration as a professional technologist (engineering) has been cancelled in terms of regulation 13.6, 13.7 or 14.6 or has lapsed in terms of regulation 13.8, shall return to the Registrar his certificate of registration within 30 days from the date upon which he is directed by the Registrar by notice in writing transmitted by post to do so.

13.10 Subject to the provisions of regulation 13.5 the Board of Control shall on application to it register as a professional technologist (engineering) any person who was previously registered as a professional technologist (engineering) under regulation 13.2 if he has paid the prescribed registration fee and any arrear annual fee or portion thereof prescribed under Annexure A and returned the registration certificate requested in terms of regulation 13.9.

13.11 Any person who is a professional technologist (engineering) may describe himself as a professional technologist (engineering) and be entitled to indicate his profession or make it known by using the title, Professional Technologist (Engineering) or the abbreviation Pr Tech (Eng) after his name.

## CHAPTER VII

### 14. CODE OF CONDUCT, IMPROPER CONDUCT, INQUIRIES INTO IMPROPER CONDUCT AND PUNISHMENTS FOR IMPROPER CONDUCT.

14.1 Every person registered in terms of these regulations shall, in carrying on his profession, comply with the following code of conduct:

14.1.1 He shall have due regard to public safety, health and interest.

14.1.2 He shall discharge his duties to his employer or client in an efficient and competent manner with complete fidelity and honesty.

14.1.3 He shall order his conduct so as to uphold the dignity, standing and reputation of the profession.

14.1.4 He shall not undertake work of an engineering nature which he cannot execute competently having regard to his education and experience.

14.1.5 He shall disclose to his employer or client, in writing, any substantial interest he may have in any company, firm or person carrying on any contracting, consulting work or manufacturing business which is or may be related to the work for which he is employed and particulars of any royalty accruing to him from any article or process used in or for the purpose of the work in respect of which he is employed.

14.1.6 Subject to the provisions of regulation 14.1.5, he shall not receive, either directly or indirectly, any gratuity, commission or other financial benefit on any article or process used in or for the purpose of the work in respect of which he is employed, unless such gratuity, commission or other financial benefit has been authorised, in writing, by his employer or client.

13.8 Die registrasie van 'n persoon as 'n professionele tegnoloog (ingenieurswese) verval as sodanige persoon versum om die jaargeld of gedeelte daarvan wat kragtens die bepalings van Aanhangsel A voorgeskryf is en deur hom betaalbaar is, te betaal binne ses maande nadat sodanige geld of gedeelte daarvan betaalbaar word of binne die verdere tydperk wat die Beheerraad in 'n besonderhede geval toelaat.

13.9 Iemand wie se registrasie as 'n professionele tegnoloog (ingenieurswese) kragtens regulasie 13.6, 13.7 of 14.6 gekanselleer is of kragtens regulasie 13.8 verval het, moet sy registrasiesertifikaat aan die Registrateur terugbesorg binne 30 dae vanaf die datum waarop hy deur die Registrateur, by skriftelike kennisgewing deur die pos gestuur, gelas is om dit te doen.

13.10 Behoudens die bepalings van regulasie 13.5 moet die Beheerraad op aansoek by hom 'n persoon wat voorheen kragtens regulasie 13.2 as 'n professionele tegnoloog (ingenieurswese) geregistreer was, as 'n professionele tegnoloog (ingenieurswese) registreer indien hy die voorgeskrewe registrasiegeld en enige agterstallige jaargeld of gedeelte daarvan kragtens Aanhangsel A voorgeskryf, betaal het en die registrasiesertifikaat kragtens regulasie 13.9 aangevra, teruggestuur het.

13.11 Iemand wat as 'n professionele tegnoloog (ingenieurswese) geregistreer is, kan homself as 'n professionele tegnoloog (ingenieurswese) beskryf, en is geregtig om sy professie aan te dui of bekend te maak deur van die betiteling Professionele Tegnoloog (Ingenieurswese) of die afkorting Pr Teg (Ing) agter sy naam gebruik te maak.

## HOOFSTUK VII

### 14. GEDRAGSKODE, ONBERHOORLIKE GEDRAG, ONDERSOEKE NA ONBEHOORLIKE GEDRAG EN STRAWWE VIR ONBEHOORLIKE GEDRAG.

14.1 Enige persoon geregistreer kragtens hierdie regulasies moet by die beoefening van sy professie die volgende gedragskode nakom:

14.1.1 Hy moet die openbare veiligheid, gesondheid en belang behoorlik in ag neem.

14.1.2 Hy moet sy verpligte teenoor sy werkgewer of kliënt op 'n bevoegde en bekwame wyse en met volkome getrouwheid en eerlikheid nakom.

14.1.3 Hy moet hom so gedra dat die waardigheid, status en goeie naam van die professie hoog gehou word.

14.1.4 Hy mag nie werk van 'n ingenieursaard onderneem wat hy, met inagneming van sy opleiding en ondervinding nie bevoeg is om te verrig nie.

14.1.5 Hy moet enige wesenlike belang wat hy het in 'n maatskappy, firma of persoon wat kontrak-, raadgewende of vevaardigingswerk verrig wat verband hou of kan hou met die werk waarvoor hy aangestel is, asook besonderhede van enige tantième wat aan hom betaalbaar is vir 'n artikel of proses wat gebruik word in of vir doeleindes van die werk waarvoor hy aangestel is, skriftelik aan sy werkgewer of kliënt openbaar.

14.1.6 Behoudens die bepalings van regulasie 14.1.5, mag hy nie direk of indirek enige gratifikasie, kommissie of ander finansiële voordeel ontvang nie vir 'n artikel of proses wat vir doeleindes van die werk waarvoor hy aangestel is, gebruik word, tensy sodanige gratifikasie, kommissie of ander finansiële voordeel skriftelik deur sy werkgewer of kliënt gemagtig is.

14.1.7 He shall order his conduct in connection with engineering work outside the borders of the Republic of South Africa to the rules in these regulations in so far as they are applicable: Provided that where there are recognised standards of professional conduct in a country outside the Republic, he shall adhere to those standards.

14.1.8 He shall not knowingly attempt to supplant another person registered in terms of the Act in a particular engagement after definite steps have been taken towards the latter's appointment.

14.1.9 He shall not advertise his professional services in a self laudatory manner or in a manner which is derogatory to the dignity of the profession.

14.1.10 He shall not place contracts or orders or be the medium of payments on his employer's or client's behalf without the authority of his employer or client.

14.1.11 He shall not maliciously or recklessly injure, either directly or indirectly, the professional reputation, prospects or business of any other person registered in terms of the Act.

14.1.12 He shall not misrepresent or permit misrepresentation of his or his associates' academic or professional qualifications nor exaggerate his or their degree of responsibility for any engineering work.

14.1.13 He shall not review for the same client the engineering work of any person registered in terms of the Act except—

14.1.13.1 with the prior knowledge of such person; or

14.1.13.2 where he has been notified in writing by the client that the engagement of such person has been terminated; or

14.1.13.3 where the review is required for the purposes of a court of law or other legal proceedings.

14.1.14 He shall not issue any drawings, reports, specifications or document in respect of engineering work prepared by himself or by any other person under his direction or control unless such drawings, reports, specifications or documents bear the name of his organisation and are signed and dated by him or any other appropriately qualified and authorised person.

14.1.15 He shall neither personally nor through any other agency improperly seek to obtain consulting work or, by way of commission or otherwise, make or offer to make payment to a client or prospective client for obtaining such work.

