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VAN DIE REPUBLIEK VAN SUID-AFRIKA

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[No. 3957

PROCLAMATIONS

by the State President of the Republic of South Africa

No. R. 152, 1973

PROCUREMENT OF SUPPLIES AND SERVICES AND DISPOSAL OF STORES AND OTHER PROPERTY.—BANTU AUTHORITIES AND THE SOUTH AFRICAN BANTU TRUST—AMENDMENT OF PROCLAMATION R. 321 OF 1970

Under and by virtue of the powers vested in me by section 25 (1) of the Bantu Administration Act, 1927 (Act 38 of 1927), read with sections 21 (1) and 48 (1) (c) of the Bantu Trust and Land Act, 1936 (Act 18 of 1936), I hereby amend Proclamation R. 321 of 1970 and the Schedule thereto by—

(a) the insertion of the words “and the South African Bantu Trust” after the words “Bantu Authorities” at the end of the heading of the Proclamation;

(b) the insertion of the expression “and section 48 (1) (c)” after the expression “section 21 (1)” in the third line of the Proclamation;

(c) the insertion of the following definition after the definition of “Secretary” in regulation 1:

“South African Bantu Trust” means the body constituted by section 4 (1) of the Bantu Trust and Land Act, 1936 (Act 18 of 1936);

(d) the insertion of the words “and the South African Bantu Trust” after the words “Bantu Authorities” or “Bantu Authority”, as the case may be, in—

(i) the definition of “Board” in regulation 1;

(ii) the headings of regulations 2 and 6;

(iii) regulations 2 and 7 (1) (a);

(e) the insertion of the words “and the South African Bantu Trust” after the expression “regulation 15” in regulations 6 and 7 (1);

(f) the insertion of the words “and the South African Bantu Trust” after the words “post thereof” in regulation 7 (1) (h);

(g) the insertion of the words “or the South African Bantu Trust” after the words “Bantu Authority”, “Bantu Authority concerned” or “said authority”, as the case may be, in regulations 7 (2), 11 (1) and 11 (1) (a); and

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PROKLAMASIES

van die Staatspresident van die Republiek van Suid-Afrika

No. R. 152, 1973

VERKRYGING VAN LEWERANSIES EN DIENSTE EN VERVREEMDING VAN VOORRADE EN ANDER EIENDOM.—BANTOE-OWERHEDE EN DIE SUID-AFRIKAANSE BANTOETRUST—WYSIGING VAN PROKLAMASIE R. 321 VAN 1970

Kragtens die bevoegdheid my verleen by artikel 25 (1) van die Bantoe-administrasie Wet, 1927 (Wet 38 van 1927), gelees met artikels 21 (1) en 48 (1) (c) van die Bantoe-trust en -grond Wet, 1936 (Wet 18 van 1936), wysig ek hierby Proklamasie R. 321 van 1970 en die Bylae daarvan deur—

(a) die invoeging van die woorde “en die Suid-Afrikaanse Bantoe-trust” na die woord “Bantoe-owerhede” aan die end van die opskrif van die Proklamasie;

(b) die invoeging van die uitdrukking “en artikel 48 (1) (c)” na die uitdrukking “artikel 21 (1)” in die derde reël van die Proklamasie;

(c) die invoeging van die volgende woordomskrywing na die woordomskrywing van “Sekretaris” in regulasie 1:

“Suid-Afrikaanse Bantoe-trust” die liggaam ingestel by artikel 4 (1) van die Bantoe-trust en -grond Wet, 1936 (Wet 18 van 1936);

(d) die invoeging van die woorde “en die Suid-Afrikaanse Bantoe-trust” na die woord “Bantoe-owerhede” of “Bantoe-owerheid”, na gelang van die geval, in—

(i) die woordomskrywing van “Raad” in regulasie 1;

(ii) die opskrifte van regulasies 2 en 6;

(iii) regulasies 2 en 7 (1) (a);

(e) die invoeging van die woorde “en die Suid-Afrikaanse Bantoe-trust” na die woord “bedoel” in regulasies 6 en 7 (1);

(f) die invoeging van die woorde “en die Suid-Afrikaanse Bantoe-trust” na die woorde “pos daarvan” in regulasie 7 (1) (h);

(g) die invoeging van die woorde “of die Suid-Afrikaanse Bantoe-trust” na die woord “Bantoe-owerheid” of die woorde “bedoelde owerheid”, na gelang van die geval, in regulasies 7 (2), 11 (1) en 11 (1) (a); en

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(h) the substitution for regulation 15 of the following:

"These regulations shall apply to the procurement of supplies and services and the disposal of stores and other property in respect of—

(i) the South African Bantu Trust; and

(ii) any territorial authority, established in terms of the Bantu Authorities Act, 1951 (Act 68 of 1951), determined by the Minister by notice in the *Gazette*, and tribal and community authorities in the area of such territorial authority, as from a date specified in such notice."

Given under my Hand and the Seal of the Republic of South Africa at Cape Town this Twelfth day of June, One thousand Nine hundred and Seventy-three.

J. J. FOUCHÉ, State President.

By Order of the State President-in-Council:

M. C. BOTHA.

No. R. 153, 1973

AMENDMENT OF THE SIXTH SCHEDULE TO THE MEDICAL, DENTAL AND PHARMACY ACT, 1928 (ACT 13 OF 1928)

Under the powers vested in me by section 61*bis* of the Medical, Dental and Pharmacy Act, 1928 (Act 13 of 1928), read with section 94 of the Act, and on the recommendation of the Minister of Health in pursuance of a resolution passed by the Drugs Control Council, I hereby amend the Sixth Schedule to the Act as follows:

(a) The substitution of the following for the item on anticoagulants:

"Anticoagulants; preparations and admixtures thereof, except when used as rodenticides and vermicides and except preparations for external application."

(b) The substitution of the following for the item on bee venom:

"Bee venom; preparations and admixtures thereof, except preparations for external application."

(c) The substitution of the following for the item on beta-aminopropylbenzene:

"Beta-aminopropylbenzene and beta-aminoisopropylbenzene, and any compound structurally derived from either of these substances by substitution in the side chain or by ring closure therein (or by both such substitution and ring closure) and any salt or substance falling under the above, and preparations and admixtures thereof (except preparations and admixtures of the above when used as vasoconstrictors and decongestants in antihistamine nasal and eye drops, and except when contained in appliances for inhalation in which the substance is absorbed in solid material; and except ephedrine, etafedrine, N-diethylaminoethylephedrine, N-methylephedrine, phenylpropanolamine, prenylamine, and preparations and admixtures thereof)."

(d) By the addition of the following substances:

"Anaesthetic; preparations containing pregnanedione derivatives.

Azapropazone; preparations and admixtures thereof.

Benzbromarone; preparations and admixtures thereof.

Butriptyline and its salts; preparations and admixtures thereof.

Carbamazepine; preparations and admixtures thereof.

Cholestyramine resin; preparations and admixtures thereof.

(h) die vervanging van regulasie 15 deur die volgende:

"Hierdie regulasies is van toepassing op die verkryging van leweransies en dienste en die vervreemding van voorrade en ander eiendom ten opsigte van—

(i) die Suid-Afrikaanse Bantoe-trust; en

(ii) enige gebiedsowerheid ingestel ingevolge die Wet op Bantoe-owerhede, 1951 (Wet 68 van 1951), wat die Minister by kennisgewing in die *Staatskoerant* bepaal, en stam- en gemeenskapsowerhede in die gebied van sodanige gebiedsowerheid en wel vanaf 'n datum wat in sodanige kennisgewing vermeld word."

Gegee onder my Hand en die Seël van die Republiek van Suid-Afrika te Kaapstad, op hede die Twaalfde dag van Junie Eenduisend Negehoenderd Drie-en-sewentig.

J. J. FOUCHÉ, Staatspresident.

Op las van die Staatspresident-in-rade:

M. C. BOTHA.

No. R. 153, 1973

WYSIGING VAN DIE SESDE BYLAE VAN DIE WET OP GENEESHERE, TANDARTSE EN APTEKERS, 1928 (WET 13 VAN 1928)

Kragtens die bevoegdheid my verleen by artikel 61*bis* van die Wet op Geneeshere, Tandartse en Aptekers, 1928 (Wet 13 van 1928), gelees met artikel 94 van die Wet, wysig ek hierby op aanbeveling van die Minister van Gesondheid na aanleiding van 'n besluit van die Medisynbeheerraad die Sesde Bylae van die Wet soos volg:

(a) Die vervanging van die item antistolmiddels deur die volgende:

"Antistolmiddels; preparate en mengsels daarvan, uitgesonderd wanneer dit as knaagdier- of wurmdoders gebruik word en uitgesonderd preparate vir uitwendige aanwending."

(b) Die vervanging van die item byegif deur die volgende:

"Byegif; preparate en mengsels daarvan, uitgesonderd preparate vir uitwendige aanwending."

(c) Die vervanging van die item beta-aminopropielbenseen deur die volgende:

"Beta-aminopropielbenseen en beta-amino-isopropielbenseen en enige verbinding struktureel afkomstig van enigeen van hierdie twee stowwe deur substitusie in die syketting of deur ringsluiting daarin (of deur sodanige substitusie sowel as ringsluiting), enige sout of stof wat hieronder val, en preparate en mengsels daarvan (uitgesonderd preparate en mengsels van bostaande wanneer dit gebruik word as bloedvatvernouers en ontstuffers in antihistamieneusdruppels en -oogdruppels, en uitgesonderd wanneer dit voorkom in toestelle vir inaseming waarin die stof in soliede materiaal geabsorbeer is; en uitgesonderd N-diëtielamino-etiesiefedrien, efedrien, etafedrien, fenielpropanolamien, N-metiesiefedrien, preniamien, en preparate en mengsels daarvan)."

(d) Die byvoeging van die volgende stowwe:

"Asapropasoon; preparate en mengsels daarvan.

Bensbroomaroon; preparate en mengsels daarvan.

Butriptilien en sy soute; preparate en mengsels daarvan.

Cholestiramienhars; preparate en mengsels daarvan.

Dothiepin and its salts; preparations and admixtures thereof.

Echothiopate iodide; preparations and admixtures thereof.

Escin (aescin) and its salts; preparations and admixtures thereof.

Flurazepam and its salts; preparations and admixtures thereof.

Fursemide; preparations and admixtures thereof.

Lithium salts; preparations and admixtures containing them, except preparations and admixtures not intended for the treatment of human ailments.

Maprotiline mesylate; preparations and admixtures thereof.

2-Mercaptopropionylglycine; preparations and admixtures thereof.

Methyldopa and its salts and esters; preparations and admixtures thereof.

Morphethylbutyne hydrochloride; preparations and admixtures thereof.

Nitroxoline and its salts; preparations and admixtures thereof.

Oxolinic acid; preparations and admixtures thereof.

Trihexyphenidyl and its salts; preparations and admixtures thereof."

This Proclamation shall come into force 30 days after the date of its publication in the *Gazette*.

Given under my Hand and the Seal of the Republic of South Africa at Cape Town this Eleventh day of June, One thousand Nine hundred and Seventy-three.

J. J. FOUCHÉ, State President.

By Order of the State President-in-Council:

S. W. VAN DER MERWE.

No. R. 154, 1973

AMENDMENT OF THE FOURTH SCHEDULE TO THE MEDICAL, DENTAL AND PHARMACY ACT, 1928 (ACT 13 OF 1928)

Under the powers vested in me by section 48 of the Medical, Dental and Pharmacy Act, 1928 (Act 13 of 1928), read with section 94 of the Act, and on the recommendation of the Drugs Control Council and after the approval of the Minister of Health, I hereby amend the Fourth Schedule to the Act by—

(a) the substitution of the following for the item inhalants where it appears in Division I of the Fourth Schedule:

"Inhalants containing epinephrine, fenoterol, hexoprenaline, isoproterenol, metaproterenol, salbutamol or the salts of the above substances in any amount.";

(b) the addition to Division I of the Fourth Schedule of the following substances:

"AS XVII" ("Spasmo-urgenin").
Calcium dobesilate.
Dipyridamole.
Flavoxate hydrochloride.
Naloxone hydrochloride.
Procyclidine and its salts.
Pyrodifenium bromide.";

(c) the substitution of the following for the item phenylephrine where it appears in Division II of the Fourth Schedule:

"Phenylephrine and its salts; preparations and admixtures of the above substances, except eye drops containing 0,2 per cent or less thereof.";

Dotiëpien en sy soute; preparate en mengsels daarvan.

Echotiopaatjodied; preparate en mengsels daarvan.

Eskien en sy soute; preparate en mengsels daarvan.

Flurasepam en sy soute; preparate en mengsels daarvan.

Fursemied; preparate en mengsels daarvan.

Karbamasepien; preparate en mengsels daarvan.

Litiumsoute; preparate en mengsels wat daarvan bevat, uitgesonderd preparate wat nie bedoel is vir die behandeling van menslike kwale nie.

Maprotilienmesilaat; preparate en mengsels daarvan.

2-Merkaptopropionielglisien; preparate en mengsels daarvan.

Metieldopa en sy soute en esters; preparate en mengsels daarvan.

Morfetielbutynhydrochloried; preparate en mengsels daarvan.

Narkosemiddels wat pregnaandioonderivate bevat.

Nitroksolien en sy soute; preparate en mengsels daarvan.

Oksoliensuur; preparate en mengsels daarvan.

Triheksifenidiel en sy soute; preparate en mengsels daarvan."

Hierdie Proklamasie tree in werking 30 dae na die datum van publikasie daarvan in die *Staatskoerant*.

Gegee onder my Hand en die Seël van die Republiek van Suid-Afrika te Kaapstad, op hede die Elfde dag van Junie Eenduisend Negehonderd Drie-en-sewentig.

J. J. FOUCHÉ, Staatspresident.

Op las van die Staatspresident-in-rade:

S. W. VAN DER MERWE.

No. R. 154, 1973

WYSIGING VAN DIE VIERDE BYLAE VAN DIE WET OP GENEESHERE, TANDARTSE EN APTEKERS, 1928 (WET 13 VAN 1928)

Kragtens die bevoegdheid my verleen by artikel 48 van die Wet op Geneeshere, Tandartse en Aptekers, 1928 (Wet 13 van 1928), gelees met artikel 94 van die Wet, wysig ek hierby op aanbeveling van die Medisynbeheerraad en na die goedkeuring van die Minister van Gesondheid, die Vierde Bylae van die Wet deur—

(a) die vervanging van die item inasemingspreparate waar dit in Afdeling I van die Vierde Bylae voorkom, deur die volgende:

"Inasemingspreparate wat epinefrien, fenoterol, heksoprenalien, isoproterenol, metaproterenol, salbutamol of die soute van bovermelde stowwe in enige hoeveelheid bevat.";

(b) die byvoeging van die volgende stowwe by Afdeling I van die Vierde Bylae:

"AS XVII" ("Spasmo-urgenin").
Dipiridamool.
Flavoksaathydrochloried.
Kalsiumdobesilaat.
Naloksoonhydrochloried.
Pirodifeniumbromied.
Prosiklidien en sy soute.";

(c) die vervanging van die item fenielefrien waar dit in Afdeling II van die Vierde Bylae voorkom, deur die volgende:

"Fenielefrien en sy soute; preparate en mengsels van bovermelde stowwe behalwe oogdruppels wat 0,2 persent of minder daarvan bevat.";

(d) the addition to Division II of the Fourth Schedule of the following substances:

"Epinephrine and its salts.
Fenoterol and its salts.
Hexoprenaline and its salts.
Hormones: Preparations for vaginal use containing natural or synthetic hormones.
Isoproterenol and its salts.
Metaproterenol and its salts.
Terbutaline and its salts."

This Proclamation shall come into force 30 days after the date of its publication in the *Gazette*.

Given under my Hand and the Seal of the Republic of South Africa at Cape Town this Eleventh day of June, One thousand Nine hundred and Seventy-three.

J. J. FOUCHÉ, State President.

By Order of the State President-in-Council:

S. W. VAN DER MERWE.

No. R. 155, 1973

AMENDMENT OF THE SCHEDULE TO THE ABUSE OF DEPENDENCE-PRODUCING SUBSTANCES AND REHABILITATION CENTRES ACT, 1971 (ACT 41 OF 1971)

Under the powers vested in me by section 15 of the Abuse of Dependence-producing Substances and Rehabilitation Centres Act, 1971 (Act 41 of 1971), and after consultation between the Minister of Health and the Drugs Control Council, I hereby amend the Schedule to the said Act by the addition of the following drugs to Part III of the said Schedule:

Mephentermine and its salts; preparations and admixtures thereof.

Pentazocine and its salts; preparations and admixtures thereof.

This Proclamation shall come into force 30 days after the date of its publication in the *Gazette*.

Given under my Hand and the Seal of the Republic of South Africa at Cape Town this Eleventh day of June, One thousand Nine hundred and Seventy-three.

J. J. FOUCHÉ, State President.

By Order of the State President-in-Council:

S. W. VAN DER MERWE.

No. R. 157, 1973

COMMENCEMENT OF SECTION 6 OF THE ABATTOIR COMMISSION AMENDMENT ACT, 1973 (No. 30 OF 1973)

Under the powers vested in me by section 10 of the Abattoir Commission Amendment Act, 1973 (No. 30 of 1973), I hereby declare that section 6 of the above-mentioned Act shall come into operation on the date of publication hereof.

Given under my Hand and the Seal of the Republic of South Africa at Cape Town this Eighth day of June One thousand Nine hundred and Seventy-three.

J. J. FOUCHÉ, State President.

By Order of the State President-in-Council:

H. SCHOEMAN.

(d) die byvoeging van die volgende stowwe by Afdeling II van die Vierde Bylae:

"Epinefrien en sy soute.
Fenoterol en sy soute.
Heksoprenalien en sy soute.
Hormone: Preparate vir vaginale gebruik wat natuurlike of sintetiese hormone bevat.
Isoproterenol en sy soute.
Metaproterenol en sy soute.
Terbutalien en sy soute."

Hierdie Proklamasie tree in werking 30 dae na die datum van publikasie daarvan in die *Staatskoerant*.

Gegee onder my Hand en die Seël van die Republiek van Suid-Afrika te Kaapstad, op hede die Elfde dag van Junie Eenduisend Negehoonderd Drie-en-sewentig.

J. J. FOUCHÉ, Staatspresident.

Op las van die Staatspresident-in-rade:

S. W. VAN DER MERWE.

No. R. 155, 1973

WYSIGING VAN DIE BYLAE VAN DIE WET OP DIE MISBRUIK VAN AFHANKLIKHEIDSVORMENDE STOWWE EN REHABILITASIESENTRUMS, 1971 (WET 41 VAN 1971)

Kragtens die bevoegdheid my verleen by artikel 15 van die Wet op die Misbruik van Afhanklikheidsvormende Stowwe en Rehabilitasiesentrums, 1971 (Wet 41 van 1971), en na beraadslaging tussen die Minister van Gesondheid en die Medisyne-beheerraad, wysig ek hierby die Bylae van genoemde Wet deur by Deel III daarvan die volgende medisyne te voeg:

Mefentermien en sy soute; preparate en mengsels daarvan.

Pentastosien en sy soute; preparate en mengsels daarvan.

Hierdie Proklamasie tree in werking 30 dae na die datum van publikasie daarvan in die *Staatskoerant*.

Gegee onder my Hand en die Seël van die Republiek van Suid-Afrika te Kaapstad, op hede die Elfde dag van Junie Eenduisend Negehoonderd Drie-en-sewentig.

J. J. FOUCHÉ, Staatspresident.

Op las van die Staatspresident-in-rade:

S. W. VAN DER MERWE.

No. R. 157, 1973

INWERKINGTREDING VAN ARTIKEL 6 VAN DIE WYSIGINGSWET OP DIE ABATTOIRKOMMISSIE, 1973 (No. 30 VAN 1973)

Kragtens die bevoegdheid my verleen by artikel 10 van die Wysigingswet op die Abattoirkommissie, 1973 (No. 30 van 1973), verklaar ek hierby dat artikel 6 van die bogemelde Wet op die datum van publikasie hiervan in werking tree.

Gegee onder my Hand en die Seël van die Republiek van Suid-Afrika te Kaapstad, op hede die Agtste dag van Junie Eenduisend Negehoonderd Drie-en-sewentig.

J. J. FOUCHÉ, Staatspresident.

Op las van die Staatspresident-in-rade:

H. SCHOEMAN.

GOVERNMENT NOTICES**DEPARTMENT OF AGRICULTURAL CREDIT
AND LAND TENURE**

No. R. 1096 29 June 1973

THE NATIONAL PARKS BOARD OF TRUSTEES

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

In terms of section 28 of the National Parks Act, 1962 (Act 42 of 1962), the National Parks Board of Trustees, with the approval of the Minister of Agriculture, has amended the regulations published under Government Notice R. 1190, dated 7 August 1964, as amended by Government Notices R. 1371, dated 10 September 1965, R. 282, dated 3 March 1967, R. 1962, dated 8 September 1967, R. 1370, dated 9 August 1968, R. 452, dated 28 March 1969, and R. 1641, dated 2 October 1970, as follows:

Regulation 49 is hereby amended by the substitution for paragraph (5) of the following paragraph:

“Speed limits—

(5) in the Kruger National Park exceed such speed limits as the Board may from time to time notify by means of speed limit signs.”

**DEPARTMENT OF AGRICULTURAL ECONOMICS
AND MARKETING**

No. R. 1101 29 June 1973

DAIRY INDUSTRY CONTROL BOARD (S.W.A.)**PRODUCER'S PRICE OF FRESH MILK IN
WINDHOEK**

In terms of the provisions of section 12 (3) of the Dairy Industry Control Ordinance (S.W.A.), 1962 (No. 29 of 1962), it is hereby made known that the Dairy Industry Control Board, established under section 2 of the said Ordinance, has, under the powers vested in it by section 10 (c) of the said Ordinance, with the approval of the Minister of Agriculture and with effect from 1 July 1973 determined the price set out in the Schedule hereto, in substitution of the price published by Government Notice R. 511 of 30 March 1973, which is hereby repealed with effect from the same date.

SCHEDULE

1. In this notice, unless inconsistent with the context, a word or expression to which a meaning has been assigned in the Dairy Industry Control Ordinance (S.W.A.), 1962 (No. 29 of 1962), shall have a corresponding meaning.

2. No fresh milk producer shall sell fresh milk in the municipal area of Windhoek and no fresh milk processor in the municipal area of Windhoek shall purchase or acquire fresh milk otherwise than on the basis of volume and at a price other than 10,8c per litre milk.

GOEWERMENSKENNISGEWINGS**DEPARTEMENT VAN LANDBOUKREDIET
EN GRONDBESIT**

No. R. 1096 29 Junie 1973

**DIE RAAD VAN KURATORE VIR NASIONALE
PARKE**

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

Kragtens artikel 28 van die Wet op Nasionale Parke, 1962 (Wet 42 van 1962), het die Raad van Kuratore vir Nasionale Parke met die goedkeuring van die Minister van Landbou, die regulasies afgekondig by Goewermentskennisgewing R. 1190 van 7 Augustus 1964, soos gewysig by Goewermentskennisgewings R. 1371 van 10 September 1965, R. 282 van 3 Maart 1967, R. 1962 van 8 September 1967, R. 1370 van 9 Augustus 1968, R. 452 van 28 Maart 1969 en R. 1641 van 2 Oktober 1970, soos volg gewysig:

Regulasie 49 word hierby gewysig deur paragraaf (5) deur die volgende paragraaf te vervang:

“Snelheidsgrense—

(5) in die Nasionale Krugerwildtuin vinniger ry nie as die snelheidsgrens wat van tyd tot tyd deur die Raad by wyse van snelheidsgrenstekens bekendgemaak word.”

**DEPARTEMENT VAN LANDBOU-EKONOMIE
EN -BEMARKING**

No. R. 1101 29 Junie 1973

**RAAD VAN BEHEER OOR DIE SUIWEL-
NYWERHEID (S.W.A.)****PRODUSENTEPRYS VAN VARSMEK IN
WINDHOEK**

Ingevolge die bepalings van artikel 12 (3) van die Ordonnansie op die Beheer van die Suiwelnwyerheid (S.W.A.), 1962 (No. 29 van 1962), word hierby bekendgemaak dat die Raad van Beheer oor die Suiwelnwyerheid, ingestel kragtens artikel 2 van genoemde Ordonnansie, kragtens die bevoegdheid hom verleen by artikel 10 (c) van genoemde Ordonnansie, met goedkeuring van die Minister van Landbou en met ingang van 1 Julie 1973, die prys in die Bylae hiervan uiteengesit, bepaal het ter vervanging van die prys afgekondig by Goewermentskennisgewing R. 511 van 30 Maart 1973 wat hierby met ingang van dieselfde datum herroep word.

BYLAE

1. In hierdie kennisgewing, tensy uit die samehang anders blyk, het 'n woord of uitdrukking waaraan in die Ordonnansie op die Beheer van die Suiwelnwyerheid (S.W.A.), 1962 (No. 29 van 1962), 'n betekenis geheg is, 'n ooreenstemmende betekenis.

2. Geen varsmelkprodusent mag varsmelk in die munisipale gebied Windhoek verkoop en geen varsmelkverwerker in die munisipale gebied Windhoek mag varsmelk aankoop of verkry nie behalwe op die grondslag van volume en teen 'n ander prys as 10,8c per liter melk nie.

No. R. 1102 29 June 1973
 DAIRY INDUSTRY CONTROL BOARD (S.W.A.)
 PRICES OF FRESH MILK AND FRESH CREAM IN
 WINDHOEK

In terms of the provisions of section 12 (3) of the Dairy Industry Control Ordinance (S.W.A.), 1962 (No. 29 of 1962), it is hereby made known that the Dairy Industry Control Board, established under section 2 of the said Ordinance, has, under the powers vested in it by section 10 (c) of the said Ordinance, with the approval of the Minister of Agriculture and with effect from 1 July 1973 determined the prices set out in the Schedule hereto in substitution of the prices published by Government Notice R. 509 of 30 March 1973, which is hereby repealed with effect from the same date.

SCHEDULE

1. In this notice, unless inconsistent with the context, a word or expression to which a meaning has been assigned in the Dairy Industry Control Ordinance (S.W.A.), 1962 (No. 29 of 1962), shall have a corresponding meaning, and—

“milk trader” means a person dealing in the course of business with fresh milk and fresh cream, excluding a producer of any such milk or cream and a fresh milk processor.

2. No fresh milk processor shall sell fresh milk and fresh cream in the municipal area of Windhoek at prices (including delivery fees) other than the following prices:

	Fresh milk	Fresh cream
(a) In milk cans.....	17c per litre.....	92c per litre.
(b) In litre glass bottles or plastic containers.	17c per container.	R1,10 per container.
(c) In one-litre cartons..	19c per carton....	R1,10 per carton.
(d) In 500-ml cartons or plastic containers...	11c per container.	55c per container.
(e) In 250-ml cartons or plastic containers...	6c per container..	30c per container.

3. No milk trader shall sell fresh milk and fresh cream in the municipal area of Windhoek at prices exceeding the following prices:

	Fresh milk	Fresh cream
(a) In litre glass bottles or plastic containers	19c per container.	—
(b) In one-litre cartons..	21c per carton....	—
(c) In 500-ml cartons or plastic containers...	12c per container.	65c per container.
(d) In 250-ml cartons or plastic containers...	7c per container..	35c per container.

No. R. 1103 29 June 1973
 DAIRY INDUSTRY CONTROL BOARD (S.W.A.)
 PRODUCER'S PRICE OF FRESH MILK IN
 OTJIWARONGO

In terms of the provisions of section 12 (3) of the Dairy Industry Control Ordinance (S.W.A.), 1962 (No. 29 of 1962), it is hereby made known that the Dairy Industry Control Board, established under section 2 of the said Ordinance, has, under the powers vested in it by section 10 (c) of the said Ordinance, with the approval of the Minister of Agriculture and with effect from 1 July 1973, determined the price set out in the Schedule hereto, in

No. R. 1102 29 Junie 1973
 RAAD VAN BEHEER OOR DIE SUIWEL-
 NYWERHEID (S.W.A.)
 PRYSE VAN VARSMEK EN VARSROOM IN
 WINDHOEK

Ingevolge die bepalings van artikel 12 (3) van die Ordonnansie op die Beheer van die Suiwelywerheid (S.W.A.), 1962 (No. 29 van 1962), word hierby bekendgemaak dat die Raad van Beheer oor die Suiwelywerheid, ingestel kragtens artikel 2 van genoemde Ordonnansie, kragtens die bevoegdheid hom verleen by artikel 10 (c) van die genoemde Ordonnansie met goedkeuring van die Minister van Landbou en met ingang van 1 Julie 1973, die pryse soos in die Bylae hiervan uiteengesit, bepaal het ter vervanging van die pryse afgekondig by Goewermentskennisgewing R. 509 van 30 Maart 1973 wat hierby met ingang van dieselfde datum herroep word.

BYLAE

1. In hierdie kennisgewing, tensy uit die samehang anders blyk, het 'n woord of uitdrukking waaraan in die Ordonnansie op die Beheer van die Suiwelywerheid (S.W.A.), 1962 (No. 29 van 1962), 'n betekenis geheg is, 'n ooreenstemmende betekenis, en beteken—

“melkhandelaar”, 'n persoon wat met varsmelk en varsroom as 'n besigheid handel, uitgesonderd 'n produsent van sodanige melk of room en 'n varsmelkverwerker.

2. Geen varsmelkverwerker mag varsmelk en varsroom in die munisipale gebied van Windhoek teen ander pryse (met inbegrip van afleweringsgeld) as die volgende pryse verkoop nie:

	Varsmelk	Varsroom
(a) In melkkanne.....	17c per liter.....	92c per liter.
(b) In een-literglasbottels of plastiese houers..	17c per houer....	R1,10 per houer.
(c) In een-literkartonne.	19c per houer....	R1,10 per houer.
(d) In 500-ml-kartonne of plastiese houers..	11c per houer....	55c per houer.
(e) In 250-ml-kartonne of plastiese houers..	6c per houer.....	30c per houer.

3. Geen melkhandelaar mag varsmelk en varsroom in die munisipale gebied van Windhoek teen pryse hoër as die volgende pryse verkoop nie:

	Varsmelk	Varsroom
(a) In een-literglasbottels of plastiese houers..	19c per houer....	—
(b) In een-literkartonne.	21c per houer....	—
(c) In 500-ml-kartonne of plastiese houers..	12c per houer....	65c per houer.
(d) In 250-ml-kartonne of plastiese houers..	7c per houer.....	35c per houer.

No. R. 1103 29 Junie 1973
 RAAD VAN BEHEER OOR DIE SUIWEL-
 NYWERHEID (S.W.A.)
 PRODUSENTEPRYS VAN VARSMEK IN
 OTJIWARONGO

Ingevolge die bepalings van artikel 12 (3) van die Ordonnansie op die Beheer van die Suiwelywerheid (S.W.A.), 1962 (No. 29 van 1962), word hierby bekendgemaak dat die Raad van Beheer oor die Suiwelywerheid, ingestel kragtens artikel 2 van genoemde Ordonnansie, kragtens die bevoegdheid hom verleen by artikel 10 (c) van genoemde Ordonnansie, met goedkeuring van die Minister van Landbou en met ingang van 1 Julie 1973, die prys in die Bylae hiervan uiteengesit, bepaal het ter

substitution of the price published by Government Notice R. 508 of 30 March 1973 which is hereby repealed with effect from the same date.

SCHEDULE

1. In this notice, unless inconsistent with the context, a word or expression to which a meaning has been assigned in the Dairy Industry Control Ordinance (S.W.A.), 1962 (No. 29 of 1962), shall have a corresponding meaning.

2. No fresh milk producer in the municipal area of Otjiwarongo shall purchase or acquire fresh milk from any fresh milk producer otherwise than on the basis of volume and at a price other than 10,8c per litre milk.

No. R. 1104

29 June 1973

DAIRY INDUSTRY CONTROL BOARD (S.W.A.)

PRICES OF CREAMERY BUTTER.— SOUTH-WEST AFRICA

In terms of the provision of section 12 (3) of the Dairy Industry Control Ordinance (S.W.A.), 1962 (No. 29 of 1962), it is hereby made known that the Dairy Industry Control Board, established under section 2 of the said Ordinance, has, under the powers vested in it by section 10 (c) of the said Ordinance, with the approval of the Minister of Agriculture and with effect from 1 July 1973, determined the prices of creamery butter in South-West Africa, as set out in the Schedule hereto, in substitution of the prices published by Government Notice R. 1154 of 2 July 1971 which is hereby repealed with effect from the same date.

SCHEDULE

1. In this notice, unless inconsistent with the context, a word or expression to which a meaning has been assigned in the Dairy Industry Control Ordinance (S.W.A.), 1962 (No. 29 of 1962), shall have a corresponding meaning.

2. No creamery butter manufacturer shall sell creamery butter of any grade at a price other than the fixed price indicated hereunder for the grade concerned:

- (a) Choice grade: 102,5c per kg.
- (b) Table grade: 96,5c per kg.
- (c) Household grade: 90,5c per kg.

3. Subject to the provisions of clause 2, no person shall sell creamery butter of any grade at a price exceeding the price indicated hereunder for the grade concerned:

- (a) Choice grade: 108c per kg.
- (b) Table grade: 102c per kg.
- (c) Household grade: 96c per kg.

Provided that at any place other than Gobabis, Okahandja, Otjiwarongo, Uchab, Walvis Bay and Windhoek the actual transport costs by rail and/or motor transport from the nearest wholesale supplier may be added to the said price.

No. R. 1131

29 June 1973

REGULATIONS IN TERMS OF THE ABATTOIR COMMISSION ACT, 1967 (No. 86 OF 1967).— AMENDMENT

The Minister of Agriculture has, under the powers vested in him by section 51 of the Abattoir Commission Act, 1967 (No. 86 of 1967) amended the regulations published by Government Notice R. 1754 of 3 November 1967, as set out in the Schedule hereto.

vervanging van die prys afgekondig by Goewermentskennisgewing R. 508 van 30 Maart 1973 wat hierby met ingang van dieselfde datum herroep word.

BYLAE

1. In hierdie kennisgewing, tensy uit die samehang anders blyk, het 'n woord of uitdrukking waaraan in die Ordonnansie op die Beheer van die Suiwelnywerheid (S.W.A.), 1962 (No. 29 van 1962), 'n betekenis geheg is, 'n ooreenstemmende betekenis.

2. Geen varsmelkverwerker in die munisipale gebied Otjiwarongo mag varsmelk van enige varsmelkprodusent aankoop of verkry nie behalwe op die grondslag van volume en teen 'n ander prys as 10,8c per liter melk nie.

No. R. 1104

29 Junie 1973

RAAD VAN BEHEER OOR DIE SUIWEL- NYWERHEID (S.W.A.)

PRYSE VAN FABRIEKSBOTTER.— SUIDWES-AFRIKA

Ingevolge die bepaling van artikel 12 (3) van die Ordonnansie op die Beheer van die Suiwelnywerheid (S.W.A.), 1962 (No. 29 van 1962), word hierby bekendgemaak dat die Raad van Beheer oor die Suiwelnywerheid, ingestel kragtens artikel 2 van genoemde Ordonnansie, kragtens die bevoegdheid hom verleen by artikel 10 (c) van genoemde Ordonnansie, met die goedkeuring van die Minister van Landbou en met ingang van 1 Julie 1973 die pryse van fabrieksbutter in Suidwes-Afrika bepaal het soos in die Bylae hiervan uiteengesit, ter vervanging van die pryse afgekondig by Goewermentskennisgewing R. 1154 van 2 Julie 1971 wat hierby met ingang van dieselfde datum herroep word.

BYLAE

1. In hierdie kennisgewing, tensy uit die samehang anders blyk, het 'n woord of uitdrukking waaraan in die Ordonnansie op die Beheer van die Suiwelnywerheid (S.W.A.), 1962 (No. 29 van 1962), 'n betekenis geheg is, 'n ooreenstemmende betekenis.

2. Geen fabrieksbottervervaardiger mag fabrieksbutter van enige graad verkoop teen 'n ander prys as die vaste prys hieronder aangedui vir die betrokke graad nie:

- (a) Keurgraad: 102,5c per kg.
- (b) Tafelgraad: 96,5c per kg.
- (c) Huisgraad: 90,5c per kg.

3. Behoudens die bepaling van klousule 2, mag niemand fabrieksbutter van enige graad verkoop teen 'n hoër prys as die maksimum prys hieronder aangedui vir die betrokke graad nie:

- (a) Keurgraad: 108c per kg.
- (b) Tafelgraad: 102c per kg.
- (c) Huisgraad: 96c per kg.

Met dien verstande dat op enige plek behalwe Gobabis, Okahandja, Otjiwarongo, Uchab, Walvisbaai en Windhoek die werklike vervoerkoste per spoor en/of padmotordiens vanaf die naaste groothandelsverskaffer by die genoemde prys gevoeg mag word.

No. R. 1131

29 Junie 1973

REGULASIES KRAGTENS DIE WET OP DIE ABATTOIRKOMMISSIE, 1967 (No. 86 VAN 1967).— WYSIGING

Die Minister van Landbou het kragtens die bevoegdheid hom verleen by artikel 51 van die Wet op die Abattoir-kommissie, 1967 (No. 86 van 1967) die regulasies afgekondig by Goewermentskennisgewing R. 1754 van 3 November 1967 gewysig soos in die Bylae hiervan uiteengesit.

SCHEDULE

The Schedule to Government Notice R. 1754 of 3 November 1967 is hereby amended as follows:

1. Regulation 1 is hereby amended by the addition after the definition of "the Act" of the following definition:

"week" a week calculated from Monday to the next succeeding Sunday, both days inclusive."

2. The following regulations are hereby substituted for regulations 28 to and including 30:

"28. (1) A levy imposed by the commission under section 33 of the Act on animals slaughtered—

(a) at an abattoir where a scheme is not applied, shall be paid to the commission by the owner of the abattoir where such animals were slaughtered, under cover of a return on the form set out in Annexure M1 hereto on or before the fifteenth day of the month following the month in which the animals were so slaughtered;

(b) at an abattoir where a scheme is applied, shall be paid to the commission by such agent of the Meat Board through whose agency those animals were slaughtered, under cover of a return on the form set out in Annexure M2 hereto on or before the Wednesday of the week following the week in which the animals were so slaughtered.

(2) For the purposes of subregulation (1)—

(a) payment of a levy to the commission shall be made at the Livestock and Meat Industries Control Board, P.O. Box 1357, Pretoria, or at any branch office of the said Board;

(b) cheques and other negotiable instruments shall be made payable to "the Meat Board".

29. If in terms of section 33 (3) of the Act it is determined that a levy shall not be payable in respect of any slaughtered animal of which the carcass has been condemned for human consumption by competent authority in terms of any law, the return referred to in regulation 28 (1) (a) or (b) shall be accompanied by a certificate of proof, to the satisfaction of the commission, in respect of each carcass so condemned during the period to which such return relates.

30. (1) Any owner of an abattoir who under regulation 28 (1) (a) has paid or has to pay a levy to the commission on an animal of which he was not the owner, may recover the amount of any such levy from the person on whose behalf the animal was slaughtered by adding it to the tariff payable to such owner under section 32 of the Act in respect of the slaughter of such animal.

(2) Any agent of the Meat Board who under regulation 28 (1) (b) has paid or has to pay a levy to the commission on an animal which was slaughtered through his agency on behalf of any other person, may recover the amount of any such levy from such person by deducting it from the proceeds of the sale of the meat and products derived from such animal.

30. A. Any owner of an abattoir shall establish and keep a register in the form set out in Annexure N hereto in respect of the number of animals slaughtered daily at his abattoir."

3. The following annexures are hereby substituted for Annexure M:

"ANNEXURE M1

ABATTOIR COMMISSION ACT, 1967

LEVY RETURN: ABATTOIR OWNERS

Name of owner.....
 Address of owner.....
 Location of abattoir:
 Town..... District.....
 Month in respect of which this return is furnished.....19.....

BYLAE

Die Bylae van Goewermentskennisgewing R. 1754 van 3 November 1967 word hierby soos volg gewysig:

1. Regulasie 1 word hierby gewysig deur na die woordomskrywing van "voorsitter" die volgende woordomskrywing by te voeg:

"week" 'n week gereken vanaf Maandag tot die eersvolgende Sondag, albei dae ingesluit."

2. Regulasies 28 tot en met 30 word hierby deur die volgende regulasies vervang:

"28 (1) 'n Heffing deur die kommissie kragtens artikel 33 van die Wet opgelê op diere geslag—

(a) by 'n abattoir waar 'n skema nie toegepas word nie, moet deur die eienaar van die abattoir waar daardie diere geslag is, aan die kommissie onder dekking van 'n opgawe op die vorm in Aanhangel M1 hiervan uiteengesit, betaal word voor of op die vyftiende dag van die maand wat volg op die maand waarin die diere aldus geslag is;

(b) by 'n abattoir waar 'n skema toegepas word, moet deur die agent van die Vleisraad deur bemiddeling van wie daardie diere geslag is, aan die kommissie onder dekking van 'n opgawe op die vorm in Aanhangel M2 hiervan uiteengesit, betaal word voor of op die Woensdag van die week wat volg op die week waarin die diere aldus geslag is.