14.1.16 He shall not knowingly submit price proposals under circumstances that constitute competition for consulting work on a basis of fees.

14.1.17 He shall not engage in private consulting practice under the style of a limited liability company or do work of an engineering nature jointly with a limited liability company: Provided that he may, with prior approval of the Board of Control, associate with a limited liability company on such terms and conditions as the Board of Control may impose.

14.1.18 He shall not, while engaged in private consulting practice or while being a member of a company to which section 53 (b) of the Companies Act 1973 (Act 61 of 1973), applies and which performs engineering work generally performed by consulting engineers in private consulting practice, enter into professional association with any person other than a person registered as a professional engineer, a

14.1.7 Hy moet sy gedrag in verband met ingenieurswerk buite die grense van die Republiek van Suid-Afrika skik ooreenkomstig die reëls in hierdie regulasies vir sover dit van toepassing is: Met dien verstande dat waar daar in 'n land buite die Republiek erkende standarde van professionele gedrag bestaan, hy sodanige standarde moet eerbiedig.

14.1.8 Hy mag nie willens en wetens pogings aanwend om by 'n bepaalde diens 'n ander persoon wat kragtens die Wet geregistreer is te verdring nadat definitiewe stappe reeds gedoen is om laasgenoemde aan te stel nie.

14.1.9 Hy mag nie sy professionele dienste op 'n selfverheffende wyse of op 'n wyse wat die waardigheid van die professie skaad, adverteer nie.

14.1.10 Hy mag nie sonder magtiging van sy werkgewer of kliënt kontrakte of bestellings plaas of die medium wees vir betalings namens sy werkgewer of kliënt nie.

14.1.11 Hy mag nie kwaadwilliglik of op roekeloze wyse, hetsy regstreeks of onregstreeks, die professionele aansien, vooruitsigte of sake van 'n ander persoon wat kragtens die Wet geregistreer is skaad nie.

14.1.12 Hy mag nie 'n wanvoorstelling van sy eie akademiese of profesionele kwalifikasies of dié van sy kollegas gee of toelaat of sy of hulle aandeel in enige ingenieurswerk oordryf nie.

14.1.13 Hy mag nie ten behoeve van dieselfde kliënt, die ingenieurswerk van 'n ander persoon wat kragtens die Wet geregistreer is hersien nie, behalwe—

14.1.13.1 met die voorafgaande wete van sodanige persoon; of

14.1.13.2 waar hy skriftelik in kennis gestel is deur die kliënt dat die aanstelling van sodanige persoon beëindig is; of

14.1.13.3 waar hersiening nodig is vir doeleindes van 'n gereghof of ander regsverrigtinge.

14.1.14 Hy mag geen tekenige, verslae, spesifikasies of dokumente in verband met ingenieurswerk opgestel deur homself of deur enige ander persoon onder sy leiding of beheer uitrek nie tensy sodanige tekeninge, verslae, spesifikasies of dokumente die naam van sy organisasie dra en deur homself of 'n ander toepaslike gekwalificeerde en gemagtigde persoon onerteken en gedateer is.

14.1.15 Hy mag nog persoonlik nog deur die tussenkoms van 'n ander op 'n onbehoorlike wyse poog om raadgevende werk te verkry of 'n kliënt of potensiële kliënt vir die verkryging van sodanige werk by wyse van kommissie of andersins te betaal of aan te bied om aldus daarvoor te betaal.

14.1.16 Hy mag nie willens en wetens prysopgawes aangebied onder omstandighede wat op mededinging om raadgevende werk op 'n geldebasis neerkom nie.

14.1.17 Hy mag nie 'n private raadgewende praktyk onder die dekmantel van 'n maatskappy met beperkte aanspreeklikheid bedryf of gesamentlik met 'n maatskappy met beperkte aanspreeklikheid werk van 'n ingenieursaard doen nie: Met dien verstande dat hy met die voorafverkreeën goedkeuring van die Beheerraad met 'n maatskappy met beperkte aanspreeklikheid kan assosieer, behoudens sodanige bepalings en voorwaardes wat die Beheerraad voorschryf:

14.1.18 Hy mag nie, terwyl hy in private raadgewende praktyk staan of terwyl hy 'n lid is van 'n maatskappy waarop artikel 53 (b) van die Maatskappydienstwet, 1973 (Wet 61 van 1973), van toepassing is en wat ingenieurswerk verrig wat gewoonlik verrig word deur raadgewende ingenieurs in private raadgewende praktyk, 'n professionele verbintenis sonder die voorafverkreeën goedkeuring van die Beheerraad aangaan met iemand anders as iemand wat geregistreer is as

professional technologist (engineering), an architect, a quantity surveyor, a professional land surveyor or a natural scientist without the prior approval of the Board of Control.

14.1.19 He shall not, without a satisfactory reason, destroy calculations or documentary or other evidence required for verification of his work.

14.2 A professional technologist (engineering) shall be guilty of improper conduct if he—

14.2.1 fails to comply with any provision of the code of conduct prescribed in regulation 14.1;

14.2.2 commits a criminal offence in the course of carrying on his profession;

14.2.3 accepts remuneration for services rendered from any person other than his client or employer in connection with services being rendered for such client or employer; or

14.2.4 performs work of an engineering nature in connection with any matter which is the subject of dispute or litigation, on condition that payment for such work shall be made only if such dispute or litigation ends favourably for the party for whom such work is performed.

14.3 The acquittal or the conviction of a professional technologist (engineering) by a court of law upon a criminal charge shall not be a bar to proceedings against him under these regulations on a charge of improper conduct notwithstanding the fact that the facts set forth in the charge of improper conduct would, if proved, constituted the offence set forth in the criminal charge on which he was so acquitted or convicted or another offence on which he might have been convicted at his trial on the said criminal charge.

14.4 If the improper conduct with which a professional technologist (engineering) is charged amounts to an offence of which he has been convicted by a court of law, a certified copy of the record of his trial and conviction by that court shall, upon the identification of such a professional technologist (engineering) as the person referred to in the record, be sufficient proof of the commission by him of such offence, unless the conviction has been set aside by a superior court: Provided that it shall be competent for a professional technologist (engineering) charged to adduce evidence that he was in fact wrongly convicted.

#### 14.5 Inquiry into the conduct of a professional technologist (engineering)

14.5.1 The Board of Control shall take due cognisance of any facts or information which comes to its notice and *prima facie* indicates improper conduct on the part of a professional technologist (engineering) and may institute, or cause to be instituted by the Registrar such further investigation as it may deem necessary.

14.5.2 Any person lodging a complaint of improper conduct on the part of a professional technologist (engineering) with the Board of Control shall be required to furnish an affidavit setting forth the complaint and specifying the regulation alleged to have been contravened and to indicate in writing his preparedness to bring evidence in support of this complaint.

14.5.3 The Board of Control may call for such further information from a complainant referred to in regulation 14.5.2 as it may deem necessary.

14.5.4 The Board of Control shall, in writing, notify any professional technologist (engineering) who is the subject of an investigation referred to in regulation 14.5.1 or of a complaint referred to in regulation 14.5.2 of the nature of the alleged improper conduct being investigated or of the

'n professionele ingenieur, 'n professionele tegnoloog (ingenieurswese), 'n argitek, 'n bourekenaar, 'n professionele landmeter of 'n natuurwetenskaplike nie.