(2) By die toepassing van subregulasie (1)—

(a) moet betaling van 'n heffing aan die kommissie gemaak word by die Raad van Beheer oor die Vee- en Vleisnywerhede, Posbus 1357, Pretoria, of enige takkantoor van daardie Raad;

(b) moet tjeks en ander verhandelbare dokumente betaalbaar gemaak word aan "die Vleisraad".

29. Indien daar kragtens artikel 33 (3) bepaal word dat 'n heffing nie betaalbaar is nie ten opsigte van 'n geslagte dier waarvan die karkas deur 'n bevoegde gesag kragtens 'n wetsbepaling vir menslike gebruik afgekeur is, moet die in regulasie 28 (1) (a) of (b) bedoelde opgawe, vergesel gaan van 'n bewys, tot bevrediging van die kommissie, ten opsigte van elke karkas wat aldus afgekeur is gedurende die tydperk waarop sodanige opgawe betrekking het.

30. (1) 'n Eienaar van 'n abattoir wat ingevolge regulasie 28 (1) (a) 'n heffing aan die kommissie betaal het of moet betaal op 'n dier waarvan hy nie die eienaar was nie, kan die bedrag van so 'n heffing van iemand ten behoeve van wie die dier geslag is, verhaal deur dit by te voeg by die tarief wat kragtens artikel 32 van die Wet aan so 'n eienaar ten opsigte van die slag van daardie dier betaalbaar is.

(2) 'n Agent van die Vleisraad wat ingevolge regulasie 28 (1) (b) 'n heffing aan die kommissie betaal het of moet betaal op 'n dier wat deur sy bemiddeling ten behoeve van iemand anders geslag is, kan die bedrag van so 'n heffing van so iemand verhaal deur dit af te trek van die opbrengs van die verkoop van die vleis en produkte van daardie dier afkomstig.

30. A. 'n Eienaar van 'n abattoir moet 'n register in die vorm uiteengesit in Aanhangel N hiervan aanlê en hou ten opsigte van die aantal diere wat daagliks by sy abattoir geslag word."

3. Aanhangel M word hierby deur die volgende aanhangsels vervang:

"AANHANGSEL M1

WET OP DIE ABATTOIRKOMMISSIE, 1967

HEFFINGSOPGAWE: ABATTOIREIENAARS

Naam van eienaar.....
 Adres van a eienaar.....
 Ligging van abattoir:
 Dorp..... Distrik.....
 Maand ten opsigte waarvan hierdie opgawe verstrek word.....19.....

A.—Particulars of the number of slaughtered animals on which a levy is payable:

Kind of animal	Number slaughtered	Rate of levy	Levy payable
Cattle.....	R.....
Calves.....	R.....
Sheep and goats.....	R.....
Pigs.....	R.....
Horses, mules and donkeys....	R.....
Total.....	R.....
Less deductible commission according to Part B..	R.....
Net amount payable.....	R.....

B.—Particulars of the number of slaughtered animals which was not the property of the abattoir owner:

Kind of animal	Number slaughtered	Rate of levy	Levy payable
Cattle.....	R.....
Calves.....	R.....
Sheep and goats.....	R.....
Pigs.....	R.....
Horses, mules and donkeys....	R.....
Total.....	R.....
Amount of deductible commission.....	R.....

C.—Statement of total monthly slaughterings:

A.—Besonderhede van die aantal geslagte diere waarop 'n heffing betaalbaar is:

Diersoort	Aantal geslag	Heffingskoers	Heffing betaalbaar
Beeste.....	R.....
Kalwers.....	R.....
Skape en bokke.....	R.....
Varke.....	R.....
Perde, muile en donkies.....	R.....
Totaal.....	R.....
Minus aftrekbare kommissie volgens Deel B....	R.....
Netto bedrag betaalbaar.....	R.....

B.—Besonderhede van die aantal geslagte diere waarvan die abattoir-eienaar nie die eienaar was nie:

Diersoort	Aantal geslag	Heffingskoers	Heffing betaalbaar
Beeste.....	R.....
Kalwers.....	R.....
Skape en bokke.....	R.....
Varke.....	R.....
Perde, muile en donkies.....	R.....
Totaal.....	R.....
Bedrag van aftrekbare kommissie.....	R.....

C.—Staat van totale maandelikse slagtings:

	Total number of animals slaughtered						
	Cattle		Calves		Sheep and goats	Pigs	Horses, mules and donkeys
	Bulls.....	.....	Bulls.....	.....	Sheep.....	.....	.....
	Cows.....	.....	Heifers....	.....	Goats.....	.....	.....
	Oxen.....	.....		.....		.....	.....
	Heifers....	.....		.....		.....	.....
	Total.....	.....	Total.....	.....	Total.....	.....	.....
Deduct number of carcasses condemned for human consumption.....		.....		.....		.....	.....
Net number of animals on which levy is payable.....		.....		.....		.....	.....

	Totale aantal diere geslag						
	Beeste		Kalwers		Skape en bokke	Varke	Perde, muile en donkies
	Bulle.....	.....	Bulle.....	.....	Skape.....	.....	.....
	Koeie....	.....	Verse.....	.....	Bokke....	.....	.....
	Osse.....	.....		.....		.....	.....
	Verse....	.....		.....		.....	.....
	Totaal....	.....	Totaal....	.....	Totale....	.....	.....
Trek af aantal karkasse afgekeur vir menslike verbruik.....		.....		.....		.....	.....
Netto aantal diere waarop 'n heffing betaalbaar is.....		.....		.....		.....	.....

I, the undersigned, in my capacity as hereby declare that the particulars in this return are correct to the best of my knowledge and belief and that it corresponds with the register of daily slaughterings referred to in regulation 30 of the regulations published in terms of the Abattoir Commission Act, 1967.

Date..... Owner

Ek, die ondergetekende, in my hoedanigheid as verklaar hierby dat die besonderhede in hierdie opgawe na die beste van my wete en oortuiging waar en juis is en dat dit ooreenstem met die register van daaglikse slagtings vermeld in regulasie 30 van die regulasies afgekondig kragtens die Wet op die Abattoirkommissie, 1967.

Datum..... Eienaar

ANNEXURE M2

ABATTOIR COMMISSION ACT, 1967

LEVY RETURN: MEAT BOARD AGENTS

Name of agent.....
 Address of agent.....
 Situation of abattoir.....
 Week in respect of which this return is furnished.....19.....
 A.—Particulars of the number of slaughtered animals on which a levy is payable:

Kind of animal	Number slaughtered through agency or agent	Rate of levy	Levy payable
Cattle.....	R.....
Calves.....	R.....
Sheep and goats.....	R.....
Pigs.....	R.....
Horses, mules and donkeys....	R.....
Total.....			R.....

B.—Statement of total weekly slaughterings:

AANHANGSEL M2

WET OP DIE ABATTOIRKOMMISSIE, 1967
HEFFINGSOPGAWE: VLEISRAADAGENTE

Naam van agent.....
 Adres van agent.....
 Ligging van abattoir.....
 Week ten opsigte waarvan hierdie opgawe verstrek word.....
 A.—Besonderhede van die aantal geslagte diere waarop 'n heffing betaalbaar is:

Diersoort	Aantal deur bemiddeling van agent geslag	Heffingskoers	Heffing betaalbaar
Beeste.....	R.....
Kalwers.....	R.....
Skape en bokke.....	R.....
Varke.....	R.....
Perde, muile en donkies.....	R.....
Totaal.....			R.....

B.—Staat van totale weeklikse slagtings:

	Total number of animals slaughtered through agency of agent						
	Cattle		Calves		Sheep and goats	Pigs	Horses, mules and donkeys
	Bulls.....	.....	Bulls.....	.....	Sheep.....	.....	.....
	Cows.....	.....	Heifers....	.....	Goats.....	.....	.....
	Oxen.....	.....		.....		.....	.....
	Heifers....	.....		.....		.....	.....
	Total.....	.....	Total.....	.....	Total.....	.....	.....
Subtract number of carcasses condemned for human consumption.....							
Net number of animals on which levy is payable.....							

	Totale aantal diere deur bemiddelling van agent geslag						
	Beeste		Kalwers		Skape en bokke	Varke	Perde, muile en donkies
	Bulle.....	.....	Bulle.....	.....	Skape.....	.....	.....
	Koeie.....	.....	Verse.....	.....	Bokke....	.....	.....
	Osse.....	.....		.....		.....	.....
	Verse.....	.....		.....		.....	.....
	Totaal....	.....	Totaal....	.....	Totale....	.....	.....
Trek af aantal karkasse afgekeur vir menslike verbruik.....							
Netto aantal diere waarop 'n heffing betaalbaar is.....							

I, the undersigned, in my capacity as hereby declare that the particulars in this return are correct to the best of my knowledge and belief.

Date..... Agent

CERTIFICATE OF OWNER OF ABATTOIR AT WHICH THE ABOVE-MENTIONED ANIMALS WERE SLAUGHTERED

I, the undersigned, in my capacity as hereby certify that the particulars in this return are correct to the best of my knowledge and belief.

Date..... Owner of abattoir".

Ek, die ondergetekende, in my hoedanigheid as verklaar hierby dat die besonderhede in hierdie opgawe na die beste van my wete en oortuiging waar en juis is.

Datum..... Agent

SERTIFIKAAT VAN EIENAAR VAN ABATTOIR WAAR BOGENOEMDE DIERE GESLAG IS

Ek, die ondergetekende, in my hoedanigheid as sertifiseer hierby dat die besonderhede in hierdie opgawe na die beste van my wete en oortuiging waar en juis is.

Datum..... Eienaar van abattoir".

DEPARTMENT OF BANTU ADMINISTRATION AND DEVELOPMENT

No. R. 1133 29 June 1973
 BASOTHO-QWAQWA LEGISLATIVE ASSEMBLY
 ACT 1 OF 1973

(ADDITIONAL APPROPRIATION ACT)

The State President has been pleased, under and by virtue of the powers vested in him by section 3 (2) of the Bantu Homelands Constitution Act, 1971 (Act 21 of 1971), to approve the following Act:

TO APPLY A FURTHER SUM OF MONEY TOWARD THE SERVICES OF THE AREA OF THE BASOTHO-QWAQWA LEGISLATIVE ASSEMBLY FOR THE FINANCIAL YEAR ENDING ON THE 31ST DAY OF MARCH 1973

Be it enacted by the Basotho-Qwaqwa Legislative Assembly, as follows:

Revenue Fund charged with sums of money as shown in column 1 of Schedule

1. The Revenue Fund of the area of the Basotho-Qwaqwa Legislative Assembly is hereby charged with such sums of money as may be required for the services of the said area for the financial year ending on the 31st day of March 1973, as shown in column 1 of the Schedule, in addition to the sums with which the Revenue Fund of the Basotho-Qwaqwa Legislative Assembly has been charged by the Basotho-Qwaqwa Appropriation Act, 1972 (Act 2 of 1972).

How money to be applied

2. The money appropriated by this Act shall be applied to the services detailed in the Schedule, and more particularly specified in the Estimates of Additional Expenditure, as submitted to and approved by the Basotho-Qwaqwa Legislative Assembly, and to no other purpose.

Minister may approve variation

3. With the approval of the Minister of Bantu Administration and Development, a saving on any subhead of a vote may be made available to meet excess expenditure on any other subhead, or expenditure on a new subhead of the same vote: Provided that the sum(s) appearing in column 2 of the Schedule shall not be exceeded, nor shall savings thereon be made available for any purpose other than that for which the money is hereby granted as indicated in the said Schedule.

Short title

4. This Act shall be called the Basotho-Qwaqwa Additional Appropriation Act, 1973.

SCHEDULE

Vote		Column 1	Column 2
No.	Designation		
		R	R
1	Authority Affairs and Finance	—	
2	Justice and Community Affairs	7 000	
3	Agriculture and Works.....	—	
4	Education and Culture.....	80 000	
	Total.....	<u>R87 000</u>	

DEPARTEMENT VAN BANTOE-ADMINISTRASIE EN -ONTWIKKELING

No. R. 1133 29 Junie 1973
 WETGEWENDE VERGADERING VAN DIE BASOTHO-QWAQWA
 WET 1 VAN 1973

(ADDISIONELE BEGROTINGSWET)

Dit het die Staatspresident behaag om kragtens die bevoegdheid hom verleen by artikel 3 (2) van die Grondwet van die Bantoetuislande, 1971 (Wet 21 van 1971), sy goedkeuring te heg aan onderstaande Wet.

TOT AANWENDING VAN 'N VERDERE SOM GELD VIR DIE DIENSTE VAN DIE GEBIED VAN DIE WETGEWENDE VERGADERING VAN DIE BASOTHO-QWAQWA VIR DIE BOEKJAAR WAT OP DIE 31STE DAG VAN MAART 1973 EINDIG

Daar word bepaal deur die Wetgewende Vergadering van die Basotho-Qwaqwa, soos volg:

Inkomstefonds belas met somme geld soos uiteengesit in kolom 1 van Bylae

1. Die Inkomstefonds van die gebied van die Wetgewende Vergadering van die Basotho-Qwaqwa word hierby belas met die somme geld wat nodig is vir die dienste van genoemde gebied vir die boekjaar wat op die 31ste dag van Maart 1973 eindig, soos uiteengesit in kolom 1 van die Bylae, benewens die somme waarmee die Inkomstefonds van die Wetgewende Vergadering van die Basotho-Qwaqwa deur die Basotho-Qwaqwa-wet op die Begroting, 1972 (Wet 2 van 1972), belas is.

Hoe die geld bestee moet word

2. Die geld wat deur hierdie Wet beskikbaar gestel word, moet aangewend word vir die dienste in besonderhede in die Bylae vermeld en meer omstandig uiteengesit in die Begrotings van Addisionele Uitgawes, soos aan die Wetgewende Vergadering van die Basotho-Qwaqwa voorgelê en deur die Wetgewende Vergadering van die Basotho-Qwaqwa goedgekeur, en vir geen ander doel nie.

Minister kan afwyking goedkeur

3. Met die goedkeuring van die Minister van Bantoe-administrasie en -ontwikkeling kan 'n besparing onder die een subhoof van 'n begrotingspos aangewend word tot dekking van uitgawes bo die gemagtigde bedrag onder 'n ander subhoof, of van uitgawes onder 'n nuwe subhoof van dieselfde begrotingspos: Met dien verstande dat die som(me) wat in kolom 2 van die Bylae voorkom, nie oorskry mag word nie, en besparings daarop ewemin aangewend mag word vir 'n ander doel as dié waarvoor die geld hierby toegestaan word soos in gemelde Bylae aangedui.

Kort titel

4. Hierdie Wet heet die Basotho-Qwaqwa-wet op die Addisionele Begroting, 1973.

BYLAE

Begrotingspos		Kolom 1	Kolom 2
No.	Benaming		
		R	R
1	Owerheidsake en Finansies...	—	
2	Justisie en Gemeenskapsake..	7 000	
3	Landbou en Werke.....	—	
4	Onderwys en Kultuur.....	80 000	
	Totaal.....	<u>R87 000</u>	

No. R. 1134 29 June 1973
BASOTHO-QWAQWA LEGISLATIVE ASSEMBLY
ACT 2 OF 1973
(APPROPRIATION ACT)

The State President has been pleased, under and by virtue of the powers vested in him by section 3 (2) of the Bantu Homelands Constitution Act, 1971 (Act 21 of 1971), to approve the following Act:

TO APPLY A SUM OF MONEY TOWARDS THE SERVICES OF THE AREA OF THE BASOTHO-QWAQWA LEGISLATIVE ASSEMBLY FOR THE FINANCIAL YEAR ENDING ON THE 31ST DAY OF MARCH 1974

Be it enacted by the Basotho-Qwaqwa Legislative Assembly, as follows:

Revenue Fund charged with sums of money as shown in column 1 of Schedule

1. The Revenue Fund of the area of the Basotho-Qwaqwa Legislative Assembly is hereby charged with such sums of money as may be required for the services of the said area for the financial year ending on the 31st day of March 1974, as shown in column 1 of the Schedule.

How money to be applied

2. The money appropriated by this Act shall be applied to the services detailed in the Schedule, and more particularly specified in the Estimates of Expenditure, as submitted to and approved by the Basotho-Qwaqwa Legislative Assembly, and to no other purpose.

Minister may approve variation

3. With the approval of the Minister of Bantu Administration and Development, a saving on any subhead of a vote may be made available to meet excess expenditure on any other subhead, or expenditure on a new subhead of the same vote: Provided that the sum(s) appearing in column 2 of the Schedule shall not be exceeded, nor shall savings thereon be made available for any purpose other than that for which the money is hereby granted as indicated in the said Schedule.

Short title

4. This Act shall be called the Basotho-Qwaqwa Appropriation Act, 1973.

SCHEDULE

No.	Vote Designation	Column 1	Column 2
		R	R
1	Authority Affairs and Finance Including: Entertainment.....	111 800	500
2	Justice and Community Affairs Including: Entertainment.....	331 400	300
3	Agriculture and Works..... Including: Entertainment.....	1 409 000	300
4	Education and Culture..... Including: Entertainment.....	807 800	300
	Total.....	R2 660 000	

No. R. 1134 29 Junie 1973
WETGEWENDE VERGADERING VAN DIE BASOTHO-QWAQWA
WET 2 VAN 1973
(BEGROTINGSWET)

Dit het die Staatspresident behaag om kragtens die bevoegdheid hom verleen by artikel 3 (2) van die Grondwet van die Bantoetuislande, 1971 (Wet 21 van 1971), sy goedkeuring te heg aan onderstaande Wet:

TOT AANWENDING VAN 'N SOM GELD VIR DIE DIENSTE VAN DIE GEBIED VAN DIE WETGEWENDE VERGADERING VAN DIE BASOTHO-QWAQWA VIR DIE BOEKJAAR WAT OP DIE 31STE DAG VAN MAART 1974 EINDIG

Daar word bepaal deur die Wetgewende Vergadering van die Basotho-Qwaqwa soos volg:

Inkomstefonds belas met somme geld soos uiteengesit in kolom 1 van Bylae

1. Die Inkomstefonds van die gebied van die Wetgewende Vergadering van die Basotho-Qwaqwa word hierby belas met die somme geld wat nodig is vir die dienste van genoemde gebied vir die boekjaar wat op die 31ste dag van Maart 1974 eindig, soos uiteengesit in kolom 1 van die Bylae.

Hoe die geld bestee moet word

2. Die geld wat deur hierdie Wet beskikbaar gestel word, moet aangewend word vir die dienste in besonderhede in die Bylae vermeld en meer omstandig uiteengesit in die Begrotings van Uitgawes, soos aan die Wetgewende Vergadering van die Basotho-Qwaqwa voorgelê en deur die Wetgewende Vergadering van die Basotho-Qwaqwa goedgekeur, en vir geen ander doel nie.

Minister kan afwyking goedkeur

3. Met die goedkeuring van die Minister van Bantoeadministrasie en -ontwikkeling kan 'n besparing onder die een subhoof van 'n begrotingspos aangewend word tot dekking van uitgawes bo die gemagtigde bedrag onder 'n ander subhoof, of van uitgawes onder 'n nuwe subhoof van dieselfde begrotingspos: Met dien verstande dat die som(me) wat in kolom 2 van die Bylae voorkom, nie oorskry mag word nie, en besparings daarop ewemin aangewend mag word vir 'n ander doel as dié waarvoor die geld hierby toegestaan word soos in gemelde Bylae aangedui.

Kort titel

4. Hierdie Wet heet die Basotho-Qwaqwa-wet op die Begroting, 1973.

BYLAE

No.	Begrotingspos Benaming	Kolom 1	Kolom 2
		R	R
1	Owerheidsake en Finansies... Met inbegrip van: Onthaal.....	111 800	500
2	Justisie en Gemeenskapsake... Met inbegrip van: Onthaal.....	331 400	300
3	Landbou en Werke..... Met inbegrip van: Onthaal.....	1 409 000	300
4	Onderwys en Kultuur..... Met inbegrip van: Onthaal.....	807 800	300
	Totaal.....	R2 660 000	

No. R. 1135 29 June 1973
KWAZULU LEGISLATIVE ASSEMBLY
ACT 1 OF 1973

(ADDITIONAL APPROPRIATION ACT)

The State President has been pleased, under and by virtue of the powers vested in him by section 3 (2) of the Bantu Homelands Constitution Act, 1971 (Act 21 of 1971), to approve the following Act:

ACT

TO APPLY A FURTHER SUM OF MONEY TOWARDS THE SERVICES OF THE AREA OF THE KWAZULU LEGISLATIVE ASSEMBLY FOR THE FINANCIAL YEAR ENDED ON THE 31ST DAY OF MARCH 1973

Be it enacted by the kwaZulu Legislative Assembly, as follows:

Revenue Fund charged with sums of money as shown in the Schedule

1. The Revenue Fund of the area of the kwaZulu Legislative Assembly is hereby charged with such sums of money as may be required for the services of the said area for the financial year ended on the 31st day of March 1973, as shown in the Schedule, in addition to the sums with which that Fund has been charged by the kwaZulu Appropriation Act, 1972 (Act 1 of 1972).