14.1.19 Hy mag nie, sonder 'n bevredigende rede, berekenings of dokumentêre of ander getuienis wat benodig word vir verifikasié van sy werk, vernietig nie.

14.2 'n Professionele tegnoloog (ingenieurswese) is skuldig aan onbehoorlike gedrag as hy—

14.2.1 versuim om enige bepaling van die gedragskode voorgeskryf in regulasie 14.1, na te kom;

14.2.2 'n kriminele misdryf begaan in die loop van die beoefening van sy professie;

14.2.3 besoldiging vir gelewerde dienste ontvang van iemand anders as sy kliënt of werkgever in verband met dienste wat aan sodanige kliënt of werkgever gelewer word; of

14.2.4 werk van 'n ingenieursaard verrig in verband met enige aangeleentheid wat die onderwerp van 'n geskil of regsgeding uitmaak, op voorwaarde dat betaling vir sodanige werk sal geskied slegs indien sodanige geskil of geding gunstig verloop vir die persoon vir wie die werk gedoen word.

14.3 Die vryspreking of die skuldigbevinding deur 'n gereghof van 'n professionele tegnoloog (ingenieurswese) op 'n kriminele aanklag belet nie dat stappe ingevolge hierdie regulasies op 'n aanklag van onbehoorlike gedrag teen hom ingestel word nie ondanks die feit dat die feite uiteengesit in die aanklag van onbehoorlike gedrag, as dit bewys sou word, die misdryf sou uitmaak wat uiteengesit is in die kriminele aanklag waarop hy aldus vrygespreek of skuldig gevind is of 'n ander misdryf waaraan hy by sy verhoor op bedoelde kriminele aanklag skuldig bevind kon gewees het.

14.4 As die onbehoorlike gedrag waarvan die professionele tegnoloog (ingenieurswese) aangekla word, neerkom op 'n misdryf waaraan hy deur 'n gereghof skuldig bevind is, is 'n gesertifiseerde afskrif van die notule van sy verhoor en skuldigbevinding deur daardie hof, nadat sodanige professionele tegnoloog (ingenieurswese) geïdentifiseer is as die persoon wat in die notule genoem word, voldoende bewys dat hy sodanige misdryf begaan het, tensy die skuldigbevinding deur 'n hoër hof ter syde gestel is: Met dien verstande dat die aangeklaagde professionele tegnoloog (ingenieurswese) die reg het om getuienis aan te voer dat hy in werklikheid verkeerdelik skuldig bevind is.

#### 14.5 Ondersoek na die gedrag van 'n professionele tegnoloog (ingenieurswese)

14.5.1 Die Beheerraad moet behoorlik kennis neem van enige feite of inligting wat onder sy aandag kom en prima facie 'n aanduiding is van onbehoorlike gedrag aan die kant van 'n professionele tegnoloog (ingenieurswese) en kan sodanige verdere ondersoek instel of deur die Registrateur laat instel as wat die Beheerraad nodig ag.

14.5.2 Iemand wat 'n klage van onbehoorlike gedrag aan die kant van 'n professionele tegnoloog (ingenieurswese) by die Beheerraad indien, moet 'n beëdigde verklaring inlewer waarin die klage uiteengesit en die regulasie wat na bewering oortree is vermeld word en moet skriftelik aandui dat hy bereid is om getuienis ter stawing daarvan te bring.

14.5.3 Die Beheerraad kan sodanige verdere inligting as wat hy nodig ag van 'n klaer in regulasie 14.5.2 bedoel, aanvra.

14.5.4 Die Beheerraad moet 'n professionele tegnoloog (ingenieurswese) wie se gedrag ondersoek word soos in regulasie 14.5.1 vermeld of teen wie 'n klage vermeld in regulasie 14.5.2 ingedien is, skriftelik verwittig van die aard van die beweerde onbehoorlike gedrag wat ondersoek word of van die klage wat ingedien is, na gelang van die

complaint lodged, as the case may be, and afford him the opportunity of giving an explanation of the matter, in writing, within thirty days from the date of such notice, and shall at the same time advise him that should he elect to furnish such explanation, it may be used in evidence.

14.5.5 The Board of Control may cause such further investigation to be made and may seek such legal advice or other assistance as it deems necessary.

14.5.6 If the Board of Control is of the opinion that *prima facie* evidence exists of an infringement referred to in regulations 14.1 and 14.2, it shall proceed with an inquiry in terms of these regulations.

14.5.7 When the inquiry into the conduct of a professional technologist (engineering) concerns an alleged infringement of regulation 14.1.4 the Board of Control shall, after consultation with the Council to designate a number of professional engineers, as agreed upon between the Board of Control and the Council, and such professional engineers may assist the Board of Control with such inquiry.

14.5.8 The Board of Control shall then notify the defendant, in writing, of the nature of the alleged infringement, hereinafter referred to as "the charge", and request him to attend an inquiry at a stated place and time which shall not be earlier than thirty days after the date of issue of the notification, and such defendant shall at the same time be furnished with a copy of these regulations and be advised that any written answer he may make to the charge may be used in evidence.

14.5.9 The notice referred to in regulation 14.5.8 shall be in the form of Annexure B to these regulations and shall be served on the defendant in the same manner as a summons for the attendance of a witness at a civil trial in a magistrate's court.

14.5.10 The Board of Control may appoint any person to advise the Board of Control at such inquiry on matters pertaining to law, procedure or evidence.

14.5.11 The Board of Control shall appoint a *pro forma* complainant and all evidence adduced in support of the charge shall be led by the *pro forma* complainant.

14.5.12 The Board of Control may appoint one or more persons to assist the *pro forma* complainant.

14.5.13 If a defendant fails to attend the inquiry or to be present at any resumption thereof after an adjournment, the Board of Control may deal with the matter in his absence in accordance with the relevant regulations.

14.5.14 Where the defendant is present at an inquiry the procedure shall be as follows:

14.5.14.1 The chairman shall read the charge to the defendant.

14.5.14.2 The chairman shall then ask the defendant to admit or to deny the charge brought against him.

14.5.14.3 If the defendant denies the charge, the Board of Control shall hear evidence pertaining to the charge.

14.5.14.4 If the defendant refuses or fails to plead directly to a charge, the Board of Control shall make a note of such refusal or failure and shall enter a plea of denial on behalf of the defendant and a plea so entered shall have the same effect as if it had in fact been so pleaded.

14.5.14.5 The *pro forma* complainant shall state his case and thereafter adduce his evidence in support of it.

14.5.14.6 The defendant, or his representative, shall be entitled to cross-examine any witness produced by the *pro forma* complainant.

geval, en hom geleentheid bied om 'n skriftelike verduideliking daaromtrent binne dertig dae vanaf die datum van sodanige kennisgewing te verstrek en hom terselfdertyd meegeel dat indien hy verkies om so 'n verduideliking te verskaf, dit as getuienis gebruik kan word.

14.5.5 Die Beheerraad kan sodanige verdere ondersoeklaat instel en sodanige regadvise of ander hulp inwin as wat hy nodig ag.

14.5.6 Indien die Beheerraad van mening is dat daar prima facie getuienis van 'n oortreding vermeld in regulasies 14.1 en 14.2 bestaan, moet hy voortgaan om 'n onderzoek ingevolge hierdie regulasies in te stel.