How money to be applied

2. The money appropriated by this Act shall be applied to the services detailed in the Schedule, and more particularly specified in the Estimates of Additional Expenditure, as submitted to and approved by the kwaZulu Legislative Assembly, and to no other purpose.

Chief Executive Councillor may approve variation

3. With the approval of the Chief Executive Councillor, a saving on any subhead of a vote may be made available to meet excess expenditure on any other subhead, or expenditure on a new subhead of the same vote.

Short title

4. This Act shall be called the kwaZulu Additional Appropriation Act, 1973.

SCHEDULE

Vote		Amount
No.	Designation	
		R
3	Works.....	668 400
4	Education and Culture.....	395 900
5	Agriculture.....	535 440
Total.....		R1 598 930

No. R. 1135 29 Junie 1973
KWAZULU- WETGEWENDE VERGADERING
WET 1 VAN 1973

(ADDISIONELE BEGROTINGSWET)

Dit het die Staatspresident behaag om kragtens die bevoegdheid hom verleen by artikel 3 (2) van die Grondwet van die Bantoetuislande, 1971 (Wet 21 van 1971), sy goedkeuring te heg aan onderstaande Wet:

WET

TOT AANWENDING VAN 'N VERDERE SOM GELD VIR DIE DIENSTE VAN DIE GEBIED VAN DIE KWAZULU- WETGEWENDE VERGADERING VIR DIE BOEKJAAR WAT OP DIE 31STE DAG VAN MAART 1973 GEËINDIG HET

Daar word bepaal deur die kwaZulu- Wetgewende Vergadering, soos volg:

Inkomstefonds belas met somme geld soos uiteengesit in die Bylae

1. Die Inkomstefonds van die gebied van die kwaZulu- Wetgewende Vergadering word hierby belas met die somme geld wat nodig is vir die dienste van genoemde gebied vir die boekjaar wat op die 31ste dag van Maart 1973 geëindig het, soos uiteengesit in die Bylae, benevens die somme waarmee bedoelde Fonds deur die kwaZulu-wet op die Begroting, 1972 (Wet 1 van 1972), belas is.

Hoe die geld bestee moet word

2. Die geld wat deur hierdie Wet beskikbaar gestel word, moet aangewend word vir die dienste in besonderhede in die Bylae vermeld en meer omstandig uiteengesit in die Begroting van Addisionele Uitgawes, soos aan die kwaZulu- Wetgewende Vergadering voorgelê en deur die kwaZulu- Wetgewende Vergadering goedgekeur, en vir geen ander doel nie.

Hoofuitvoerende Raadslid kan afwyking goedkeur

3. Met die goedkeuring van die Hoofuitvoerende Raadslid kan 'n besparing onder die een subhoof van 'n begrotingspos aangewend word tot dekking van uitgawes bo die gemagtigde bedrag onder 'n ander subhoof, of van uitgawes onder 'n nuwe subhoof van dieselfde begrotingspos.

Kort titel

4. Hierdie Wet heet die kwaZulu-wet op die Addisionele Begroting, 1973.

BYLAE

Begrotingspos		Bedrag
No.	Benaming	
		R
3	Werke.....	668 400
4	Onderwys en Kultuur.....	395 090
5	Landbou.....	535 440
Totaal.....		R1 598 930

No. R. 1136 29 June 1973
 KWAZULU LEGISLATIVE ASSEMBLY

ACT 2 OF 1973
 (APPROPRIATION ACT)

The State President has been pleased, under and by virtue of the powers vested in him by section 3 (2) of the Bantu Homelands Constitution Act, 1971 (Act 21 of 1971), to approve the following Act:

ACT

TO APPLY A SUM OF MONEY TOWARDS THE SERVICES OF THE AREA OF THE KWAZULU LEGISLATIVE ASSEMBLY FOR THE FINANCIAL YEAR ENDING ON THE 31ST DAY OF MARCH 1974

Be it enacted by the kwaZulu Legislative Assembly, as follows:

Revenue Fund charged with sums of money as shown in column 1 of Schedule

1. The Revenue Fund of the area of the kwaZulu Legislative Assembly is hereby charged with such sums of money as may be required for the services of the said area for the financial year ending on the 31st day of March 1974, as shown in column 1 of the Schedule.

How money to be applied

2. The money appropriated by this Act shall be applied to the services detailed in the Schedule, and more particularly specified in the Estimates of Expenditure, as submitted to and approved by the kwaZulu Legislative Assembly, and to no other purpose.

Chief Executive Councillor may approve variation

3. With the approval of the Chief Executive Councillor, a saving on any subhead of a vote may be made available to meet excess expenditure on any other subhead, or expenditure on a new subhead of the same vote: Provided that the sums appearing in column 2 of the Schedule shall not be exceeded, nor shall savings thereon be made available for any purpose other than that for which the money is hereby granted as indicated in the said Schedule.

Short title

4. This Act shall be called the kwaZulu Appropriation Act, 1973.

SCHEDULE

No.	Vote Designation	Column 1	Column 2
		R	R
1	Authority Affairs and Finance Including: Entertainment.....	551 400	
2	Community Affairs..... Including: Entertainment.....	8 674 500	500
3	Works..... Including: Entertainment.....	20 979 000	300
4	Education and Culture..... Including: Entertainment..... Grant in aid to the "Natal African Division of Boy Scouts of South Africa"	10 733 800	300
5	Agriculture..... Including: Entertainment.....	4 475 600	300
6	Justice..... Including: Entertainment.....	722 700	300
	Total.....	R46 137 000	

No. R. 1136 29 Junie 1973
 KWAZULU- WETGEWENDE VERGADERING

WET 2 VAN 1973
 (BEGROTINGSWET)

Dit het die Staatspresident behaag om kragtens die bevoegdheid hom verleen by artikel 3 (2) van die Grondwet van die Bantoeuislande, 1971 (Wet 21 van 1971), sy goedkeuring te heg aan onderstaande Wet:

WET

TOT AANWENDING VAN 'N SOM GELD VIR DIE DIENSTE VAN DIE GEBIED VAN DIE KWAZULU- WETGEWENDE VERGADERING VIR DIE BOEKJAAR WAT OP DIE 31STE DAG VAN MAART 1974 EINDIG

Daar word bepaal deur die kwaZulu- Wetgewende Vergadering, soos volg:

Inkomstefonds belas met somme geld soos uiteengesit in kolom 1 van die Bylae

1. Die Inkomstefonds van die gebied van die kwaZulu- Wetgewende Vergadering word hierby belas met die somme geld wat nodig is vir die dienste van genoemde gebied vir die boekjaar wat op die 31ste dag van Maart 1974 eindig, soos uiteengesit in kolom 1 van die Bylae.

Hoe die geld bestee moet word

2. Die geld wat deur hierdie Wet beskikbaar gestel word, moet aangewend word vir die dienste in besonderhede in die Bylae vermeld en meer omstandig uiteengesit in die Begroting van Uitgawes, soos aan die kwaZulu- Wetgewende Vergadering voorgelê en deur die kwaZulu- Wetgewende Vergadering goedgekeur, en vir geen ander doel nie.

Hoofuitvoerende Raads lid kan afwyking goedkeur

3. Met die goedkeuring van die Hoofuitvoerende Raads lid kan 'n besparing onder die een subhoof van 'n begrotingspos aangewend word tot dekking van uitgawes bo die gemagtigde bedrag onder 'n ander subhoof, of van uitgawes onder 'n nuwe subhoof van dieselfde begrotingspos: Met dien verstande dat die somme wat in kolom 2 van die Bylae voorkom nie oorskry mag word nie, en besparings daarop ewemin aangewend mag word vir 'n ander doel as dié waarvoor die geld hierby toegestaan word soos in gemelde Bylae aangedui.

Kort titel

4. Hierdie Wet heet die kwaZulu-wet op die Begroting, 1973.

BYLAE

No.	Begrotingspos Benaming	Kolom 1	Kolom 2
		R	R
1	Owerheidsake en Finansies... Met inbegrip van: Onthaal.....	551 400	
2	Gemeenskapsake..... Met inbegrip van: Onthaal.....	8 674 500	500
3	Werke..... Met inbegrip van: Onthaal.....	20 979 000	300
4	Onderwys en Kultuur..... Met inbegrip van: Onthaal..... Hulptoelae aan die "Natal African Division of Boy Scouts of South Africa"	10 733 800	300
5	Landbou..... Met inbegrip van: Onthaal.....	4 475 600	300
6	Justisie..... Met inbegrip van: Onthaal.....	722 700	300
	Totaal.....	R46 137 000	

DEPARTMENT OF COLOURED RELATIONS AND REHOBOTH AFFAIRS

No. R. 1140 29 June 1973

DELEGATION OF POWERS TO THE CHAIRMAN AND MEMBERS OF THE EXECUTIVE OF THE COLOURED PERSONS REPRESENTATIVE COUNCIL.—AMENDMENT

Under section 17 (6) (c) of the Coloured Persons Representative Council Act, 1964 (Act 49 of 1964), I, Schalk Willem van der Merwe, Minister of Coloured Relations and Rehoboth Affairs, hereby amend the delegation of powers to the Chairman and members of the Executive of the Coloured Persons Representative Council, under the said section 17 (6) (c), published by Government Notice R. 3669, dated 31 October 1969, as amended by Government Notices R. 3889 of 5 December 1969, R. 2249 of 11 December 1970, R. 2046 of 10 November 1972, R. 2191 of 1 December 1972 and R. 737 of 4 May 1973, as set out in the accompanying Schedule.

S. W. VAN DER MERWE, Minister of Coloured Relations and Rehoboth Affairs.

SCHEDULE

REGULATIONS MADE UNDER THE COLOURED PERSONS EDUCATION ACT, 1963 (ACT 47 OF 1963)

The deletion of all the entries relating to regulations F1.2, F1.3 (b), F4.9, F8.4 and F8.5 in the respective columns.

DEPARTMENT OF CUSTOMS AND EXCISE

No. R. 1108 29 June 1973

CUSTOMS AND EXCISE ACT, 1964.—AMENDMENT OF SCHEDULE 3 (No. 3/332)

Under section 75 of the Customs and Excise Act, 1964, Schedule 3 to the said Act is hereby amended to the extent set out in the Schedule hereto.

J. C. HEUNIS, Deputy Minister of Finance.

SCHEDULE

I Item	II Tariff Heading and Description	III Extent of Rebate
308.02	By the substitution for subheading No. 83.01 of the following: "83.01 (1) Locks and parts thereof, of base metal, for the manufacture of handbags (2) Frames incorporating locks, of base metal, for the manufacture of handbags	Full duty Full duty"

NOTE.—The rebate provision for locks and parts thereof, of base metal, is limited to those used for the manufacture of handbags.

BYLAE

I Item	II Tariefpos en Beskrywing	III Mate van Korting
308.02	Deur tariefpos No. 83.01 deur die volgende te vervang: „83.01 (1) Slotte en onderdele daarvan, van onedelmetaal, vir die vervaardiging van handsakke (2) Rame wat slotte inkorporeer, van onedelmetaal, vir die vervaardiging van handsakke	Volle reg Volle reg"

OPMERKING.—Die kortingsvoorsiening vir slotte en onderdele daarvan, van onedelmetaal, word beperk tot die gebruik vir die vervaardiging van handsakke.

DEPARTEMENT VAN KLEURLINGBETREKKINGE EN REHOBOTH-AANGELEENTHEDE

No. R. 1140 29 Junie 1973

DELEGERING VAN BEVOEGDHEDE AAN DIE VOORSITTER EN LEDE VAN DIE UITVOERENDE BESTUUR VAN DIE VERTEENWOORDIGENDE KLEURLINGRAAD.—WYSIGING

Kragtens artikel 17 (6) (c) van die Wet op die Verteenwoordigende Kleurlingraad, 1964 (Wet 49 van 1964), wysig ek, Schalk Willem van der Merwe, Minister van Kleurlingbetrekkinge en Rehoboth-aangeleenthede, hierby die delegering van bevoegdhede aan die Voorsitter en lede van die Uitvoerende Bestuur van die Verteenwoordigende Kleurlingraad, kragtens genoemde artikel 17 (6) (c) en afgekondig by Goewermentskennisgewing R. 3669 van 31 Oktober 1969, soos gewysig by Goewermentskennisgewings R. 3889 van 5 Desember 1969, R. 2249 van 11 Desember 1970, R. 2046 van 10 November 1972, R. 2191 van 1 Desember 1972 en R. 737 van 4 Mei 1973, soos in bygaande Bylae uiteengesit.

S. W. VAN DER MERWE, Minister van Kleurlingbetrekkinge en Rehoboth-aangeleenthede.

BYLAE

REGULASIES UITGEVAARDIG KRAGTENS DIE WET OP ONDERWYS VIR KLEURLINGE, 1963 (WET 47 VAN 1963)

Al die inskrywings betreffende regulasies F1.2, F1.3 (b), F4.9, F8.4 en F8.5 word in die onderskeie kolomme geskrap.

DEPARTEMENT VAN DOEANE EN AKSYNS

No. R. 1108 29 Junie 1973

DOEANE- EN AKSYNSWET, 1964.—WYSIGING VAN BYLAE 3 (No. 3/332)

Kragtens artikel 75 van die Doeane- en Aksynswet, 1964, word Bylae 3 by genoemde Wet hierby gewysig in die mate in die Bylae hiervan aangetoon.

J. C. HEUNIS, Adjunk-minister van Finansies.

No. R. 1106 29 June 1973
 CUSTOMS AND EXCISE ACT, 1964.—AMENDMENT
 OF SCHEDULE 1 (No. 1/1/203)

Under section 48 of the Customs and Excise Act, 1964, Part 1 of Schedule 1 to the said Act is hereby amended to the extent set out in the Schedule hereto.

J. C. HEUNIS, Deputy Minister of Finance.

No. R. 1106 29 Junie 1973
 DOEANE- EN AKSYNSWET, 1964.—WYSIGING VAN
 BYLAE 1 (No. 1/1/203)

Kragtens artikel 48 van die Doeane- en Aksynswet, 1964, word Deel 1 van Bylae 1 by genoemde Wet hierby gewysig in die mate in die Bylae hiervan aangetoon.

J. C. HEUNIS, Adjunk-minister van Finansies.

SCHEDULE

I Tariff Heading	II Statistical Unit	III IV V Rate of Duty		
		General	M.F.N.	Preferential
		83.01 By the insertion after subheading No. 83.01.10 of the following: "83.01.20 Locks with raised lock plates, and parts thereof (including keys and hasps therefor), of a kind commonly used on brief-cases, travel goods and the like	kg	25%

NOTE.—Specific provision is made for locks with raised lock plates, and parts thereof (including keys and hasps therefor), of a kind commonly used on brief-cases, travel goods and the like, and the duty thereon is increased from 20% to 25%.

BYLAE

I Tariefpos	II Statistiese Eenheid	III IV V Skaal van Reg		
		Algemeen	M.B.N.	Voorkeur
		83.01 Deur na subpos No. 83.01.10 die volgende in te voeg: „83.01.20 Slotte met verhewe sluitplate, en onderdele daarvan (met inbegrip van sleutels en oorslae daarvoor), van 'n soort gewoonlik op aktetasse, reisartikels en soortgelyke artikels gebruik	kg	25%

OPMERKING.—Spesifieke voorsiening word gemaak vir slotte met verhewe sluitplate, en onderdele daarvan (met inbegrip van sleutels en oorslae daarvoor), van 'n soort gewoonlik op aktetasse, reisartikels en soortgelyke artikels gebruik, en die reg daarop word verhoog van 20% na 25%.

No. R. 1107 29 June 1973
 CUSTOMS AND EXCISE ACT, 1964.—AMENDMENT
 OF SCHEDULE 1 (No. 1/1/204)

I, Nicolaas Diederichs, Minister of Finance, acting in terms of the powers vested in me by section 48 of the Customs and Excise Act, 1964, hereby amend Schedule 1 to the said Act to the extent set out in the Schedule hereto.

N. DIEDERICHS, Minister of Finance.

No. R. 1107 29 Junie 1973
 DOEANE- EN AKSYNSWET, 1964.—WYSIGING VAN
 BYLAE 1 (No. 1/1/204)

Ek, Nicolaas Diederichs, Minister van Finansies, handelende kragtens die bevoegdheid my verleen by artikel 48 van die Doeane- en Aksynswet, 1964, wysig hierby Bylae 1 van genoemde Wet in die mate in die Bylae hiervan aangetoon.

N. DIEDERICHS, Minister van Finansies.

SCHEDULE

I Tariff Heading	II Statistical Unit	III IV V Rate of Duty		
		General	M.F.N.	Preferential
		89.03 By the substitution for tariff heading No. 89.03 of the following: "89.03 Light-vessels, fire-floats, dredgers of all kinds, floating cranes, and other vessels the navigability of which is subsidiary to their main function; floating docks: 89.03.10 Dredgers of all kinds 89.03.90 Other	no. no.	20% free

NOTE.—Specific provision, at a rate of duty of 20%, is made for dredgers of all kinds.

BYLAE

I Tariefpos	II Statistiese Eenheid	III IV V Skaal van Reg		
		Algemeen	M.B.N.	Voorkeur
89.03 Deur tariefpos No. 89.03 deur die volgende te vervang: „89.03 Ligskepe, brandweerbote, baggerbote van alle soorte, dryfkrane, en ander vaartuie waarvan die see-waardigheid aan die hoof funksie ondergeskik is; dryfdokke: 89.03.10 Baggerbote van alle soorte 89.03.90 Ander	getal getal	20% vry ³		

OPMERKING.—Spesifieke voorsiening, teen 'n skaal van reg van 20%, word gemaak vir baggerbote van alle soorte.

No. R. 1153 29 June 1973
CUSTOMS AND EXCISE ACT, 1964.—AMENDMENT OF SCHEDULE 6 (No. 6/47)

Under section 75 of the Customs and Excise Act, 1964, Schedule 6 to the said Act is hereby amended to the extent set out in the Schedule hereto.

N. DIEDERICHS, Minister of Finance.

No. R. 1153 29 Junie 1973
DOEANE- EN AKSYNSWET, 1964.—WYSIGING VAN BYLAE 6 (No. 6/47)

Kragtens artikel 75 van die Doeane- en Aksynswet, 1964, word Bylae 6 by genoemde Wet hierby gewysig in die mate in die Bylae hiervan aangetoon.

N. DIEDERICHS, Minister van Finansies.

SCHEDULE

I Item	II Tariff Item and Description	III Extent of Rebate	IV Extent of Refund
609.04.05	By the insertion after paragraph (2) of tariff item 104.05 of the following: “(3) Non-alcoholic beverages (undiluted or diluted with water, including carbonated water), in such quantities and at such times and subject to such conditions as the Secretary for Agricultural Economics and Marketing may allow by specific permit	Full duty less 10c per 100 litres”	

NOTE.—Temporary provision is made for a rebate of the full duty less 10c per 100 litres on certain non-alcoholic beverages, in such quantities and at such times and subject to such conditions as the Secretary for Agricultural Economics and Marketing may allow by specific permit.

BYLAE

I Item	II Tariefitem en Beskrywing	III Mate van Korting	IV Mate van Terugbetaling
609.04.05	Deur na paragraaf (2) van tariefitem 104.05 die volgende in te voeg: „(3) Nie-alkoholiese drankke (onverduin of met water verdun, met inbegrip van karbonaatwater), in die hoeveelhede en op die tye en onderworpe aan die voorwaardes wat die Sekretaris van Landbou-ekonomie en -bemarking by bepaalde permit toelaat	Volle reg min 10c per 100 liter”	

OPMERKING.—Tydelike voorsiening word gemaak vir 'n volle korting op reg min 10c per 100 liter op sekere nie-alkoholiese drankke, in die hoeveelhede en op die tye en onderworpe aan die voorwaardes wat die Sekretaris van Landbou-ekonomie en -bemarking by bepaalde permit toelaat.

No. R. 1109 29 June 1973
CUSTOMS AND EXCISE ACT, 1964.—AMENDMENT OF SCHEDULE 3 (No. 3/333)

Under section 75 of the Customs and Excise Act, 1964, Schedule 3 to the said Act is hereby amended to the extent set out in the Schedule hereto.

J. C. HEUNIS, Deputy Minister of Finance.

No. R. 1109 29 Junie 1973
DOEANE- EN AKSYNSWET, 1964.—WYSIGING VAN BYLAE 3 (No. 3/333)

Kragtens artikel 75 van die Doeane- en Aksynswet, 1964, word Bylae 3 by genoemde Wet hierby gewysig in die mate in die Bylae hiervan aangetoon.