14.5.7 Wanneer 'n ondersoek na die gedrag van 'n professionele tegnoloog (ingenieurswese) betrekking het op 'n beweerde oortreding van regulasie 14.1.4 moet die Beheerraad, na oorlegpleging met die Raad, die Raad versoek om 'n aantal professionele ingenieurs waarop die Beheerraad en die Raad ooreenkoms, aan te wys, en sodanige professionele ingenieurs kan die Beheerraad met sodanige ondersoekbystaan.

14.5.8 Die Beheerraad moet dan die verweerde skriftelik van die aard van die beweerde oortreding, hierna "die klag" genoem, in kennis stel en hom versoek om 'n onderzoek op 'n bepaalde plek en tyd by te woon wat nie vroeër as dertig dae na die datum van uitreiking van die kennisgewing mag wees nie, en sodanige verweerde moet terselfdertyd van 'n eksemplaar van hierdie regulasies voorsien word en verwittig word dat enige skriftelike antwoord wat hy op die klag teen hom verstrek, as getuienis gebruik kan word.

14.5.9 Die kennisgewing vermeld in regulasie 14.5.8 moet in die vorm van Aanhangsel B van hierdie regulasies wees en moet op die verweerde beteken word op dieselfde wyse as 'n dagvaarding vir die verskyning van 'n getuienie in 'n siviele verhoor in 'n landdroshof.

14.5.10 Die Beheerraad kan enige persoon aanstel om die Beheerraad by bedoelde onderzoek te adviseer oor aangeleenthede betreffende die reg, prosedure of bewyslewering.

14.5.11 Die Beheerraad moet 'n *pro forma*-klaer benoem en alle getuienis wat ter stawing van die klag aangevoer word, moet deur die *pro forma*-klaer gelei word.

14.5.12 Die Beheerraad kan een of meer persone aanstel om die *pro forma*-klaer by te staan.

14.5.13 As die verweerde versuim om die ondersoek by te woon of teenwoordig te wees wanneer 'n ondersoek na uitstel hervat word, kan die Beheerraad in sy afwesigheid voortgaan om die aangeleenthed ooreenkomsdig die betrokke regulasies te behandel.

14.5.14 Indien die verweerde 'n ondersoek bywoon, word die volgende prosedure gevolg:

14.5.14.1 Die voorzitter lees die klag aan die verweerde voor.

14.5.14.2 Die voorzitter vra dan die verweerde om die klag wat teen hom ingebring is, te erken of te ontken.

14.5.14.3 As die verweerde die klag ontken, hoor die Beheerraad getuienis oor die klag aan.

14.5.14.4 As die verweerde weier of versuim om regstreeks op 'n klag te pleit teken die Beheerraad sodanige weiering of versuim aan, en teken hy 'n pleit van ontkenning namens die verweerde aan en 'n aldus aangetekende pleit het dieselfde uitwerking asof daar inderdaad so gepleit is.

14.5.14.5 Die *pro forma*-klaer stel sy saak en bied daarnaas getuienis ter stawing daarvan aan.

14.5.14.6 Die verweerde, of sy verteenwoordiger, is daarop geregtig om enige getuijes wat die *pro forma*-klaer bring, onder kruisverhoor te neem.

14.5.14.7 At the conclusion of the case presented by the *pro forma* complainant, the defendant shall be afforded the opportunity of stating his case or defence either by himself or through his representative and thereafter leading evidence in support thereof.

14.5.14.8 If the defendant states his defence in writing, his statement shall be read.

14.5.14.9 The *pro forma* complainant shall be entitled to cross-examine the defendant, if he has elected to give evidence, and all his witnesses.

14.5.14.10 At the conclusion of the case for the defendant, the Board of Control shall, irrespective of whether the defendant has adduced evidence or not, hear the *pro forma* complainant on the case generally, but shall hear no further evidence unless, if in a special case, it deems it just to receive such further evidence.

14.5.14.11 At the conclusion of the address of the *pro forma* complainant, the defendant, or his representative, shall be entitled to address the Board of Control in defence.

14.5.14.12 The *pro forma* complainant shall not be entitled to reply to such address unless—

14.5.14.12.1 the defendant or his representative has adduced further evidence after the address of the *pro forma* complainant, in which event such reply shall be confined to matters arising from such evidence; or

14.5.14.12.2 the defendant, or his representative, has in his address raised any matter of law, in which event such reply shall be confined to the matter of law so raised.

14.5.14.13 Where a witness is produced by any party, such witness shall first be examined by the party producing him and may then be cross-examined by the other party.

14.5.14.14 Where an inquiry is being conducted and the defendant, or his representative, notifies the Board of Control that the defendant pleads guilty to one or more or all the charges, the Board of Control may, in its discretion, find the defendant guilty on such charge or charges without hearing evidence, or after hearing such evidence as it may deem necessary.

14.5.15 Where the defendant is not present at an inquiry, the procedure shall be as follows:

14.5.15.1 Proof of service of the notice of the inquiry on the defendant shall be produced by the *pro forma* complainant.

14.5.15.2 The *pro forma* complainant shall state his case and then adduce evidence in support of it.

14.5.15.3 For the purpose of regulation 14.5.15.2 it shall not be necessary for formal evidence to be given on oath and the Board of Control may consider and take cognisance of any written statement or evidence produced as evidence by the *pro forma* complainant.

14.5.16 Where an inquiry is being conducted and any person whose evidence may be material has not been called as a witness either by the *pro forma* complainant or by the defendant, the Board of Control may call such person as a witness.

14.5.17 Members of the Board of Control may, either through or with the permission of the chairman, question the *pro forma* complainant, the defendant if he has elected to give evidence, or any witness.

14.5.18 The *pro forma* complainant may, with the consent of the Board of Control withdraw any charge at any time before a finding has been made thereon.

14.5.19 Any decision of the Board of Control in regard to any point arising in connection with, or in the course of, an inquiry may be arrived at *in camera*.

14.5.14.7 By die afsluiting van die saak wat die *pro forma*-klaer gestel het, word die verweerde die geleentheid gebied om self of deur sy verteenwoordiger sy saak of verdediging te stel en daarna sy getuienis ter stawing daarvan aan te voer.

14.5.14.8 As die verweerde sy verdediging skriftelik uiteensit, word sy uiteensetting voorgelees.

14.5.14.9 Die *pro forma*-klaer het die reg om die verweerde, as hy besluit het om getuienis af te lê, en al sy getuienes onder kruisverhoor te neem.

14.5.14.10 By afsluiting van die verweerde se saak moet die Beheerraad, ongeag of die verweerde getuienis aangevoer het al dan nie, die *pro forma*-klaer oor die saak in die algemeen aanhoor, maar mag geen verdere getuienis aanhoor nie behalwe as hy in 'n spesiale geval dit billik ag om sodanige verdere getuienis aan te hoor.

14.5.14.11 By afsluiting van die betoog van die *pro forma*-klaer is die verweerde, of sy verteenwoordiger, daarop geregtig om die Beheerraad ter verdediging toe te spreek.

14.5.14.12 Die *pro forma*-klaer mag nie op sodanige betoog antwoord nie, tensy—

14.5.14.12.1 die verweerde, of sy verteenwoordiger, na die betoog van die *pro forma*-klaer verdere getuienis aangevoer het, en in so 'n geval moet sodanige antwoord beperk word tot aangeleenthede wat uit sodanige getuienis voortspruit; of

14.5.14.12.2 die verweerde, of sy verteenwoordiger, in sy betoog 'n regskwessie geopper het, in welke geval sodanige antwoord tot die aldus geopperde regskwessie beperk moet word.