J. C. HEUNIS, Adjunk-minister van Finansies.

SCHEDULE

I Item	II Tariff Heading and Description	III Extent of Rebate
316.09	By the insertion after tariff heading No. 25.26 of the following: "28.18 Magnesium oxide, for the manufacture of electrical resistances"	Full duty"

NOTE.—Provision is made for a rebate of the full duty on chemically pure magnesium oxide for the manufacture of electrical resistances.

BYLAE

I Item	II Tariefpos en Beskrywing	III Mate van Korting
316.09	Deur na tariefpos No. 25.26 die volgende in te voeg: „28.18 Magnesiumoksied, vir die vervaardiging van elektriese weerstande	Volle reg"

OPMERKING.—Voorsiening word gemaak vir 'n volle korting op reg op chemies suiwer magnesiumoksied vir die vervaardiging van elektriese weerstande.

DEPARTMENT OF LABOUR

No. R. 1088

29 June 1973

FOODSTUFFS, COSMETICS AND DISINFECTANTS ACT, 1972 (ACT 54 OF 1972)

REGULATION.—SOFT DRINKS

It is hereby notified for general information in terms of section 15 (6) of the Foodstuffs, Cosmetics and Disinfectants Act, 1972 (Act 54 of 1972), that the Minister of Health, in terms of section 15 (1) (a) of said Act intends to make the following regulation in substitution for regulations 28 and 28bis of the regulations under the repealed Food, Drugs and Disinfectants Act, 1929 (Act 13 of 1929), published under Government Notice 575 of 28 March 1930, as amended:

“SOFT DRINKS

(1) For the purposes of this regulation—

‘additive’ means a substance which is specially prepared for use in foodstuffs and intentionally added to soft drinks for one or more of the following purposes, namely:

- (a) To retain the nutritional properties;
- (b) to enhance the keeping quality or stability;
- (c) to make the soft drink more attractive to the consumer;
- (d) to act as adjuvants in the manufacture, packaging, treatment or transport;
- (e) to provide essential constituents for dietetic soft drinks,

and which complies with any standard of purity or quality which may be prescribed in respect of any specific additive;

‘soft drinks’ means any liquid intended for sale as a drink for human consumption, either without or after dilution, and includes—

- (a) any fruit or vegetable drink;
- (b) soda water, Indian or quinine tonic water, natural spring water and any sweetened artificially carbonated water whether flavoured or unflavoured;
- (c) ginger beer and any herbal or botanical beverage;

but does not include—

- (i) water (except as aforesaid);
- (ii) fruit juice, sweetened or unsweetened, whether concentrated or frozen or not and controlled under the Marketing Act, 1968 (Act 59 of 1968);

DEPARTEMENT VAN ARBEID

No. R. 1088

29 Junie 1973

WET OP VOEDINGSMIDDELS, SKOONHEIDSMIDDELS EN ONTSMETTINGSMIDDELS, 1972 (WET 54 VAN 1972)

REGULASIE.—KOELDRANKE

Hierby word vir algemene inligting kragtens artikel 15 (6) van die Wet op Voedingsmiddels, Skoonheidsmiddels en Ontsmettingsmiddels, 1972 (Wet 54 van 1972), bekendgemaak dat die Minister van Gesondheid kragtens artikel 15 (1) (a) van genoemde Wet voornemens is om regulasies 28 en 28bis van die regulasies kragtens die herroepe Wet op Voedingsmiddels, Medisyne en Ontsmettingsmiddels, 1929 (Wet 13 van 1929), gepubliseer by Goewermentskennisgewing 575 van 28 Maart 1930, soos gewysig, deur die volgende te vervang:

“KOELDRANKE

(1) Vir doeleindes van hierdie regulasie beteken—

‘additief’ ’n stof wat spesiaal berei is vir gebruik in voedingsmiddels en opsetlik by koeldranke gevoeg word vir een of meer van die volgende doeleindes, naamlik:

- (a) Om die voedingeenskappe te behou;
- (b) om die hou vermoë of stabiliteit te verhoog;
- (c) om die koeldrank vir die verbruiker aantrekliker te maak;
- (d) om as hulpmiddels by die vervaardiging, verpakking, behandeling of vervoer te dien;
- (e) om noodsaaklike bestanddele vir diëtetiese koeldranke te voorsien,

en wat voldoen aan enige suiwerheid- of kwaliteitstandaard wat ten opsigte van enige spesifieke additief voorgeskryf word;

‘koeldrank’ enige vloeistof wat bedoel is vir verkoop as drank vir menslike verbruik of sonder of na verdunning en ook—

- (a) enige vrugte- of groentedrank;
 - (b) sodawater, Indiese- of kinientonikumwater, natuurlike fonteinwater en enige versoete kunsmatig gekarboneerde water hetsy gegeur of ongegeur;
 - (c) gemmerbier en enige kruie- of botaniese drank;
- maar nie—

- (i) water (behalwe soos voormeld);
- (ii) vrugtesap, versoet of onversoet, hetsy gekonsentreer of bevrore of nie, en wat ingevolge die Bemarkingswet, 1968 (Wet 59 van 1968) beheer word;

- (iii) milk or any preparation of milk;
- (iv) tea, coffee, cocoa or chocolate, or any preparation thereof;
- (v) any egg product;
- (vi) any cereal product, except—
 - (aa) flavoured barley water and liquid products used in the preparation of barley water; and
 - (bb) cereal products containing alcohol, which are not intoxicating liquor as defined in subparagraph (viii) hereof;
- (vii) meat or yeast extracts, soup or soup mixtures;
- (viii) any drink falling within the provisions of the Liquor Act, 1928 (Act 30 of 1928), as amended; or
- (ix) any other unsweetened drink;

'sweetened' means containing any added permitted sweetener and 'unsweetened' shall be construed accordingly; and

'mineral water' means a soft drink impregnated with carbon dioxide.

(2) Soft drinks, excluding mineral waters, may contain no foreign substance except that the additive named in column I of the following table may, unless prohibited or further limited by any other law, be present in the soft drink, or in the case of a soft drink which is to be diluted with water, in the soft drink when diluted in accordance with the instructions on the label, in a proportion not exceeding that indicated in the corresponding line of column II:

I	II
Salt.....	} As dictated by good manufacturing practice.
Harmless flavouring substances.....	
Citric acid.....	
Lactic acid.....	
Malic acid.....	
Nicotinic acid.....	
Tartaric acid.....	
Ascorbic acid.....	
Water.....	
Carboxymethyl cellulose.....	
Glycerine.....	} As laid down by regulation.
Permitted preservatives.....	
Permitted colouring substances.....	
Permitted sweeteners.....	

(3) Mineral waters may contain no foreign substances except that, in addition to those additives listed in paragraph (2), they may contain the additive named in column I of the following table in the proportion indicated in the corresponding line of column II:

I Additive	II Proportion (mg/kg or mg/l)
Orthophosphoric acid of BP quality.....	600
Quinine calculated as quinine sulphate.....	50 to 100
Brominated vegetable oils (containing not more than 33 per cent bromine and of which the acidity of the oil, expressed as hydrobromic acid, does not exceed 1 000 mg/l).....	15
Propylene glycol dibenzoate.....	120
Glyceryl tribenzoate.....	40
Sucrose acetate isobutyrate.....	50
Glycerol esters of wood resins.....	100
Caffein.....	150
Carbon dioxide.....	} As dictated by good manufacturing practice.
Harmless edible foam-producing substances.....	
Sulphonated oil.....	

(4) The degree of acidity of mineral waters shall be such as to give a pH value of not less than 2,5."

Interested persons are invited to submit substantiated comment on this draft regulation to the Secretary for Health, Private Bag X88, Pretoria, within three months of the date of publication hereof.

- (iii) melk of enige melkpreparaat;
- (iv) tee, koffie, kakao of sjokolade, of enige preparaat daarvan;
- (v) enige eierprodukt;
- (vi) enige graanprodukt uitgesonderd—
 - (aa) gegeurde gortwater en vloeibare produkte wat by die bereiding van gortwater gebruik word; en
 - (bb) graanprodukte wat alkohol bevat en wat nie sterk drank soos in subparagraaf (viii) hiervan omskryf is nie;
- (vii) vleis- of gisekstrakte, sop en sopmengsels;
- (viii) enige drank wat onder die bepalings van die Drankwet, 1928 (Wet 30 van 1928), soos gewysig, resorteer; of
- (ix) enige ander onversoete drank;

'versoet(e)' bevattende enige bygevoegde veroorloofde versoeter en het 'onversoet(e)' 'n teenoorgestelde betekenis; en

'mineraalwater' 'n koeldrank wat met koolstofdiksied geïmpregneer is.

(2) Koeldranke, uitgesonderd mineraalwaters, mag geen vreemde stowwe bevat nie, behalwe dat die additief genoem in Kolom I van die volgende tabel, tensy deur enige ander wet verbied of verder beperk, aanwesig kan wees in die koeldrank of, in die geval van 'n koeldrank wat met water verdun moet word, in die koeldrank wanneer in ooreenstemming met die voorskrifte op die etiket verdun in 'n verhouding wat dié wat in die ooreenstemmende reël van kolom II aangedui word nie oorskry nie:

I	II
Sout.....	} Soos bepaal deur goeie vervaardigingspraktiek
Onskadelike geurmiddels.....	
Sitroensuur.....	
Melksuur.....	
Appelsuur.....	
Nikotiensuur.....	
Wynsteensuur.....	
Askorbiensuur.....	
Water.....	
Karboksimeetielsellulose.....	
Gliserien.....	} Soos by regulasie bepaal.
Veroorloofde bederfwerende middels.....	
Veroorloofde kleurstowwe.....	
Veroorloofde versoeters.....	

(3) Mineraalwaters mag geen vreemde stowwe bevat nie behalwe dat, bo en behalwe die additiewe genoem in paragraaf (2), hulle die additief genoem in kolom I van die volgende tabel in die verhouding aangedui in die ooreenstemmende reël van kolom II, kan bevat:

I Additief	II Verhouding (mg/kg of mg/l)
Ortofosforsuur van BP-gehalte.....	600
Kinien bereken as kiniensulfaat.....	50 tot 100
Gebromeerde groenteolies (wat nie meer as 33 persent broom bevat nie en waarvan die suurinhoud van die olie, uitgedruk as hidrobroomsuur, nie 1 000 mg/l oorskry nie).....	15
Propieleenglikoldibensoaat.....	120
Gliserieltribensoaat.....	40
Sukroseasetaat isobutiraat.....	50
Gliserolesters van houtharpuis.....	100
Kaffeien.....	150
Koolsuurgas.....	} Soos bepaal deur goeie vervaardigingspraktiek.
Onskadelike eetbare skuimproducerende stowwe.....	
Gusulfoneerde olie.....	

(4) Die suurgraad van mineraalwaters moet sodanig wees dat die pH-gehalte daarvan nie minder as 2,5 is nie."

Belanghebbende persone word versoek om binne drie maande na die datum hiervan gemotiveerde kommentaar op hierdie konsepregulasie by die Sekretaris van Gesondheid, Privaatsak X88, Pretoria, in te dien.

No. R. 1138

29 June 1973

INDUSTRIAL CONCILIATION ACT, 1956

KNITTING INDUSTRY, TRANSVAAL.—AMENDMENT OF AGREEMENT

I, Marais Viljoen, Minister of Labour, hereby—

(a) in terms of section 48 (1) (a) of the Industrial Conciliation Act, 1956, declare that the provisions of the Agreement (hereinafter referred to as the Amending Agreement), which appears in the Schedule hereto and which relates to the Knitting Industry, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 1 September 1975, 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;

(b) in terms of section 48 (1) (b) of the said Act, declare that the provisions of the Amending Agreement shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 1 September 1975, upon all employers and employees other than those referred to in paragraph (a) of this notice, who—

(i) in the municipal area of Pretoria and the Magisterial Districts of Johannesburg, Germiston, Roodepoort [excluding those portions of the said districts which, prior to 1 November 1970 (Government Notice 1618 of 2 October 1970), fell within the Magisterial Districts of Kempton Park, Boksburg and Krugersdorp, respectively, and excluding those portions of the Magisterial Districts of Johannesburg and Germiston which, prior to 1 July 1972 (Government Notice 871 of 26 May 1972), fell within the Magisterial Districts of Kempton Park and Boksburg, respectively], Alberton and Benoni [excluding that portion which, prior to 1 July 1972 (Government Notice 871 of 26 May 1972), fell within the Magisterial Districts of Brakpan and Springs] and in those portions of the Magisterial Districts of Boksburg and Springs which, prior to 1 July 1972 (Government Notice 871 of 26 May 1972), fell within the Magisterial Districts of Germiston and Benoni, are engaged or employed in the operations set forth in paragraph (b) of the definition of "Knitting Industry" in clause 3 of the Agreement published under Government Notice R. 741 of 27 April 1973 (hereinafter referred to as the Main Agreement);

(ii) in the areas specified in paragraph (b) (i) of this notice, excluding the Magisterial Districts of Germiston and Alberton and that portion of the Magisterial District of Boksburg which, prior to 1 July 1972 (Government Notice 871 of 26 May 1972), fell within the Magisterial District of Germiston, are engaged or employed in the operations set forth in paragraph (a) of the definition of "Knitting Industry" in clause 3 of the Main Agreement; and

(c) in terms of section 48 (3) (a) of the said Act, declare that the provisions of the Amending Agreement shall *mutatis mutandis* be binding, with effect from the

No. R. 1138

29 Junie 1973

WET OP NYWERHEIDSVERSOENING, 1956

BREINYWERHEID, TRANSVAAL.—WYSIGING VAN OOREENKOMS

Ek, Marais Viljoen, Minister van Arbeid, verklaar hierby—

(a) kragtens artikel 48 (1) (a) van die Wet op Nywerheidsversoening, 1956, dat die bepalings van die Ooreenkoms (hierna die Wysigingsooreenkoms genoem), wat in die Bylae hiervan verskyn en op die Breinywerheid betrekking het, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 1 September 1975 eindig, bindend is vir die werkgewersorganisasie en die vakverenigings wat die Wysigingsooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasie of verenigings is;

(b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalings van die Wysigingsooreenkoms met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 1 September 1975 eindig, bindend is vir alle ander werkgewers en werknemers as dié genoem in paragraaf (a) van hierdie kennisgewing, wat—

(i) in die munisipale gebied van Pretoria en die landdrostdistrikte Johannesburg, Germiston, Roodepoort [uitgesonderd daardie gedeeltes van genoemde distrikte wat voor 1 November 1970 (Goewermentskennisgewing 1618 van 2 Oktober 1970) binne onderskeidelik die landdrostdistrikte Kempton Park, Boksburg en Krugersdorp geval het en uitgesonderd daardie gedeeltes van die landdrostdistrikte Johannesburg en Germiston wat voor 1 Julie 1972 (Goewermentskennisgewing 871 van 26 Mei 1972) binne onderskeidelik die landdrostdistrikte Kempton Park en Boksburg geval het], Alberton en Benoni [uitgesonderd daardie gedeelte wat voor 1 Julie 1972 (Goewermentskennisgewing 871 van 26 Mei 1972) binne die landdrostdistrikte Brakpan en Springs geval het] en in daardie gedeeltes van die landdrostdistrikte Boksburg en Springs wat voor 1 Julie 1972 (Goewermentskennisgewing 871 van 26 Mei 1972) binne die landdrostdistrikte Germiston en Benoni geval het, betrokke is by of in diens is in verband met die werksaamhede vermeld in paragraaf (b) van die woordomskrywing van "Breinywerheid" in klousule 3 van die Ooreenkoms gepubliseer by Goewermentskennisgewing R. 741 van 27 April 1973 (hierna die Hofooreenkoms genoem);

(ii) in die gebiede gespesifiseer in paragraaf (b) (i) van hierdie kennisgewing, uitgesonderd die landdrostdistrikte Germiston en Alberton en daardie gedeelte van die landdrostdistrik Boksburg wat voor 1 Julie 1972 (Goewermentskennisgewing 871 van 26 Mei 1972) binne die landdrostdistrik Germiston geval het, betrokke is by of in diens is in verband met die werksaamhede vermeld in paragraaf (a) van die woordomskrywing van "Breinywerheid" in klousule 3 van die Hofooreenkoms; en

(c) kragtens artikel 48 (3) (a) van genoemde Wet, dat die bepalings van die Wysigingsooreenkoms met ingang van die tweede Maandag na die datum van publikasie

second Monday after the date of publication of this notice and for the period ending 1 September 1975, upon all Bantu who—

(i) in the areas specified in paragraph (b) (i) of this notice are employed in the operations set forth in paragraph (b) of the definition of "Knitting Industry" in clause 3 of the Main Agreement;

(ii) in the areas specified in paragraph (b) (ii) of this notice are employed in the operations set forth in paragraph (a) of the definition of "Knitting Industry" in clause 3 of the Main Agreement;

by the employers upon whom any of the said provisions are binding in respect of employees and upon those employers in respect of Bantu in their employ.

M. VILJOEN, Minister of Labour.

SCHEDULE

INDUSTRIAL COUNCIL FOR THE KNITTING INDUSTRY (TRANSVAAL)

AGREEMENT

in accordance with the provisions of the Industrial Conciliation Act, 1956, made and entered into by and between the Transvaal Knitters' Association of the one part,

and the

Garment Workers' Union of South Africa

and the

Knitted Fabric Workers' Union

of the other part,

being the parties to the Industrial Council for the Knitting Industry (Transvaal) to amend the Agreement between the parties, published under Government Notice R. 741 of 27 April 1973, as follows:

CLAUSE 4.—REMUNERATION

(1) In subclause (1) (a), substitute the date "9 July 1973" for the date "1 September 1973" wherever it appears.

(2) In subclause (1) (a), substitute the date "8 July 1973" for the date "31 August 1973" wherever it appears.

Signed at Johannesburg on behalf of the parties on 16 April 1973.

J. CORNELIUS, Vice-Chairman.

C. ZWI, Member of Council.

R. G. WALDECK, Secretary.

No. R. 1105 29 June 1973

INDUSTRIAL CONCILIATION ACT, 1956

HAIRDRESSING TRADE (WITWATERSRAND).—
AMENDING AGREEMENT

I, Marais Viljoen, Minister of Labour, hereby—

(a) in terms of section 48 (1) (a) of the Industrial Conciliation Act, 1956, declare that the provisions of the Agreement (hereinafter referred to as the Amending Agreement) which appears in the Schedule hereto and which relates to the Hairdressing Trade, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 27 December 1973 upon the employers' organisation and the trade union which entered into the Amending Agreement and upon the employers and employees who are members of the said organisation or union;

(b) in terms of section 48 (1) (b) of the said Act, declare that the provisions of the Amending Agreement shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 27 December 1973 upon all employers and employees other than those referred to in paragraph (a) of this notice, who are engaged or employed in the

van hierdie kennisgewing en vir die tydperk wat op 1 September 1975 eindig, *mutatis mutandis* bindend is vir alle Bantoes wat—

(i) in die gebiede gespesifiseer in paragraaf (b) (i) van hierdie kennisgewing in verband met die werksaamhede vermeld in paragraaf (b) van die woordomskrywing van "Breinywerheid" in klousule 3 van die Hoof-ooreenkoms;

(ii) in die gebiede gespesifiseer in paragraaf (b) (ii) van hierdie kennisgewing in verband met die werksaamhede vermeld in paragraaf (a) van die woordomskrywing van "Breinywerheid" in klousule 3 van die Hoof-ooreenkoms;

in diens is by dié werkgewers vir wie enigeen van genoemde bepalings ten opsigte van werknemers bindend is en vir daardie werkgewers ten opsigte van Bantoes in hul diens.

M. VILJOEN, Minister van Arbeid.

BYLAE

NYWERHEIDSRAAD VIR DIE BREINYWERHEID (TRANSVAAL)

OOREENKOMS

ingevolg die Wet op Nywerheidsversoening, 1956, aangegaan deur die

Transvaal Knitters' Association

aan die een kant,

en die

Garment Workers' Union of South Africa

en die

Knitted Fabric Workers' Union

aan die ander kant,

wat die partye is by die Nywerheidsraad vir die Breinywerheid (Transvaal) om die Ooreenkoms tussen die partye, soos gepubliseer by Goewermentskennisgewing R. 741 van 27 April 1973, soos volg te wysig:

KLOUSULE 4.—BESOLDIGING

(1) In subklousule (1) (a), vervang die datum "1 September 1973" oral waar dit voorkom, deur die datum "9 Julie 1973".

(2) In subklousule (1) (a), vervang die datum "31 Augustus 1973" deur die datum "8 Julie 1973".

Namens die partye op hede die 16de dag van April 1973 te Johannesburg onderteken.