14.5.14.13 Waar enigeen van die partye 'n getui bring, word so 'n getui eers deur die party wat hom bring, ondervra en daarna deur die ander party onder kruisverhoor geneem.

14.5.14.14 Waar 'n ondersoek gehou word en die verweerde, of sy verteenwoordiger, die Beheerraad meeедel dat die verweerde op een of meer of al die klakte skuldig pleit, kan die Beheerraad na goeddunke die verweerde aan sodanige klag of klakte skuldig bevind sonder dat getuienis aangehoor word of nadat sodanige getuienis aangehoor is as wat hy nodig ag.

14.5.15 Indien die verweerde nie 'n ondersoek bywoon nie word die volgende prosedure gevolg:

14.5.15.1 Die *pro forma*-klaer lever bewys dat die kennisgewing van die ondersoek aan die verweerde beteken is.

14.5.15.2 Die *pro forma*-klaer stel sy saak en voer getuienis ter stawing daarvan aan.

14.5.15.3 Vir doeleinades van regulasie 14.5.15.2, is dit nie nodig dat formeile getuienis onder eed afgelê word nie en die Beheerraad kan oorweging skenk aan en kennis neem van enige skriftelike verklaring of getuienis wat deur die *pro forma*-klaer as getuienis aangevoer word.

14.5.16 Waar 'n ondersoek ingestel word en iemand wie se getuienis belangrik kan wees nie as 'n getui deur of die *pro forma*-klaer of die verweerde geroep is nie, kan die Beheerraad so iemand as 'n getui roep.

14.5.17 Lede van die Beheerraad kan of deur tussenkoms of met die toestemming van die voorsitter, die *pro forma*-klaer, die verweerde, as hy verkies het om getuienis af te lê, of enige getui ondervra.

14.5.18 Die *pro forma*-klaer kan met die toestemming van die Beheerraad 'n klag te eniger tyd intrek voordat 'n bevinding daaroor gegee is.

14.5.19 Die Beheerraad kan *in camera* besluit oor 'n punt wat in verband met of tydens 'n ondersoek ter sprake kom.

14.5.20 At the conclusion of a hearing, the Board of Control may deliberate thereon *in camera*.

14.5.21 The Board of Control shall determine, with regard to any charge, whether sufficient facts have been proved to its satisfaction to support the charge, and shall immediately make known its findings in this connection.

14.5.22 After the announcement of a finding referred to in regulation 14.5.21, the *pro forma* complainant may adduce evidence of previous findings by the Board of Control, if any, of improper conduct in terms of these regulations on the part of the defendant.

14.5.23 Evidence of previous findings of improper conduct in terms of these regulations shall be adduced by means of a certificate under the hand of the Registrar and such certificate shall contain the charge preferred at the time, the finding of the Board of Control and the punishment imposed: Provided that the defendant shall be entitled to challenge the correctness of such certificate, in which event the record of any inquiry at which the defendant was previously found guilty shall be produced in evidence.

14.5.24 The defendant, or his representative, shall be entitled to lead evidence in mitigation and concerning character.

14.5.25 The *pro forma* complainant shall be entitled to cross-examine the defendant, if he has elected to give evidence, and all his witnesses and to lead evidence in rebuttal.

14.5.26 The defendant, or his representative, shall be entitled to cross-examine any witness called by the *pro forma* complainant.

14.5.27 Any witness, including the defendant, may be re-examined by the party producing him.

14.5.28 At the conclusion of such evidence, if any, the *pro forma* complainant shall be entitled to address the Board of Control on the punishment to be imposed on the defendant.

14.5.28.1 At the conclusion of such address the defendant, or his representative, shall be entitled to address the Board of Control on the punishment.

14.5.28.2 The *pro forma* complainant shall not be entitled to reply to such address unless the defendant, or his representative, has in his address raised any matter of law, in which event such reply shall be confined to the matter of law so raised.

14.5.29 The Board of Control may deliberate *in camera* upon the punishment to be imposed and shall as soon as possible thereafter inform the defendant of such punishment.

14.6 A professional technologist (engineering) who has in terms of these regulations been found guilty of improper conduct is liable to one or more of the following punishments:

14.6.1 A reprimand or a caution or a reprimand and a caution.

14.6.2 A fine not exceeding five hundred rand.

14.6.3 Removal from the register and—

14.6.3.1 temporary disqualification from registration in terms of regulation 13 for a specified period not exceeding three years; or

14.6.3.2 permanent disqualification from registration in terms of regulation 13.

14.5.20 Nadat 'n verhoor afgesluit is, kan die Beheerraad *in camera* daaroor beraadslaag.

14.5.21 Die Beheerraad stel met betrekking tot 'n klag vas of voldoende feite tot sy bevrediging bewys is om die klag te staaf, en maak sy bevindinge in hierdie verband onverwyld bekend.

14.5.22 Na bekendmaking van 'n bevinding in regulasie 14.5.21 vermeld, kan die *pro forma*-klaer getuienis aanvoer van vorige bevindinge van die Beheerraad, as daar is, van onbehoorlike gedrag ingevolge hierdie regulasies aan die kant van die verweerde.

14.5.23 Getuienis van vorige bevindinge van onbehoorlike gedrag ingevolge hierdie regulasies moet aangevoer word deur middel van 'n sertifikaat onder die handtekening van die Registrateur en sodanige sertifikaat moet die klag wat op daardie tydstip ingebring is, die Beheerraad se bevinding en die opgelegde straf bevat: Met dien verstande dat die verweerde daarop geregtig is om die juistheid van so 'n sertifikaat te betwissel, in welke geval die rekord van 'n ondersoek waartydens die verweerde skuldig bevind is, as getuienis aangevoer moet word.

14.5.24 Die verweerde, of sy verteenwoordiger, is daarop geregtig om getuienis ter versagting en met betrekking tot karakter aan te voer of af te lê.

14.5.25 Die *pro forma*-klaer is daarop geregtig om die verweerde as hy verkies het om getuienis af te lê, en al sy getuijies onder kruisverhoor te neem en weerleggende getuienis aan te voer.

14.5.26 Die verweerde, of sy verteenwoordiger, is daarop geregtig om enige getuie wat deur die *pro forma*-klaer geroep word onder kruisverhoor te neem.

14.5.27 Enige getuie, met inbegrip van die verweerde, kan weer ondervra word deur die party wat hom geroep het.

14.5.28 By afsluiting van sodanige getuienis, as daar is, is die *pro forma*-klaer daarop geregtig om die beheerraad toe te spreek oor die straf wat die verweerde opgelê moet word.

14.5.28.1 By afsluiting van sodanige betoog is die verweerde, of sy verteenwoordiger, daarop geregtig om die Beheerraad oor die straf toe te spreek.

14.5.28.2 Die *pro forma*-klaer is nie daarop geregtig om op sodanige betoog te antwoord nie tensy die verweerde, of sy verteenwoordiger, in sy betoog 'n regskwessie geopper het, in welke geval sodanige antwoord tot die aldus geopperde regskwessie beperk moet word.

14.5.29 Die Beheerraad kan *in camera* beraadslaag oor die straf wat opgelê moet word en moet so gou doenlik daarna die verweerde van sodanige straf in kennis stel.

14.6 'n Professionele tegnoloog (ingenieurswese) wat ingevolge hierdie regulasies aan onbehoorlike gedrag skuldig bevind is, kan een of meer van die volgende strawwe opgelê word:

14.6.1 'n Berisping of 'n waarskuwing of 'n berisping en 'n waarskuwing.

14.6.2 'n Boete van hoogstens vyfhonderd rand.

14.6.3 Skrapping van die register en—

14.6.3.1 tydelike onbevoegdverklaring vir registrasie kragtens regulasie 13 vir 'n bepaalde tydperk van hoogstens drie jaar; of

14.6.3.2 permanente onbevoegdverklaring vir registrasie kragtens regulasie 13.

14.7 The Board of Control may, in its discretion and subject to such conditions as it may wish to prescribe, if any—

14.7.1 suspend the operation of any punishment imposed in terms of regulation 14.6.2 for a period not exceeding three years from the date on which such punishment is imposed; or

14.7.2 reduce any punishment imposed in terms of regulation 14.6.2; or

14.7.3 substitute any other punishment referred to in regulation 14.6 for any punishment imposed in terms of regulation 14.6.2 or 14.6.3: Provided that the punishment imposed in this manner shall not be more severe than the punishment originally imposed.

14.8 Whenever any punishment imposed under regulation 14.6 consist of, or includes, any fine the amount thereof shall be recoverable by the Board of Control from the person concerned and be paid into the funds of the Board of Control.

14.7 Die Beheerraad kan na goeddunke en onderworpe aan sodanige voorwaardes, as daar is, wat hy wens voor te skryf—

14.7.1 die toepassing van 'n straf opgelê kragtens regulasie 14.6.2, vir 'n tydperk van hoogstens drie jaar vanaf die datum van oplegging van sodanige straf opskort; of

14.7.2 'n straf opgelê kragtens regulasie 14.6.2, verminder; of

14.7.3 'n straf opgelê kragtens regulasie 14.6.2 of 14.6.3, vervang deur 'n ander straf in regulasie 14.6 genoem: Met dien verstande dat die straf in die plek daarvan gestel, nie swaarder is nie as die straf wat oorspronklik opgelê is.

14.8 Wanneer 'n straf wat kragtens regulasie 14.6 opgelê is, uit 'n boete bestaan of 'n boete insluit, moet die bedrag daarvan deur die Beheerraad op die betrokke persoon verhaal en in die fondse van die Beheerraad gestort word.

#### ANNEXURE A

##### REGISTRATION AND ANNUAL FEES

1. In this Annexure, unless the context otherwise indicates—

"annual fee" ..... means the fee payable by a professional technologist (engineering)—

- (i) within thirty days from the date on which he is informed of his registration in terms of regulation 13; and
- (ii) thereafter annual on the anniversary of the date upon which he was registered in terms of these regulations;

"registration fee" ..... means the fee payable when a person applies for registration as a professional technologist (engineering) in terms of regulation 13;

"year" ..... means the period commencing on 1 October of any year and ending on 30 September of the next succeeding year.

R50: Provided that if an application for registration is not successful, an amount of R15 shall be refunded to the applicant.

R60: Provided that if a professional technologist (engineering), on the date upon which his annual fee becomes due, produces proof of current membership of the Association, he shall be entitled to an exemption from payment of R30 of the annual fee.

Fee for issuing duplicate certificate: R10: Provided that a duplicate certificate of registration will be issued only if the applicant submits an affidavit to the effect that the original certificate was lost, that every effort was made to trace it and that he has nevertheless not succeeded in finding the certificate concerned.

#### ANNEXURE B

##### FORM OF NOTIFICATION

To .....

You are hereby notified that an inquiry in terms of regulation 14.5 of the regulations made in terms of section 30A(3) of the Professional Engineers' Act, 1968 (Act 81 of 1968), and published by Government Notice R ..... dated ..... will be held at ..... on the ..... day of ..... at ..... h..... by the ..... when the following complaint against you will be considered:

You are hereby notified that you are required to appear at such inquiry in person and that you are entitled to be represented thereat by some other person duly authorised by you, in writing, and that you may produce evidence, call and examine witnesses on your behalf and cross-examine other witnesses.

Should you desire that your letter(s) dated ..... or any further written communication which you may make, should constitute your explanation or defence, please notify me to that effect as soon as possible but not later than ..... You are hereby advised that such communication may be used in evidence at such inquiry.

Should you fail to attend the inquiry or to be present at any resumption thereof after an adjournment, the Board of Control may deal with the matter in your absence in accordance with the relevant regulations.

A copy of the regulations is enclosed.

Given under the hand of the ..... this ..... day of ..... 19.....

.....  
Signature

.....  
Capacity

**AANHANGSEL A**  
**REGISTRASIE- EN JAARGELDE**

1. In hierdie Aanhangsel, tensy strydig met die samehang, beteken—

“jaar” ..... die tydperk beginnende op 1 Oktober van 'n jaar en eindigende op 30 September van die daaropvolgende jaar;

“jaargeld” ..... die geld betaalbaar deur 'n professionele tegnoloog (ingenieurswese)—

(i) binne 30 dae vanaf die datum waarop hy in kennis gestel is van sy registrasie kragtens regulasie 13; en

(ii) daarna jaarliks op dieselfde datum waarop hy kragtens hierdie regulasies geregtig is;

die geld betaalbaar wanneer 'n persoon kragtens regulasie 13 aansoek doen om registrasie as 'n professionele tegnoloog (ingenieurswese).

2. Registrasiegeld ..... R50: Met dien verstande dat indien 'n aansoek om registrasie nie slaag nie, 'n bedrag van R15 aan die aansoeker terugbetaal moet word.

3. Jaargeld ..... R60: Met dien verstande dat indien 'n professionele tegnoloog (ingenieurswese) op die datum wanneer sy jaargeld betaalbaar word, bewys lewer van geldende lidmaatskap van die Assosiasie, hy geregtig is op vrystelling van betaling van R30 van die jaargeld.

4. Duplikaatregistrasiesertifikaat. Uitreikingsgeld: R10: Met dien verstande dat 'n duplikaatregistrasiesertifikaat uitgereik word slegs indien die aansoeker 'n beëdigde verklaring voorle met die strekking dat die oorspronklike sertifikaat verlore geraak het, dat alle moontlike stappe gedoen is om dit op te spoor en dat hy die betrokke sertifikaat desondanks nie kan vind nie.

**AANHANGSEL B**  
**VORM VAN KENNISGEWING**

Aan.....

U word hierby in kennis gestel dat 'n ondersoek ingevolge regulasie 14.5 van die regulasies uitgevaardig kragtens artikel 30A (3) van die Wet op Professionele Ingenieurs, 1968 (Wet 81 van 1968), en afgekondig by Goewermentskennisgewing R .....

....., om .....h..... op die .....dag van .....19.....

te .....deur die ..... gehou sal word waartydens ondergenoemde klag wat teen u ingedien is, oorweeg sal word:

U word hierby in kennis gestel dat van u vereis word om in eie persoon by die ondersoek teenwoordig te wees of dat u verteenwoordig kan word deur iemand anders wat skriftelik behoorlik deur u daartoe gemagtig is, en dat u getuenis kan aanvoer, getuies ten behoeve van u kan roep en ondervra en ander getuies onder kruisverhoor kan neem.

Indien u verlang dat u brief gedateer .....of enige verdere skriftelike mededeling wat u doen, u verduideliking of verdediging moet uitmaak, stel my asseblief so gou doenlik te dien effekte voor of op .....in kennis. U word hierby meegedeel dat sodanige mededeling by sodanige ondersoek as getuenis gebruik kan word.