J. CORNELIUS, Ondervoorsitter.

C. ZWI, Lid van die Raad.

R. G. WALDECK, Sekretaris.

No. R. 1105 29 Junie 1973

WET OP NYWERHEIDSVERSOENING, 1956

HAARKAPPERSBEDRYF (WITWATERSRAND).—
WYSIGINGSOOREENKOMS

Ek, Marais Viljoen, Minister van Arbeid, verklaar hierby—

(a) kragtens artikel 48 (1) (a) van die Wet op Nywerheidsversoening, 1956, dat die bepalings van die Ooreenkoms (hierna die Wysigingsooreenkoms genoem) wat in die Bylae hiervan verskyn en op die Haarkappers-bedryf betrekking het, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 27 Desember 1973 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;

(b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalings van die Wysigingsooreenkoms met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 27 Desember 1973 eindig, bindend is vir alle ander werkgewers en werknemers as dié genoem in paragraaf (a) van hierdie kennisgewing, wat betrokke is

said Trade in the municipal areas of Krugersdorp, Randfontein, Roodepoort-Maraisburg, Johannesburg, Germiston, Boksburg, Benoni, Brakpan, Springs and Vereeniging; and

(c) in terms of section 48 (3) (a) of the said Act, declare that in the areas specified in paragraph (b) of this notice and with effect from the second Monday after the date of publication of this notice and for the period ending 27 December 1973, the provisions of the Amending Agreement shall *mutatis mutandis* be binding upon all Bantu employed in the said Trade by the employers upon whom any of the said provisions are binding in respect of employees and upon those employers in respect of Bantu in their employ.

M. VILJOEN, Minister of Labour.

SCHEDULE

INDUSTRIAL COUNCIL FOR THE HAIRDRESSING TRADE, WITWATERSRAND

AGREEMENT

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

Witwatersrand Master Hairdressers' Association

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

South African Hairdressers Employees' Industrial Union

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

being parties to the Industrial Council for the Hairdressing Trade, Witwatersrand,

to amend the Agreement (applicable to the Trade) published under Government Notice R. 2255 of 15 December 1970, as amended by Government Notice R. 1293 of 28 July 1972, as follows:

CLAUSE 23

1. In subclause (3), substitute the following for paragraphs (b), (c) and (d):

"(b) For the purposes of the Fund every employer shall, subject to subclauses (2) and (12) of this clause, each week deduct the following amounts from the wages of each of his weekly paid employees:

	Per week R
(i) Single qualified male hairdresser.....	0,80
(ii) Married qualified male hairdresser with one dependant.....	1,45
(iii) Married qualified male hairdresser with two dependants.....	2,10
(iv) Married qualified male hairdresser with three or more dependants.....	2,75
(v) Qualified female hairdresser (married or single).....	0,65
(vi) Receptionist and/or telephonist and manicurist and/or beauty culturist (male or female, married or single).....	0,55
(vii) Third and fourth year apprentices (male or female, married or single).....	0,40
(viii) First and second year apprentices (male or female, married or single).....	0,30
(ix) Shampooist (male or female, married or single).....	0,25
(x) General assistant (male or female, married or single).....	0,10

(c) Every working employer shall, subject to subclause (2) of this clause, contribute on his/her own behalf the following:

	Per week R
(i) Female employers (married or single).....	0,80
(ii) Male employers:	
(a) Single.....	0,80
(b) Married with one dependant.....	1,45
(c) Married with two dependants.....	2,10
(d) Married with three or more dependants.....	2,75

In the case of monthly paid employees the deductions shall be made monthly and shall be at the rate of four and one-third times the weekly contributions specified above.

by of in diens is in genoemde Bedryf in die munisipale gebiede Krugersdorp, Randfontein, Roodepoort-Maraisburg, Johannesburg, Germiston, Boksburg, Benoni, Brakpan, Springs en Vereeniging; en

(c) kragtens artikel 48 (3) (a) van genoemde Wet, dat die bepalings van die Wysigingsooreenkoms met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 27 Desember 1973 eindig, in die gebiede gespesifiseer in paragraaf (b) van hierdie kennisgewing *mutatis mutandis* bindend is vir alle Bantoes in diens in genoemde Bedryf by dié werkgewers vir wie enigen van genoemde bepalings ten opsigte van werknemers bindend is en vir daardie werkgewers ten opsigte van Bantoes in hul diens.

M. VILJOEN, Minister van Arbeid.

BYLAE

NYWERHEIDSRAAD VIR DIE HAARKAPPERSBEDRYF, WITWATERSRAND

OOREENKOMS

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

Witwatersrand Master Hairdressers' Association

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

South African Hairdressers Employees' Industrial Union

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

wat die partye is by die Nywerheidsraad vir die Haarkappersbedryf, Witwatersrand,

om die Ooreenkoms (wat op die Bedryf van toepassing is) soos gepubliseer by Goewermentskennisgewing R. 2255 van 15 Desember 1970 en gewysig by Goewermentskennisgewing R. 1293 van 28 Julie 1972, soos volg te wysig:

KLOUSULE 23

1. In subklousule (3), vervang paragrawe (b), (c) en (d) deur die volgende:

"(b) Vir die doeleindes van die Fonds moet elke werkgewer, behoudens subklousules (2) en (12) van hierdie klousule, elke week ondervermelde bedrae aftrek van die loon van elk van sy weekliks besoldigde werknemers:

	Per week R
(i) Ongetroude gekwalifiseerde manlike haarkapper....	0,80
(ii) Getroude gekwalifiseerde manlike haarkapper met een afhanklike.....	1,45
(iii) Getroude gekwalifiseerde manlike haarkapper met twee afhanklikes.....	2,10
(iv) Getroude gekwalifiseerde manlike haarkapper met drie of meer afhanklikes.....	2,75
(v) Gekwalifiseerde vroulike haarkapper (getroud of ongetroud).....	0,65
(vi) Ontvangsdame en/of telefonis en manikuris en/of skoonheidsdeskundige (man of vrou, getroud of ongetroud).....	0,55
(vii) Vakleerlinge in hul derde en vierde jaar (man of vrou, getroud of ongetroud).....	0,40
(viii) Vakleerlinge in hul eerste en tweede jaar (man of vrou, getroud of ongetroud).....	0,30
(ix) Sjampoels (man of vrou, getroud of ongetroud).....	0,25
(x) Algemene helper (man of vrou, getroud of ongetroud).....	0,10

(c) Behoudens subklousule (2) van hierdie klousule, moet elke werkende werkgewer namens homself/haarself ondervermelde bedrae bydra:

	Per week R
(i) Vroulike werkgewers (getroud of ongetroud).....	0,80
(ii) Manlike werkgewers:	
(a) Ongetroud.....	0,80
(b) Getroud met een afhanklike.....	1,45
(c) Getroud met twee afhanklikes.....	2,10
(d) Getroud met drie of meer afhanklikes.....	2,75

In die geval van werknemers wat maandeliks besoldig word, moet die aftrekkings maandeliks geskied teen vier en een-derde maal die weeklikse bydraes hierbo gespesifiseer.

(d) To the total so collected under paragraph (b) of this sub-clause, the employer shall add the following amounts and remit month by month, free of exchange, all collections and contributions in terms of this subclause to the Secretary of the Council, 520 Gloucester House, 66 Rissik Street, or P.O. Box 1201, Johannesburg, not later than the seventh day of each and every month in the form prescribed in Annexure A to this Agreement:

	Per week
	R
(i) Single qualified male hairdresser.....	0,55
(ii) Married qualified male hairdresser with one dependant	0,70
(iii) Married qualified male hairdresser with two dependants.....	0,85
(iv) Married qualified male hairdresser with three or more dependants.....	1,00
(v) Qualified female hairdresser (married or single).....	0,45
(vi) Receptionist and/or telephonist and manicurist and/or beauty culturist (male or female, married or single)...	0,30
(vii) Third and fourth year apprentices (male or female, married or single).....	0,25
(viii) First and second year apprentices (male or female, married or single).....	0,20
(ix) Shampooist (male or female, married or single).....	0,15
(x) General assistant (male or female, married or single)	0,10."

Signed on behalf of the parties at Johannesburg this 17th day of January 1973.

F. FINN, Chairman of the Council.

W. J. VAN RENSBURG, Vice-Chairman of the Council.

G. C. BREETZKE, Secretary of the Council.

No. R. 1139

29 June 1973

INDUSTRIAL CONCILIATION ACT, 1956

CLOTHING INDUSTRY, CAPE.—AMENDMENT OF MAIN AGREEMENT

I, Marais Viljoen, Minister of Labour, hereby—

(a) in terms of section 48 (1) (a) of the Industrial Conciliation Act, 1956, declare that the provisions of the Agreement (hereinafter referred to as the Amending Agreement), which appears in the Schedule hereto and which relates to the Clothing Industry, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 12 December 1975, upon the employers' organisations and the trade union which entered into the Amending Agreement and upon the employers and employees who are members of the said organisations or union;

(b) in terms of section 48 (1) (b) of the said Act, declare that the provisions of the Amending Agreement shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 12 December 1975, upon all employers and employees other than those referred to in paragraph (a) of this notice, who—

(i) in the Magisterial Districts of The Cape, Simonstown, Bellville, Somerset West, Strand and Worcester (excluding those portions of the Magisterial Districts of The Cape, Bellville and Somerset West which were transferred from the Magisterial District of Wynberg in terms of Government Notice 173 of 9 February 1973), are engaged or employed in the activities referred to in paragraphs (a) and/or (b) of the definition of "Clothing Industry" in clause 3 of the Agreement published under Government Notice R. 2368 of 22 December 1972 (hereinafter referred to as the Main Agreement);

(ii) in the Magisterial District of Wynberg (including those portions of the Magisterial Districts of The Cape, Bellville and Somerset West which were transferred from the Magisterial District of Wynberg in terms of

(d) By die totaal aldus kragtens paragraaf (b) van hierdie subklousule ingevorder, moet die werkgewer die volgende bedrae byvoeg en alle invorderings en bydraes ingevolge hierdie subklousule bankkommissievry voor of op die sewende dag van elke maand in die vorm in Aanhangsel A van hierdie Ooreenkoms voorgeskryf, aan die Sekretaris van die Raad, Gloucester House 520, Rissikstraat 66, of Posbus 1201, Johannesburg, stuur:

	Per week
	R
(i) Ongetroude gekwalifiseerde manlike haarkapper....	0,55
(ii) Getroude gekwalifiseerde manlike haarkapper met een afhanklike.....	0,70
(iii) Getroude gekwalifiseerde manlike haarkapper met twee afhanklikes.....	0,85
(iv) Getroude gekwalifiseerde manlike haarkapper met drie of meer afhanklikes.....	1,00
(v) Gekwalifiseerde vroulike haarkapper (getroud of ongetroud).....	0,45
(vi) Ontvangsdame en/of telefonis en manikuris en/of skoonheidskundige (man of vrou, getroud of ongetroud).....	0,30
(vii) Vakleerlinge in hul derde en vierde jaar (man of vrou, getroud of ongetroud).....	0,25
(viii) Vakleerlinge in hul eerste en twee jaar (man of vrou, getroud of ongetroud).....	0,20
(ix) Sjampeois (man of vrou, getroud of ongetroud).....	0,15
(x) Algemene helper (man of vrou, getroud of ongetroud)	0,10."

Namens die partye te Johannesburg onderteken op hede die 17de dag van Januarie 1973.

F. FINN, Voorsitter van die Raad.

W. J. VAN RENSBURG, Ondervoorsitter van die Raad.

G. C. BREETZKE, Sekretaris van die Raad.

No. R. 1139

29 Junie 1973

WET OP NYWERHEIDSVERSOENING, 1956

KLERASIENYWERHEID, KAAP.—WYSIGING VAN HOOFOOREENKOMS

Ek, Marais Viljoen, Minister van arbeid, verklaar hierby—

(a) kragtens artikel 48 (1) (a) van die Wet op Nywerheidsversoening, 1956, dat die bepalings van die Ooreenkoms (hierna die Wysigingsooreenkoms genoem), wat in die Bylae hiervan verskyn en op die Klerasienywerheid betrekking het, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 12 Desember 1975 eindig, bindend is vir die werkgewersorganisasies en die vakvereniging wat die Wysigingsooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasies of vereniging is;

(b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalings van die Wysigingsooreenkoms met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 12 Desember 1975 eindig, bindend is vir alle ander werkgewers en werknemers as dié genoem in paragraaf (a) van hierdie kennisgewing wat—

(i) in die landdrostdistrikte Die Kaap, Simonstad, Bellville, Somerset-Wes, Strand en Worcester (uitgesonderd daardie gedeeltes van die landdrostdistrikte Die Kaap, Bellville en Somerset-Wes wat ingevolge Goewermentskennisgewing 173 van 9 Februarie 1973 vanaf die landdrostdistrik Wynberg oorgeplaas is) betrokke is by of in diens is in verband met die werksaamhede waarvan in paragrawe (a) en/of (b) van die woordomskrywing van "Klerasienywerheid" in klousule 3 van die Ooreenkoms gepubliseer by Goewermentskennisgewing R. 2368 van 22 Desember 1972 (hierna die Hoofooreenkoms genoem) melding gemaak word;

(ii) in die landdrostdistrik Wynberg (met inbegrip van daardie gedeeltes van die landdrostdistrikte Die Kaap, Bellville en Somerset-Wes wat ingevolge Goewermentskennisgewing 173 van 9 Februarie 1973 vanaf die landdrostdistrik Wynberg oorgeplaas is) betrokke is by

Government Notice 173 of 9 February 1973) are engaged or employed in the activities referred to in paragraphs (a) and/or (b) and/or (c) of the definition of "Clothing Industry" in clause 3 of the Main Agreement; and

(c) in terms of section 48 (3) (a) of the said Act, declare that with effect from the second Monday after the date of publication of this notice and for the period ending 12 December 1975, the provisions of the Amending Agreement shall *mutatis mutandis* be binding upon all Bantu who—

(i) in the areas specified in paragraph (b) (i) of this notice are employed in the activities referred to in paragraphs (a) and/or (b) of the definition of "Clothing Industry" in clause 3 of the Main Agreement;

(ii) in the areas specified in paragraph (b) (ii) of this notice are employed in the activities referred to in paragraphs (a) and/or (b) and/or (c) of the definition of "Clothing Industry" in clause 3 of the Main Agreement;

by the employers upon whom any of the said provisions are binding in respect of employees and upon those employers in respect of Bantu in their employ.

M. VILJOEN, Minister of Labour.

SCHEDULE

INDUSTRIAL COUNCIL FOR THE CLOTHING INDUSTRY (CAPE)

AGREEMENT

in accordance with the provisions of the Industrial Conciliation Act, 1956, made and entered into between the Cape Clothing Manufacturers' Association and

Cape Knitting Industry Association

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

Garment Workers' Union of the Western Province

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

being parties to the Industrial Council for the Clothing Industry (Cape), to amend the Agreement between the parties, published under Government Notice R. 2368 of 22 December 1972 (hereinafter referred to as the "Main Agreement"), as follows:

CLAUSE 26.—SICK FUND

1. Substitute the following new subclause for subclause (4) (a):

"(4) (a) For the purpose of such fund, each employer shall, save as provided in subclause (14), each week deduct from the wages of each of his employees, excluding monthly-paid clerical employees and travellers (hereinafter referred to as 'contributor') for whom minimum wages are prescribed in this Agreement, and who has worked during any week, irrespective of the time so worked:

(i) *Group I.*—In the case of an employee earning a wage of less than R9,30 per week: 8c;

(ii) *Group II.*—In the case of an employee earning a wage of R9,30 per week and more but less than R13 per week: 9c;

(iii) *Group III.*—In the case of an employee earning a wage of R13 per week and more but less than R15,55 per week: 10c;

(iv) *Group IV.*—In the case of an employee earning a wage of R15,55 per week and more but less than R17,26 per week: 11c;

(v) *Group V.*—In the case of an employee earning a wage of R17,26 per week and more but less than R25 per week: 12c;

(vi) *Group VI.*—In the case of an employee earning a wage of R25 per week and more but less than R30 per week: 15c;

(vii) *Group VII.*—In the case of an employee earning a wage of R30 per week and more but less than R35 per week: 16c;

(viii) *Group VIII.*—In the case of an employee earning a wage of R35 per week and more: 17c."

2. Substitute the following new subclause for subclause (5) (a):

"(5) (a) During periods of absence from work owing to sickness, the following benefits shall be paid to contributors to the Fund: Provided that applications for benefits shall comply with the rules:

(i) *Group I.*—In the case of an employee earning a wage of less than R9,30 per week: R3,50 per week;

of in diens is in verband met die werksaamhede waarvan in paragrawe (a) en/of (b) en/of (c) van die woordomskrywing van "Klerasienywerheid" in klousule 3 van die Hoofooreenkoms melding gemaak word; en

(c) kragtens artikel 48 (3) (a) van genoemde Wet, dat die bepalinge van die Wysigingsooreenkoms met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 12 Desember 1975 eindig, *mutatis mutandis* bindend is vir alle Bantoes wat—

(i) in die gebiede gespesifiseer in paragraaf (b) (i) van hierdie kennisgewing in die werksaamhede waarvan in paragrawe (a) en/of (b) van die woordomskrywing van "Klerasienywerheid" in klousule 3 van die Hoofooreenkoms melding gemaak word;

(ii) in die gebiede gespesifiseer in paragraaf (b) (ii) van hierdie kennisgewing in die werksaamhede waarvan in paragrawe (a) en/of (b) en/of (c) van die woordomskrywing van "Klerasienywerheid" in klousule 3 van die Hoofooreenkoms melding gemaak word;

in diens is by dié werkgewers vir wie enigene van genoemde bepalinge ten opsigte van werknemers bindend is, en vir daardie werkgewers ten opsigte van Bantoes in hul diens.

M. VILJOEN, Minister van Arbeid.

BYLAE

NYWERHEIDSRAAD VIR DIE KLERASIENYWERHEID (KAAP)

OOREENKOMS

ingevolge die Wet op Nywerheidsversoening, 1956, aangegaan deur die

Cape Clothing Manufacturers' Association

en

Cape Knitting Industry Association

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

Garment Workers' Union of the Western Province

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

wat die partye is by die Nywerheidsraad vir die Klerasienywerheid (Kaap), om die Ooreenkoms tussen die partye, gepubliseer by Goewermentskennisgewing R. 2368 van 22 Desember 1972 (hierna die "Hoofooreenkoms" genoem), soos volg te wysig:

KLOUSULE 26.—SIEKEFONDS

1. Vervang subklousule (4) (a) deur die volgende nuwe subklousule:

"(4) (a) Vir die doel van sodanige fonds moet elke werkgewer, behoudens subklousule (14), elke week van die loon van elkeen van sy werknemers, uitgesonderd klerke wat maandeliks betaal word en handelsreisigers (hieronder 'n 'bydraer' genoem), vir wie minimum lone in hierdie Ooreenkoms voorgeskryf word en wat gedurende 'n bepaalde week gewerk het, afgesien van die tyd aldus gewerk, die volgende aftrek:

(i) *Groep I.*—In die geval van 'n werknemer wat 'n loon van minder as R9,30 per week ontvang: 8c;

(ii) *Groep II.*—In die geval van 'n werknemer wat 'n loon van R9,30 en meer maar minder as R13 per week ontvang: 9c;

(iii) *Groep III.*—In die geval van 'n werknemer wat 'n loon van R13 en meer maar minder as R15,55 per week ontvang: 10c;

(iv) *Groep IV.*—In die geval van 'n werknemer wat 'n loon van R15,55 en meer maar minder as R17,26 per week ontvang: 11c;

(v) *Groep V.*—In die geval van 'n werknemer wat 'n loon van R17,26 en meer maar minder as R25 per week ontvang: 12c;

(vi) *Groep VI.*—In die geval van 'n werknemer wat 'n loon van R25 en meer maar minder as R30 per week ontvang: 15c;

(vii) *Groep VII.*—In die geval van 'n werknemer wat 'n loon van R30 en meer maar minder as R35 per week ontvang: 16c;

(viii) *Groep VIII.*—In die geval van 'n werknemer wat 'n loon van R35 per week en meer ontvang: 17c."

2. Vervang subklousule (5) (a) deur die volgende nuwe subklousule:

"(5) (a) Gedurende tydperke waarin bydraers weens siekte van hul werk afwesig is, moet ondergenoemde bystand aan bydraers van die Fonds betaal word: Met dien verstande dat aansoeke om bystand aan die reëls moet voldoen:

(i) *Groep I.*—In die geval van 'n werknemer wat 'n loon van minder as R9,30 per week ontvang: R3,50 per week;

- (ii) *Group II.*—In the case of an employee earning a wage of R9,30 per week and more but less than R13 per week: R5 per week;
- (iii) *Group III.*—In the case of an employee earning a wage of R13 per week and more but less than R15,55 per week: R6 per week;
- (iv) *Group IV.*—In the case of an employee earning a wage of R15,55 per week and more but less than R17,26 per week: R9 per week;
- (v) *Group V.*—In the case of an employee earning a wage of R17,26 per week and more but less than R25 per week: R10 per week;
- (vi) *Group VI.*—In the case of an employee earning a wage of R25 per week and more but less than R30 per week: R13 per week;
- (vii) *Group VII.*—In the case of an employee earning a wage of R30 per week and more but less than R35 per week: R16 per week;
- (viii) *Group VIII.*—In the case of an employee earning a wage of R35 per week and more: R17 per week;

Provided that these benefits shall be paid for a period not exceeding six weeks at the above rates, and thereafter for a period not exceeding three weeks at half the above rates.