Indien u versuim om die ondersoek by te woon of teenwoordig te wees wanneer die ondersoek na uitstel hervat word, kan die Beheerraad in u afwesigheid voortgaan om die aangeleentheid ooreenkomsdig die betrokke regulasies te behandel.

'n Eksemplaar van die regulasies word hierby ingesluit.

Gegee onder die hand van die ..... op hede die .....dag van .....19.....

Handtekening

Hoedanigheid

**ANNEXURE C**

**BOARD OF CONTROL FOR PROFESSIONAL TECHNOLOGISTS (ENGINEERING)**

9th Floor, Eagle Star House, 70 Fox Street, Johannesburg—P.O. Box 61081, Marshalltown, 2107

**APPLICATION FORM**

Office use ref. ....

**APPLICATION FOR REGISTRATION AS PROFESSIONAL TECHNOLOGIST (ENGINEERING)**

Important: Consult the information brochure before completing this form.

**1. General information:**

Surname:	First name(s):		
Date of birth:	Identity No.:	<b>CORRESPONDENCE:</b> English Afrikaans	
Nationality:	Passport No.:		
Home address:	Name and address of present employer:	Country of normal residence:	
Postal address:		Telephone No.:	Work: Home:

## 2. Details in respect of professional and technical qualifications: (Submit certified proof)

Educational institution	Qualifications attained	Date of qualifications Month Year	OFFICE USE	
			Recognised:	Not recognised: Part:

## 3. Membership of engineering institutions recognised by the Association: (Submit certified proof)

Institution:	Corporate member: Date accepted:	Non-corporate member: Date accepted:

## 4. Membership of other technical institutions: (Submit certified proof)

Institution:	Corporate member: Date accepted:	Non-corporate member: Date accepted:	Basis on which you were accepted (append written statement)

5. Registration fees: My registration fee amounting to R   is appended.

## 6. Previous registration under the Professional Engineers' Act, 1968 (Act 81 of 1968):

Please indicate whether you have previously been registered and if so, provide registration number:	Category... No. ....
---	-------------------------

## 7. Referees [names qualifications and addresses of two referees, preferable professional engineers/professional technologists (engineering)]:

(1)	(2)	
8. Photograph (passport type):	<b>9. Declaration:</b> I hereby apply for registration as indicated above and undertake to abide by all the provisions of the Regulations published in terms of section 30A (3) of the Professional Engineers' Act, 1968 (Act 81 of 1968). I declare that regulation 13.5 does not preclude me from registration. I solemnly declare that, to the best of my knowledge, all the information contained herein is true and correct. Signature ..... Date ..... Sworn to/Affirmed before me at ..... on this the ..... day of ..... 19.... Commissioner of oaths/Justice of the Peace.....	<b>10. OFFICE USE</b> Registration fee: R..... Date ..... ..... Received by:

## AANHANGSEL C

## BEHEERRAAD VIR PROFESSIONELE TEGNOLOË (INGENIEURSWESE)

9de Verdieping, Eagle Stargebou, Foxstraat 70, Johannesburg—Posbus 61081, Marshalltown, 2107

## AANSOEKVORM

Kantoorgebruik verw. ....

Belangrik: Raadpleeg eers die inligtingstuk voordat u hierdie vorm invul.

## 1. Algemene inligting:

Van:	Voornaam:	
Geboortedatum:	Identiteitsnommer:	KORRESPONDENSIE: Afrikaans Engels
Nasionaliteit:	Paspoortnommer:	
Huisadres:	Naam en adres van huidige werkgewer:	Land waarin gewoonlik woonagtig:
Posadres:		Telefoonno.: Werk: Huis:

## 2. Besonderhede ten opsigte van professionele en tegniese kwalifikasies: (Heg gewaarmerkte bewys aan)

Opvoedkundige inrigting	Kwalifikasies verwerf	Datum van toekenning van kwalifikasies Maand Jaar	KANTOORGEBRUIK	
			Erken:	Nie erken: Deel:

**3. Lidmaatskap van ingenieursinstitute deur die Assosiasie erken: (Heg gewaarmerkte bewyse aan)**

Instituut:	Korporaatlid: Datum aanvaar:	Nie-korporaatlid: Datum aanvaar:	

**4. Lidmaatskap van ander tegniese institute: (Heg gewaarmerkte bewyse aan)**

Instituut:	Korporaatlid: Datum aanvaar:	Nie-korporaatlid: Datum aanvaar:	Basis waarop u aanvaar is (heg skrifte-like verklaring aan):

**5. Registrasiegeld: My registrasiegeld ten bedrae van R [ ] is hereby ingesluit.****6. Vorige registrasies ingevolge die Wet op Professionele Ingenieurs, 1968 (Wet 81 van 1968):**

Toon asb. aan of u voorheen geregistreer was en, indien wel, voorsien registrasienommer:	Kategorie..... No. ....
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**7. Referente [Name, kwalifikasies en adresse van twee referente, verkieslik professionele ingenieurs/professionele tegnoloë (ingenieurswese)]:**

(1)	(2)	
<b>8. Foto (Paspoorttype):</b>	<b>9. Verklaring:</b>  Ek doen hierby aansoek om registrasie soos hierbo vermeld en lê my neer by al die bepalings van die regulasies afgekondig ingevolge artikel 30A (3) van die Wet op Professionele Ingenieurs, 1968 (Wet 81 van 1968). Ek verklaar dat regulasie 13.5 my nie van registrasie uitsluit nie. Hierby verklaar ek plegtig dat alle inligting verstrek na my beste wete waar en juis is.  Handtekening..... Datum ..... Beëdig/Bevestig voor my te ..... op die ..... dag van ..... 19.... Kommissaris van Ede/Vrederegter .....	<b>10. KANTOORGEBRUIK</b>  Registrasiegeld: R..... Datum .....  Ontvang deur:

**DEPARTMENT OF TRADE AND INDUSTRIES**

No. R. 2538

23 November 1984

**STANDARDS ACT, 1982**

REGULATIONS TO PROVIDE FOR THE COLLECTION OF LEVY TO COVER THE COSTS INVOLVED IN THE ENFORCEMENT OF COMPULSORY SPECIFICATIONS.—AMENDMENT

Under the powers vested in him by section 36 of the Standards Act, 1982 (Act 30 of 1982), the Deputy Minister of Trade and Industry, acting on behalf of the Minister of Trade and Industry, has been pleased with effect from 1 January 1985 to amend Schedule 1 of the regulations published by Government Notice R. 139 of 24 January 1975, by deleting the item "Protective helmets for motor cyclists" and substituting therefor the following new item:

Commodity	Levy unit	Rate per unit, R
Safety helmets for motor cyclists	Item .....	0,60

**DEPARTEMENT VAN HANDEL EN NYWERHEID**

No. R. 2538

23 November 1984

**WET OP STANDAARDE, 1982**

REGULASIES OM VOORSIENING TE MAAK VIR DIE INVORDERING VAN HEFFING OM DIE KOSTE VERBONDE AAN DIE TOEPASSING VAN VERPLIGTE SPESIFIKASIES TE DEK.—WYSIGING

Kragtens die bevoegdheid hom verleen by artikel 36 van die Wet op Standaarde, 1982 (Wet 30 van 1982), het dit die Adjunk-minister van Handel en Nywerheid, handelende namens die Minister van Handel en Nywerheid, behaag om Bylae 1 van die regulasies gepubliseer by Goewermentskennisgewing R. 139 van 24 Januarie 1975, met ingang van 1 Januarie 1985 te wysig deur die item "Beskermende helms vir motorfietsryers" te skrap en dit deur die volgende nuwe item te vervang:

Kommoditeit	Heffingseenheid	Tarief per eenheid, R
Veiligheidshelms vir motorfietsryers	Item .....	0,60

## DEPARTMENT OF TRANSPORT

No. R. 2536

23 November 1984

### AMENDMENT OF THE MOTOR VEHICLE INSURANCE REGULATIONS, 1972

The Minister of Transport Affairs, in terms of section 32 of the Compulsory Motor Vehicle Insurance Act, 1972 (Act 56 of 1972), has made the regulations contained in the Schedule hereto.