For the purpose of payment of such benefits, "sickness" shall mean illness, affliction or disease which is not attributable to misconduct or excessive indulgence in intoxicating liquors or drugs and is not an accident, illness or disease in respect of which compensation is payable in terms of: (i) The Workmen's Compensation Act, 1941, but excluding any period of absence due to such accident, illness or disease in respect of which no disablement payment is payable in terms of that Act; (ii) the Compulsory Motor Vehicle Insurance Act, 1972."

Signed at Cape Town on behalf of the parties this 10th day of April 1973:

A. M. ROSENBERG, Chairman of the Council.
L. A. PETERSEN, Vice-Chairman of the Council.
G. J. NEL, Secretary of the Council.

No. R. 1160 29 June 1973
INDUSTRIAL CONCILIATION ACT, 1956

ELECTRICAL CONTRACTING INDUSTRY, TRANSVAAL.—AMENDMENT OF MAIN AGREEMENT

I, Marais Viljoen, Minister of Labour, hereby—

(a) in terms of section 48 (1) (a) of the Industrial Conciliation Act, 1956, declare that all the provisions of the Agreement (hereinafter referred to as the Amending Agreement) which appears in the Schedule hereto and which relates to the Electrical Contracting Industry, shall be binding, with effect from 9 July 1973 and for the period ending 27 June 1974, upon the employer's organisation and the trade union which entered into the Amending Agreement and upon the employers and employees who are members of the said organisation or union;

(b) in terms of section 48 (1) (b) of the said Act, declare that the provisions of the Amending Agreement shall be binding, with effect from 9 July 1973 and for the period ending 27 June 1974, upon all employers and employees other than those referred to in paragraph (a) of this notice, who are engaged or employed in the said Industry in the Province of the Transvaal; and

(c) in terms of section 48 (3) (a) of the said Act, declare that, in the Province of the Transvaal and with effect from 9 July 1973 and for the period ending 27 June 1974, the provisions of the Amending Agreement shall *mutatis mutandis* be binding upon all Bantu employed in the said Industry by the employers upon whom any of the said provisions are binding in respect of employees and upon those employers in respect of Bantu in their employ.

M. VILJOEN, Minister of Labour.

- (ii) *Groep II.*—In die geval van 'n werknemer wat 'n loon van R9,30 en meer maar minder as R13 per week ontvang: R5 per week;
- (iii) *Groep III.*—In die geval van 'n werknemer wat 'n loon van R13 en meer maar minder as R15,55 per week ontvang: R6 per week;
- (iv) *Groep IV.*—In die geval van 'n werknemer wat 'n loon van R15,55 en meer maar minder as R17,26 per week ontvang: R9 per week;
- (v) *Groep V.*—In die geval van 'n werknemer wat 'n loon van R17,26 en meer maar minder as R25 per week ontvang: R10 per week;
- (vi) *Groep VI.*—In die geval van 'n werknemer wat 'n loon van R25 en meer maar minder as R30 per week ontvang: R13 per week;
- (vii) *Groep VII.*—In die geval van 'n werknemer wat 'n loon van R30 en meer maar minder as R35 per week ontvang: R16 per week;
- (viii) *Groep VIII.*—In die geval van 'n werknemer wat 'n loon van R35 en meer per week ontvang: R17 per week;

Met dien verstande dat hierdie bystand vir 'n tydperk van hoogstens ses weke teen bogenoemde skale en daarna vir 'n tydperk van hoogstens drie weke teen die helfte van bogenoemde skale betaal moet word.

Vir die doel van die betaling van sodanige bystand, beteken "siekte" 'n ongesteldheid, kwaal of siekte wat nie aan wangedrag of die buitensporige gebruik van sterk drank of verdowingsmiddels te wyte is nie en nie 'n ongeluk, ongesteldheid of siekte is ten opsigte waarvan daar skadeloosstelling ingevolge: (i) Die Ongevalwet, 1941, maar uitgesonderd 'n tydperk van afwesigheid as gevolg van sodanige ongeluk, ongesteldheid of siekte waarvoor daar geen skadeloosstelling ten opsigte van arbeidsongeskiktheid ingevolge daardie Wet betaalbaar is nie, en (ii) die Wet op Verpligte Motorvoertuigversekering, 1972, betaalbaar is nie."

Namens die partye op hede die 10de dag van April 1973 in Kaapstad onderteken.

A. M. ROSENBERG, Voorsitter van die Raad.
L. A. PETERSEN, Ondervoorsitter van die Raad.
G. J. NEL, Sekretaris van die Raad.

No. R. 1160 29 Junie 1973
WET OP NYWERHEIDSVERSOENING, 1956

ELEKTROTEGNIËSE AANNEMINGSNYWERHEID, TRANSVAAL.—WYSIGING VAN HOOFOOREENKOMS

Ek, Marais Viljoen, Minister van Arbeid, verklaar hierby—

(a) kragtens artikel 48 (1) (a) van die Wet op Nywerheidsversoening, 1956, dat al die bepalings van die Ooreenkoms (hierna die Wysigingsooreenkoms genoem) wat in die Bylae hiervan verskyn en op die Elektrotegniese Aannemingsnywerheid betrekking het, met ingang van 9 Julie 1973 en vir die tydperk wat op 27 Junie 1974 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;

(b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalings van die Wysigingsooreenkoms met ingang van 9 Julie 1973 en vir die tydperk wat op 27 Junie 1974 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 Nywerheid in die provinsie Transvaal; en

(c) kragtens artikel 48 (3) (a) van genoemde Wet, dat die bepalings van die Wysigingsooreenkoms met ingang van 9 Julie 1973 en vir die tydperk wat op 27 Junie 1974 eindig, in die provinsie Transvaal *mutatis mutandis* bindend is vir alle Bantoes in diens in genoemde Nywerheid by dié werkgewers vir wie enigeen van genoemde bepalings ten opsigte van werknemers bindend is en vir daardie werkgewers ten opsigte van Bantoes in hul diens.

M. VILJOEN, Minister van Arbeid.

SCHEDULE

INDUSTRIAL COUNCIL FOR THE ELECTRICAL CONTRACTING INDUSTRY (TRANSVAAL)

AGREEMENT

in accordance with the Industrial Conciliation Act, 1956, made and entered into between the

Electrical Contractors' Association (South Africa)

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

The South African Electrical Workers' Association

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

being the parties to the Industrial Council for the Electrical Contracting Industry (Transvaal), to amend the Agreement published under Government Notice R. 1043 of 18 June 1971, as amended by Government Notices R. 2290 of 17 December 1971 and R. 2180 of 1 December 1972, as follows:

1. CLAUSE 4.—WAGES

- (1) In subclause (1) (a) (i), substitute "27" for "24".
- (2) In subclause (1) (a) (ii), substitute "21" for "18".
- (3) In subclause (3) (c), insert the words "paragraph (a) of" after the word "of".
- (4) Renumber subclause (3) (b) to read (3) (c).
- (5) Renumber subclause (3) (c) to read (3) (d).
- (6) Insert the following new paragraph (b) after subclause (3) (a):

"(b) The wages of an employee for whom wages are prescribed in subclause (1) (a) of this clause shall be adjusted upwards or downwards at the rate of a quarter cent per hour as each notch of one point is traversed by the consumer price index figure."

- (7) Insert the following new paragraph (e) after subclause (3) (d):

"(e) For the purpose of paragraph (b) of this subclause notch means each complete stage of one point variation on the index figure upwards or downwards from 114,2 and the consumer price index figure or index figure means the average between the figures for the Witwatersrand and Pretoria, relating to all items as published by the Secretary for Statistics in the *Government Gazette* in respect of each area compared with itself in April 1970."

- (8) Insert a new subclause (9) after subclause (8):

"(9) (a) Attendance Allowance: Every driver and unskilled labourer shall be paid an attendance allowance of four cents per hour for every ordinary hour worked during any week, which shall be in addition to his ordinary wage: Provided that where such employee does not work the full number of hours prescribed in the Agreement, the allowance shall not be paid in respect of any hours worked. This allowance shall be paid at the same time as his other remuneration is paid and is not payable on overtime.

(b) Notwithstanding the provisions of paragraph (a), where a driver or unskilled labourer is absent from work with the permission of his employer or absent on account of sickness or circumstances beyond his control, such employee shall be paid the allowance in respect of the number of ordinary hours he actually worked: Provided that the employer may call on such employee to produce evidence in proof of cause of absence. Where a driver or unskilled labourer is employed after the commencement of the normal working week of an employer and he works the full number of normal hours for that week after commencement of employment, he shall be paid the attendance allowance for all normal hours worked during the rest of the week after the commencement of employment. Where a driver or unskilled labourer is dismissed or resigns before the end of the normal working week of an employer and he complies with the other requirements of the Agreement regarding termination of employment and he works the full number of normal hours for that week prior to termination of employment, he shall be paid the attendance allowance for all normal hours worked during the week before the termination of his employment.

(c) Every driver and unskilled labourer shall be paid the attendance allowance for public holidays in respect of the number of hours he would have worked on a normal working day (excluding overtime): Provided that where a public holiday falls on a Saturday the provisions of this clause shall not be applicable."

2. CLAUSE 14.—DEDUCTIONS IN RESPECT OF HOLIDAY AND CERTIFICATE ALLOWANCES AND HOLIDAY BONUS

- (1) Renumber subclause (11) to read "(11) (a)".
- (2) After subclause (11) (a), insert the following new paragraphs (b), (c) and (d):

"(b) The Council may transfer all or a portion of such moneys transferred to the general funds of the Council to a contingency fund administered by the Council.

BYLAE

NYWERHEIDSRAAD VIR DIE ELEKTROTEGNIESE AANNEMINGSNYWERHEID (TRANSVAAL)

OOREENKOMS

ingevoelge die Wet op Nywerheidsversoening, 1956, gesluit en aangegaan deur en tussen die

Electrical Contractors' Association (South Africa)

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

The South African Electrical Workers' Association

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

wat die partye is by die Nywerheidsraad vir die Elektrotegniese Aannemingsnywerheid (Transvaal), om die Ooreenkoms gepubliseer by Goewermentskennisgewing R. 1043 van 18 Junie 1971, soos gewysig by Goewermentskennisgewings R. 2290 van 17 Desember 1971 en R. 2180 van 1 Desember 1972, soos volg te wysig:

1. KLOUSULE 4.—LONE

- (1) In subklousule (1) (a) (i), vervang "24" deur "27".
- (2) In subklousule (1) (a) (ii), vervang "18" deur "21".
- (3) In subklousule (3) (c), voeg die woorde "paragraaf (a) van" in na die woorde "toepassing van".
- (4) Hernommer subklousule (3) (b) tot (3) (c).
- (5) Hernommer subklousule (3) (c) tot (3) (d).
- (6) Voeg die volgende nuwe paragraaf (b) in na subklousule (3) (a):

"(b) Die loon van 'n werknemer vir wie 'n loon in subklousule (1) (a) van hierdie klousule voorgeskryf word, moet met 'n kwartsent per uur verhoog of verlaag word namate die verbruikersprysindekssyfer hoër styg of laer daal as elke kerf van een punt."

- (7) Voeg die volgende nuwe paragraaf (e) in na subklousule (3) (d):

"(e) Vir die toepassing van paragraaf (b) van hierdie subklousule beteken kerf elke voltooide stadium van een punt waarmee die indekssyfer hoër styg of laer daal as 114,2, en die verbruikersprysindekssyfer of die indekssyfer beteken die gemiddelde syfer vir die Witwatersrand en Pretoria ten opsigte van alle items, soos deur die Sekretaris van Statistiek in die *Staatskoerant* gepubliseer ten opsigte van elke gebied, vergeleke met die syfer in April 1970."

- (8) Voeg 'n nuwe subklousule (9) in na subklousule (8):

"(9) (a) Aanwesigheidstoelae: Aan elke drywer en ongeskoolde arbeider moet daar benewens sy gewone loon 'n aanwesigheidstoelae van vier sent per uur betaal word vir elke gewone uur wat gedurende 'n week gewerk is: Met dien verstande dat, indien sodanige werknemer nie die volle aantal ure voorgeskryf in die Ooreenkoms werk nie, die toelae nie vir enige aantal ure gewerk betaal moet word nie. Hierdie toelae moet saam met sy ander besoldiging betaal word en is nie vir oortyd betaalbaar nie.

(b) Ondanks paragraaf (a), moet 'n drywer of ongeskoolde arbeider wat met die toestemming van sy werkgewer of weens siekte of omstandighede buite sy beheer van werk afwesig is, die toelae betaal word ten opsigte van die aantal gewone ure wat hy werklik gewerk het: Met dien verstande dat die werkgewer van sodanige werknemer kan verwag om bewys van die oorsaak van die afwesigheid te lewer. Indien 'n drywer of ongeskoolde arbeider na die begin van die gewone werkweek van 'n werknemer in diens geneem word en die volle aantal gewone ure vir daardie week na die aanvang van die diens werk, moet hy die aanwesigheidstoelae betaal word vir alle gewone ure gewerk gedurende die res van die week na die aanvang van die diens. Indien 'n drywer of ongeskoolde arbeider voor die einde van die gewone werkweek van 'n werkgewer ontslaan word of bedank en hy aan die ander vereistes van die Ooreenkoms betreffende die beëindiging van diens voldoen en hy die volle aantal gewone ure vir daardie week voor die beëindiging van sy diens werk, moet hy die aanwesigheidstoelae betaal word vir alle gewone ure gewerk gedurende die week voor die beëindiging van sy diens.

(c) Elke drywer en ongeskoolde arbeider moet die aanwesigheidstoelae betaal word vir openbare vakansiedae ten opsigte van die aantal ure wat hy op 'n gewone werkdag sou gewerk het (oortyd uitgesluit): Met dien verstande dat indien 'n openbare vakansiedag op 'n Saterdag val, die bepalinge van hierdie klousule nie van toepassing is nie."

2. KLOUSULE 14.—AFTREKKINGS VIR VAKANSIETOELAE, SERTIFIKAATTOELAE EN VAKANSIEBONUS

- (1) Hernommer subklousule (11) tot (11) (a).
- (2) Voeg die volgende nuwe paragrawe (b), (c) en (d) in na subklousule (11) (a):

"(b) Die Raad kan 'n gedeelte of alle sodanige geld wat na die algemene fondse van die Raad oorgedra is, na 'n gebeurlikheidsfonds oordra wat deur die Raad geadminestreer word.

(c) The Council may, in its sole discretion, pay from the contingency fund for holiday/benefit vouchers due to an employee in terms of any Agreement of the Council where such vouchers were not issued by an employer and the fund may recover this amount, or as much thereof as possible, from such employer or his estate: Provided that this subclause shall not in any way affect the right of the Council to recover this money on behalf of the contingency fund or of any employee by criminal or civil proceedings in a Court of Law.

(d) In the event of the dissolution of the Council, all moneys held in the contingency fund shall revert to the Council's general funds."

Signed at Johannesburg as authorised for and on behalf of the parties to the Council this 23rd day of May 1973.

B. GILBERT, Chairman of the Council.

R. COWLEY, Vice-Chairman of the Council.

C. P. VENTER, Secretary of the Council.

No. R. 1161

29 June 1973

INDUSTRIAL CONCILIATION ACT, 1956

LIQUOR AND CATERING TRADE, WITWATERSRAND AND VEREENIGING.—AMENDMENT OF MAIN AGREEMENT

I, Marais Viljoen, Minister of Labour, hereby—

(a) in terms of section 48 (1) (a) of the Industrial Conciliation Act, 1956, declare that the provisions of the Agreement (hereinafter referred to as the Amending Agreement) which appears in the Schedule hereto and which relates to the Liquor and Catering Trade shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 31 January 1975, upon the employers' organisation and the trade union which entered into the Amending Agreement and upon the employers and employees who are members of the said organisation or union;

(b) in terms of section 48 (1) (b) of the said Act, declare that the provisions of the Amending Agreement shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 31 January 1975, upon all employers and employees other than those referred to in paragraph (a) of this notice who are engaged or employed in the said Trade in the Magisterial Districts of Alberton, Benoni, Boksburg, Brakpan (excluding those portions of the latter two Magisterial Districts which, prior to the publication of Government Notice 1779 of 6 November 1964, fell within the Magisterial District of Heidelberg), Germiston, Johannesburg, Kempton Park (excluding those portions which were transferred from the Magisterial District of Pretoria in terms of Government Notices 556 of 29 March 1956 and 1618 of 2 October 1970), Krugersdorp, Nigel (excluding that portion which was transferred from the Magisterial District of Balfour in terms of Government Notice 871 of 26 May 1972), Randfontein (excluding the farms Moadowns 1, Leeuwpan 18, Ireton 19, Pahtiki 20, Bospan 21, Goudvlakte Oost 37, Rooipoort 38, Oog van Wonderfontein 39 and Rietfontein 48), Roodepoort, Springs, Vanderbijlpark, Vereeniging and Westonaria; and

(c) in terms of section 48 (3) (a) of the said Act, declare that, in the areas specified in paragraph (b) of this notice and with effect from the second Monday after the date of publication of this notice and for the period ending 31 January 1975, the provisions of the Amending Agreement shall *mutatis mutandis* be binding upon all Bantu employed in the said Trade by the employers upon whom any of the said provisions are binding in respect of employees and upon those employers in respect of Bantu in their employ.

M. VILJOEN, Minister of Labour.

(c) Die Raad kan, na eie goeddunke, uit die gebeurlikheidsfonds vir vakansie-/voordeelbewysstukke betaal wat aan 'n werknemer kragtens enige Ooreenkoms van die Raad verskuldig is, waar sodanige bewysstukke nie deur 'n werknemer uitgereik is nie, en die fonds kan hierdie gedrag, of soveel daarvan as moontlik, op sodanige werkgewer of sy boedel verhaal: Met dien verstande dat hierdie subklousule op generlei wyse die reg van die Raad benadeel om, namens die gebeurlikheidsfonds of 'n werknemer, hierdie geld deur middel van strafregtelike of siviele geding in 'n geregshof te verhaal nie.

(d) Ingeval die Raad ontbind word, val alle geld wat in die gebeurlikheidsfonds gehou word, terug aan die algemene fondse van die Raad."

Soos gemagtig, vir en namens die partye by die Raad op hede die 23ste dag van Mei 1973 in Johannesburg onderteken.

B. GILBERT, Voorsitter van die Raad.

R. COWLEY, Ondervoorsitter van die Raad.

C. P. VENTER, Sekretaris van die Raad.

No. R. 1161

29 Junie 1973

WET OP NYWERHEIDSVERSOENING, 1956

DRANK- EN VERVERSINGSBEDRYF, WITWATERSRAND EN VEREENIGING.—WYSIGING VAN HOOFOOREENKOMS

Ek, Marais Viljoen, Minister van Arbeid, verklaar hierby—

(a) kragtens artikel 48 (1) (a) van die Wet op Nywerheidsversoening, 1956, dat die bepalings van die Ooreenkoms (hierna die Wysigingsooreenkoms genoem) wat in die Bylae hiervan verskyn en op die Drank- en Verversingsbedryf betrekking het, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Januarie 1975 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;

(b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalings van die Wysigingsooreenkoms met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Januarie 1975 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 Bedryf in die landdrosdistrikte Alberton, Benoni, Boksburg, Brakpan (uitgesonderd daardie gedeeltes van laasgenoemde twee landdrosdistrikte wat voor die publikasie van Goewermentskennisgewing 1779 van 6 November 1964 binne die landdrosdistrik Heidelberg geval het), Germiston, Johannesburg, Kempton Park (uitgesonderd daardie gedeeltes wat ingevolge Goewermentskennisgewings 556 van 29 Maart 1956 en 1618 van 2 Oktober 1970 vanaf die landdrosdistrik Pretoria oorgeplaas is), Krugersdorp, Nigel (uitgesonderd daardie gedeelte wat ingevolge Goewermentskennisgewing 871 van 26 Mei 1972 vanaf die landdrosdistrik Balfour oorgeplaas is), Randfontein (uitgesonderd die plase Moadowns 1, Leeuwpan 18, Ireton 19, Pahtiki 20, Bospan 21, Goudvlakte Oost 37, Rooipoort 38, Oog van Wonderfontein 39 en Rietfontein 48), Roodepoort, Springs, Vanderbijlpark, Vereeniging en Westonaria; en

(c) kragtens artikel 48 (3) (a) van genoemde Wet, dat die bepalings van die Wysigingsooreenkoms met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Januarie 1975 eindig, in die gebiede gespesifiseer in paragraaf (b) van hierdie kennisgewing *mutatis mutandis* bindend is vir alle Bantoes in diens in genoemde Bedryf by dié werkgewers vir wie enigiens van genoemde bepalings ten opsigte van werknemers bindend is en vir daardie werkgewers ten opsigte van Bantoes in hul diens.