#### SCHEDULE

1. In this Schedule "the regulations", unless the context otherwise indicates, means the regulations promulgated under Government Notice R. 1710 of 29 September 1972, as amended by Government Notices R. 544 of 29 March 1974, R. 1223 of 19 July 1974, R. 152 of 27 January 1978, R. 1453 of 14 July 1978, R. 1749 of 1 September 1978, R. 337 of 22 February 1980, R. 1074 of 30 May 1980, R. 932 of 1 May 1981, R. 905 of 6 May 1983 and R. 1205 of 10 June 1983.

2. Regulation 4 of the regulations is hereby amended—

(a) by the substitution of the following subregulation for subregulation (1) (b) (i) and (ii):

"(1) (b) the owner thereof or any other person permitted by him to drive the said vehicle is in possession of a declaration of insurance issued in respect of such vehicle in—

(i) Botswana under and by virtue of the provisions of any law relating to compulsory motor vehicle insurance similar to that in force in the Republic of South Africa, in operation in that territory; or

(ii) Lesotho under and by virtue of the provisions of any law relating to compulsory motor vehicle insurance similar to that in force in the Republic of South Africa, in operation in that territory;

by an insurance company authorised to issue such declaration of insurance under the said legal provisions: Provided that such declaration of insurance shall be issued subject to an undertaking by such insurance company to pay compensation in respect of loss or damage caused by such motor vehicle to any person whomsoever in the circumstances and subject to the conditions prescribed by the Act; or"; and

(b) by the insertion of the following subparagraph after subparagraph (v) of subregulation (1) (b):

"(vi) the Ciskei under and by virtue of the provisions of any law relating to compulsory motor vehicle insurance similar to that in force in the Republic of South Africa, in operation in that territory, by the Motor Vehicle Assurance Fund of the Ciskei: Provided that such declaration of insurance shall be issued subject to an undertaking by the said Fund to pay compensation in respect of loss or damage caused by such motor vehicle to any person whomsoever in the circumstances and subject to the conditions prescribed by the Act.".

3. Regulation 16 of the regulations is hereby amended by the substitution of the following subregulation for subregulation (1) (b) (ii):

"(1) (b) (ii) Where a person is killed outright in a motor accident, the completion of the aforementioned medical report is not a requirement but in such an event the Form MVA 13 shall be accompanied by a copy of the inquest report in which it is clearly indicated that such person's death resulted from the accident to which the claim relates.".

## DEPARTEMENT VAN VERVOER

No. R. 2536

23 November 1984

### WYSIGING VAN DIE MOTORVOERTUIG-VERSEKERINGSREGULASIES, 1972

Die Minister van Vervoerwese het kragtens artikel 32 van die Wet op Verpligte Motorvoertuigversekeringswet, 1972 (Wet 56 van 1972), die regulasies in die Bylae hiervan uitgevaardig.

#### BYLAE

1. In hierdie Bylae, tensy uit die samehang anders blyk, beteken "die regulasies" die regulasies afgekondig by Goewermentskennisgewing R. 1710 van 29 September 1972, soos gewysig by Goewermentskennisgewings R. 544 van 29 Maart 1974, R. 1223 van 19 Julie 1974, R. 152 van 27 Januarie 1978, R. 1453 van 14 Julie 1978, R. 1749 van 1 September 1978, R. 337 van 22 Februarie 1980, R. 1074 van 30 Mei 1980, R. 932 van 1 Mei 1981, R. 905 van 6 Mei 1983 en R. 1205 van 10 Junie 1983.

2. Regulasie 4 van die regulasies word hierby gewysig—

(a) deur subregulasie (1) (b) (i) en (ii) deur die volgende subregulasie te vervang:

"(1) (b) die eienaar daarvan of enige ander persoon wat hy toelaat om gemelde voertuig te bestuur, in besit is van 'n versekeringsverklaring wat ten opsigte van sodanige voertuig uitgereik is in—

(i) Botswana kragtens die bepalings van enige wet met betrekking tot verpligte motorvoertuigversekeringswet gelyk aan dié wat in die Republiek van Suid-Afrika van krag is, wat in daardie gebied geld; of

(ii) Lesotho kragtens die bepalings van enige wet met betrekking tot verpligte motorvoertuigversekeringswet gelyk aan dié wat in die Republiek van Suid-Afrika van krag is, wat in daardie gebied geld;

deur 'n versekeringsmaatskappy wat kragtens genoemde wetsbepalings gemagtig is om sodanige versekeringsverklaring uit te reik: Met dien verstande dat sodanige versekeringsverklaring uitgereik word behoudens 'n onderneming deur sodanige versekeringsmaatskappy om vergoeding te betaal ten opsigte van verlies of skade wat deur sodanige motorvoertuig aan enigiemand, wie ook al, veroorsaak word in die omstandighede en op die voorwaarde voorgeskryf in die Wet; of"; en

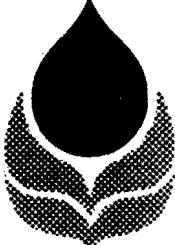
(b) deur die volgende subparagraaf na subparagraaf (v) van subregulasie (1) (b) in te voeg:

"(vi) die Ciskei kragtens die bepalings van enige wet met betrekking tot verpligte motorvoertuigversekeringswet gelyk aan dié wat in die Republiek van Suid-Afrika van krag is, wat in daardie gebied geld, deur die Motorvoertuigassuransiefonds van die Ciskei: Met dien verstande dat sodanige versekeringsverklaring uitgereik word behoudens 'n onderneming deur sodanige Fonds om vergoeding te betaal ten opsigte van verlies of skade wat deur sodanige motorvoertuig aan enigiemand, wie ook al, veroorsaak word in die omstandighede en op die voorwaarde voorgeskryf in die Wet.".

3. Regulasie 16 word hierby gewysig deur subregulasie (1) (b) (ii) deur die volgende subregulasie te vervang:

"(1) (b) (ii) Waar 'n persoon op slag in 'n motorongeluk gedood is, is die invul van voormalde mediese verslag nie 'n vereiste nie, maar in so 'n geval moet die Vorm MVA 13 vergesel gaan van 'n afskrif van die verslag oor die geregtelike doodsondersoek waarin duidelik aangedui word dat die persoon se dood voortgespruit het uit die ongeluk waarop die eis betrekking het.".

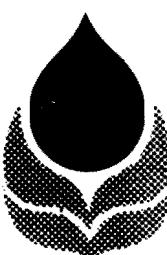
Use it.

Don't abuse  it.

**water is for everybody**

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Werk mooi daarmee.

Ons leef  daarvan.

**water is kosbaar**

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