M. VILJOEN, Minister van Arbeid.

SCHEDULE
INDUSTRIAL COUNCIL FOR THE LIQUOR AND
CATERING TRADE

(WITWATERSRAND AND VEREENIGING)

AGREEMENT

in accordance with the provisions of the Industrial Conciliation Act, 1956, as amended, made and entered into by and between the

Hotel Association of the Transvaal

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

Witwatersrand Liquor and Catering Trade Employees' Union (hereinafter referred to as the "employees" or the "trade union"), of the other part

being the parties to the Industrial Council for the Liquor and Catering Trade (Witwatersrand and Vereeniging), to amend the Agreement published under Government Notice R. 37 of 14 January 1972, as follows:

1. (a) In clause 3 (1), after the definition of "experience", insert the following new definition:

"Grade I employee" means an employee whose occupation is not specifically defined elsewhere in these definitions and who is engaged in one or more of the following occupations:

(a) Attending to the directing and parking of the cars of guests on arrival and departure and who may also collect parking fees;

(b) policing the premises for the purpose of detecting or preventing misdemeanours;

(c) supervising the performance of the work of Grade II employees;"

(b) In clause 3 (1) substitute the following for the definition of "unladen weight":

"unladen mass" means the mass of any motor vehicle or trailer as expressed in a licence or certificate issued in respect of such motor vehicle or trailer by any authority empowered by law to issue licences in respect of motor vehicles;"

2. Substitute the following for clause 4 (1) (a):

"(a) Employees other than casual employees, up to 31 July 1973, as set out in column I hereunder and thereafter as set out in column II hereunder:

Class of employee	Per month (plus meals whilst on duty)	
	Column I	Column II
	R	R
Manager.....	225,00	247,50
Manageress.....	175,00	192,50
Assistant manager—		
during first year of experience.....	140,00	154,00
thereafter.....	160,00	176,00
Assistant manageress.....	100,00	110,00
Department manager.....	120,00	132,00
Department manageress.....	105,00	115,50
Off-sales manager.....	200,00	220,00
Off-sales manageress.....	165,00	181,50
Clerical employee—		
during first year of experience.....	55,00	60,50
during second year of experience.....	70,00	77,00
during third year of experience (male)....	90,00	99,00
during third year of experience (female)...	80,00	88,00
thereafter (male).....	130,00	143,00
thereafter (female).....	110,00	121,00
Porter—		
during first year of experience.....	45,00	49,50
during second year of experience.....	60,00	66,00
thereafter.....	85,00	93,50
Page—		
during first year's service with the same employer.....	27,00	29,70
thereafter, with the same employer.....	35,00	38,50
Cloak-room attendant—		
during first year of experience.....	33,00	36,30
thereafter.....	36,00	39,60
Night watchman—		
during first year's service with the same employer.....	40,00	44,00
during second year's service with the same employer.....	45,00	49,50
thereafter with the same employer.....	50,00	55,00

BYLAE

NYWERHEIDSRAAD VIR DIE DRANK- EN
VERVERSINGSBEDRYF

(WITWATERSRAND EN VEREENIGING)

OOREENKOMS

ingevoel die Wet op Nywerheidsversoening, 1956, soos gewysig, gesluit deur die

Hotel Association of the Transvaal

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

Witwatersrand Liquor and Catering Trade Employees' Union

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

wat die partye is by die Nywerheidsraad vir die Drank- en Verversingsbedryf (Witwatersrand en Vereeniging), om die Ooreenkoms gepubliseer by Goewermentskennisgewing R. 37 van 14 Januarie 1972, soos volg te wysig:

1. (a) In klousule 3 (1), van die omskrywing van "ondervinding", voeg die volgende nuwe woordomskrywing in:

"Graad I-werknemer" 'n werknemer wie se beroep nie elders in hierdie woordomskrywings uitdruklik omskryf word nie en wat een of meer van die volgende werksaamhede verrig:

(a) Omsien na die aanwys en parkering van gaste se motors by hul aankoms en vertrek, en wat ook parkeergeld kan insamel;

(b) die perseel bewaak met die doel om oortredings op te spoor of te voorkom;

(c) toesig hou oor die uitvoering van die werk van Graad II-werknemers;"

(b) In klousule 3 (1), vervang die omskrywing van "onbelaste gewig" deur die volgende:

"onbelaste massa" die massa van 'n motorvoertuig of sleepwa soos aangedui in 'n lisensie of sertifikaat wat ten opsigte van sodanige motorvoertuig of sleepwa uitgereik is deur 'n owerheid wat by wet gemagtig is om sodanige lisensies ten opsigte van motorvoertuie uit te reik;"

2. Vervang klousule 4 (1) (a) deur die volgende:

"(a) Werknemers, uitgesonderd los werknemers, tot 31 Julie 1973, die loon hierna in kolom I en daarna die loon in kolom II uiteengesit:

Klas werknemer	Per maand (plus etes terwyl hy op diens is)	
	Kolom I	Kolom II
	R	R
Bestuurder.....	225,00	247,50
Bestuurderes.....	175,00	192,50
Assistent-bestuurder—		
gedurende eerste jaar ondervinding.....	140,00	154,00
daarna.....	160,00	176,00
Assistent-bestuurderes.....	100,00	110,00
Afdelingsbestuurder.....	120,00	132,00
Afdelingsbestuurderes.....	105,00	115,50
Buiterverkoopsbestuurder.....	200,00	220,00
Buiterverkoopsbestuurderes.....	165,00	181,50
Klerk—		
gedurende eerste jaar ondervinding.....	55,00	60,50
gedurende tweede jaar ondervinding.....	70,00	77,00
gedurende derde jaar ondervinding (man)..	90,00	99,00
gedurende derde jaar ondervinding (vrou)..	80,00	88,00
daarna (man).....	130,00	143,00
daarna (vrou).....	110,00	121,00
Portier—		
gedurende eerste jaar ondervinding.....	45,00	49,50
gedurende tweede jaar ondervinding.....	60,00	66,00
daarna.....	85,00	93,50
Hoteljoggie—		
gedurende eerste jaar diens by dieselfde werkgewer.....	27,00	29,70
daarna, by dieselfde werkgewer.....	35,00	38,50
Kleedkamerbediende—		
gedurende eerste jaar ondervinding.....	33,00	36,30
daarna.....	36,00	39,60
Nagwag—		
gedurende eerste jaar diens by dieselfde werkgewer.....	40,00	44,00
gedurende tweede jaar diens by dieselfde werkgewer.....	45,00	49,50
daarna, by dieselfde werkgewer.....	50,00	55,00

Class of employee	Per month (plus meals whilst on duty)		Klas werknemer	Per maand (plus etes terwyl hy op diens is)	
	Column I R	Column II R		Kolom I R	Kolom II R
Motor vehicle driver—			Motorvoertuigdrywer—		
if unladen mass of vehicle does not exceed 450 kg.....	40,00	44,00	as die onbelaste massa van die voertuig hoogstens 450 kg is.....	40,00	44,00
if unladen mass of vehicle exceeds 450 kg..	60,00	66,00	as die onbelaste massa van die voertuig meer as 450 kg is.....	60,00	66,00
Off-sales attendant—			Buiteverkoopsbediener—		
during first year of experience (male or female).....	70,00	77,00	gedurende eerste jaar ondervinding (man of vrou).....	70,00	77,00
during second year of experience (male or female).....	85,00	93,50	gedurende tweede jaar ondervinding (man of vrou).....	85,00	93,50
thereafter (female).....	100,00	110,00	daarna (vrou).....	100,00	110,00
during third year of experience (male)....	100,00	110,00	gedurende derde jaar ondervinding (man)...	100,00	110,00
during fourth year of experience (male)...	106,00	116,60	gedurende vierde jaar ondervinding (man)...	106,00	116,60
during fifth year of experience (male)....	112,00	123,20	gedurende vyfde jaar ondervinding (man)...	112,00	123,20
thereafter (male).....	128,00	140,80	daarna (man).....	128,00	140,80
Barman or barmaid—			Kroegman of kroegvrou—		
during first six months of experience.....	110,00	121,00	gedurende eerste ses maande ondervinding..	110,00	121,00
during second six months of experience...	140,00	154,00	gedurende tweede ses maande ondervinding	140,00	154,00
thereafter.....	170,00	187,00	daarna.....	170,00	187,00
Head barman or head barmaid.....	200,00	220,00	Hoofkroegman of hoofkroegvrou.....	200,00	220,00
Waiter or waitress—			Kelner of kelnerin—		
during first year of experience.....	33,00	36,30	gedurende eerste jaar ondervinding.....	33,00	36,30
during second year of experience.....	35,00	38,50	gedurende tweede jaar ondervinding.....	35,00	38,50
during third year of experience.....	40,00	44,00	gedurende derde jaar ondervinding.....	40,00	44,00
thereafter.....	52,00	57,20	daarna.....	52,00	57,20
Head waiter or head waitress.....	65,00	71,50	Hoofkelnerin of hoofkelnerin.....	65,00	71,50
Wine steward—			Wynkelner—		
during first year of experience.....	33,00	36,30	gedurende eerste jaar ondervinding.....	33,00	36,30
during second year of experience.....	35,00	38,50	gedurende tweede jaar ondervinding.....	35,00	38,50
during third year of experience.....	40,00	44,00	gedurende derde jaar ondervinding.....	40,00	44,00
thereafter.....	52,00	57,20	daarna.....	52,00	57,20
Billiard marker.....	50,00	55,00	Biljartman.....	50,00	55,00
Counter-attendant—			Toonbankbediener—		
during first year of experience.....	50,00	55,00	gedurende eerste jaar ondervinding.....	50,00	55,00
thereafter.....	55,00	60,50	daarna.....	55,00	60,50
Cook—			Kok—		
during first year of experience.....	35,00	38,50	gedurende eerste jaar ondervinding.....	35,00	38,50
during second year of experience.....	40,00	44,00	gedurende tweede jaar ondervinding.....	40,00	44,00
during third year of experience.....	45,00	49,50	gedurende derde jaar ondervinding.....	45,00	49,50
during fourth year of experience.....	50,00	55,00	gedurende vierde jaar ondervinding.....	50,00	55,00
thereafter.....	60,00	66,00	daarna.....	60,00	66,00
Head cook.....	90,00	99,00	Hoofkok.....	90,00	99,00
Kitchenhand—			Kombuishulp—		
during first year's service with the same employer.....	35,00	38,50	gedurende eerste jaar diens by dieselfde werk-gewer.....	35,00	38,50
thereafter with the same employer.....	40,00	44,00	daarna by dieselfde werk-gewer.....	40,00	44,00
Kitchen supervisor.....	75,00	82,50	Kombuisopsigter.....	75,00	82,50
Handyman.....	70,00	77,00	Faktotum.....	70,00	77,00
Housekeeper.....	80,00	88,00	Huishoudster.....	80,00	88,00
Chambermaid—			Kamerbediende—		
during first year's service with the same employer.....	35,00	38,50	gedurende eerste jaar diens by dieselfde werk-gewer.....	35,00	38,50
thereafter with the same employer.....	40,00	44,00	daarna, by dieselfde werk-gewer.....	40,00	44,00
Laundryhand—			Wasseryhulp—		
during first year of experience.....	35,00	38,50	gedurende die eerste jaar ondervinding... ..	35,00	38,50
thereafter.....	40,00	44,00	daarna.....	40,00	44,00
Grade I employee.....	45,00	49,50	Graad I-werknemer.....	45,00	49,50
Grade II employee (male)—			Graad II-werknemer (man)—		
during first year's service with same employer	35,00	38,50	gedurende eerste jaar diens by dieselfde werk-gewer.....	35,00	38,50
thereafter with the same employer.....	40,00	44,00	daarna by dieselfde werk-gewer.....	40,00	44,00
Grade II employee (female)—			Graad II-werknemer (vrou)—		
during first year's service with same employer	28,00	30,80	gedurende eerste jaar diens by dieselfde werk-gewer.....	28,00	30,80
thereafter with the same employer.....	33,00	36,30	daarna by dieselfde werk-gewer.....	33,00	36,30
	Plus free board and lodging.			Plus gratis etes en huisvesting.	
Hotel trainee—			Hoteltwekeling—		
during first 12 months of training.....	50,00	55,00	gedurende eerste 12 maande opleiding.....	50,00	55,00
during next 12 months of training.....	60,00	66,00	gedurende volgende 12 maande opleiding..	60,00	66,00
thereafter.....	70,00	77,00	daarna.....	70,00	77,00

	Per hour or part there- of	
Part-time employee (male).....	0,65	0,71
Part-time employee (female).....	0,50	0,55."

	Per uur of deel van 'n uur	
Deeltydse werknemer (man).....	0,65	0,71
Deeltydse werknemer (vrou).....	0,50	0,55."

Signed at Johannesburg on behalf of the parties this 25th day of April 1973.

J. J. HOFFMANN, Chairman of the Council.

J. VAN ASWEGEN, Vice Chairman of the Council.

G. SEAGERS, Secretary of the Council.

Namens die partye op hede die 25ste dag van April 1973 te Johannesburg onderteken.

J. J. HOFFMANN, Voorsitter van die Raad.

J. VAN ASWEGEN, Ondervoorsitter van die Raad.

G. SEAGERS, Sekretaris van die Raad.

DEPARTMENT OF NATIONAL EDUCATION

No. R. 1154 29 June 1973

UNIVERSITY OF CAPE TOWN.—STATUTE—AMENDMENT

The Minister of National Education has, under and by virtue of the powers vested in him by section 17 (2) of the Universities Act, 1955 (Act 61 of 1955), approved the following amendments, framed by the Council of the University of Cape Town, to the Statute published under Government Notice R. 1381 of 6 September 1963, as amended by Government Notices R. 800 of 4 June 1965, R. 1628 of 20 September 1968, R. 695 of 8 May 1970, R. 1201 of 9 July 1971 and R. 1117 of 23 June 1972:

1. The following paragraph is substituted for paragraph 11:

"11. (1) Every person who, on or before 31 March 1973, has donated or who shall donate to the funds of the University an amount of R100 or upwards shall become a member of the constituency referred to in section 7 (1) (g) of the Act.

(2) Every person who, on or after 1 April 1973, has donated or who shall donate to the funds of the University an amount of R500 or upwards shall become a member of the constituency referred to in section 7 (1) (g) of the Act.

(3) 'Person' for the purposes of this paragraph includes the nominee of any company or association of persons which has made a donation to the funds of the University in terms of this paragraph."

2. Paragraph 42 is amended by the insertion in subparagraph (1) after "the registrar of the University" of "or his deputy".

3. Paragraph 49 is amended by—

(a) the substitution in subparagraph (3) for "four" of "six"; and

(b) the addition after subparagraph (3) of the following subparagraph:

"(4) Each nomination shall be accompanied by a statement signed by the nominee signifying his acceptance of the nomination and by a *curriculum vitae* of such nominee, which shall not contain particulars other than his name (and if the nominee so requests any former names), age, address, academic and professional qualifications, present occupation and important offices which he holds or has held."

4. The following paragraph is substituted for paragraph 50:

"50. If the number of persons nominated for any office does not exceed the number to be appointed for that office the secretary shall forthwith declare such person or persons to be duly appointed. If more persons be nominated than are to be appointed, a written notice of election shall

DEPARTEMENT VAN NASIONALE OPVOEDING

No. R. 1154 29 Junie 1973

UNIVERSITEIT VAN KAAPSTAD.—STATUUT—WYSIGING

Die Minister van Nasionale Opvoeding het kragtens die bevoegdheid hom verleen by artikel 17 (2) van die Wet op Universiteite, 1955 (Wet 61 van 1955), sy goedkeuring verleen aan die volgende wysigings, deur die Raad van die Universiteit van Kaapstad opgestel, van die Statuut wat gepubliseer is by Goewermentskennisgewing R. 1381 van 6 September 1963, soos gewysig by Goewermentskennisgewings R. 800 van 4 Junie 1965, R. 1628 van 20 September 1968, R. 695 van 8 Mei 1970, R. 1201 van 9 Julie 1971 en R. 1117 van 23 Junie 1972:

1. Paragraaf 11 word deur die volgende paragraaf vervang:

"11. (1) Elke persoon wat voor of op 31 Maart 1973 'n bedrag van R100 of meer aan die fondse van die Universiteit geskenk het of skenk, word 'n lid van die kieskollege in artikel 7 (1) (g) van die Wet bedoel.

(2) Elke persoon wat op of na 1 April 1973 'n bedrag van R500 of meer aan die fondse van die Universiteit geskenk het of skenk, word 'n lid van die kieskollege in artikel 7 (1) (g) van die Wet bedoel.

(3) 'Persoon', vir die toepassing van hierdie paragraaf, beteken ook die benoemde van enige maatskappy of vereniging van persone wat 'n skenking ooreenkomstig hierdie paragraaf aan die fondse van die Universiteit gedoen het."

2. Paragraaf 42 word gewysig deur "of sy afgevaardigde" na "die registrateur van die universiteit" in subparagraph (1) in te voeg.

3. Paragraaf 49 word gewysig deur—

(a) "vier" in subparagraph (3) deur "ses" te vervang; en

(b) na subparagraph (3) die volgende subparagraph by te voeg:

"(4) Elke nominasie moet vergesel gaan van 'n verklaring onderteken deur die genomineerde ter aanduiding van sy aanvaarding van die nominasie, en van 'n lewensbeskrywing van sodanige genomineerde, wat geen ander besonderhede as sy naam (en as die genomineerde dit verlang, enige ander vorige name), ouderdom, adres, akademiese en professionele kwalifikasies, huidige beroep en belangrike ampte wat hy beklee of beklee het mag bevat nie."

4. Paragraaf 50 word deur die volgende paragraaf vervang:

"50. Indien die getal persone wat vir enige amp genomineer word, nie die getal te bowe gaan wat vir daardie amp aangestel moet word nie, verklaar die Sekretaris onverwyld sodanige persoon of persone behoorlik aangestel. Indien meer persone genomineer word as wat aangestel moet word, moet die Sekretaris minstens drie weke voor die dag van die verkiesing 'n skriftelike kennisgewing

be posted by the secretary at least three weeks before the day of such election to every member of convocation, together with a printed voting paper, which shall give in alphabetical order the names of all the candidates, and a copy of the *curriculum vitae* of each candidate."

5. Paragraph 51 is amended by the substitution for the first sentence of the instructions of the following:

"The voter shall put a cross (x) against the name of every candidate for whom he wishes to record his vote, no other alteration of the voting paper being permitted, and the voter shall personally sign the voting paper."

6. The following paragraph is substituted for paragraph 53:

"53. At any election the president or, failing him, the principal and vice-chancellor, shall appoint returning officers and scrutineers."

7. The following paragraph is inserted after paragraph 53:

"53A. At any election the returning officers shall report the results of such election to the secretary, who shall then declare the results of the election, with the number of votes gained by each candidate and the number of spoilt papers: Provided that, within 48 hours of such declaration, application may be made by a candidate in such election for a re-scrutiny or a re-count of the voting papers, or for both such re-scrutiny and re-count, and that such application be dealt with by the president of convocation or, if he is unable to act, by the principal and vice-chancellor, the decision of either of whom on such application shall be final."

No. R. 1155 29 June 1973
UNIVERSITY OF THE WITWATERSRAND, JOHANNESBURG.—AMENDMENT OF STATUTE

The Minister of National Education has, under and by virtue of the powers vested in him by section 17 (2) of the Universities Act, 1955 (Act 61 of 1955), approved the following amendment of the Statute of the University of the Witwatersrand, Johannesburg, published under Government Notice R. 1964 of 2 December 1960, as amended by Government Notices R. 1494 of 1 October 1965, R. 2078 of 23 December 1966, R. 2370 of 27 December 1968 and R. 435 of 20 March 1970:

1. The following paragraph is substituted for paragraph 4:

"4. If the Chancellor is absent, or is for any other reason unable to perform the duties of his office, or if the office of Chancellor becomes vacant, the Vice-Chancellor or, if he is absent or is for any other reason unable to perform the duties of his office, the acting Vice-Chancellor or the Deputy Vice-Chancellor, or one of the Deputy Vice-Chancellors, as the case may be, appointed for the purpose by the Council, shall exercise the powers and perform the duties appertaining to the office of the Chancellor."

2. Paragraph 5 is amended by the deletion of subparagraph (6).

3. The following paragraph is substituted for paragraph 6:

"6. (1) If the Vice-Chancellor is absent or is for any other reason unable to perform the duties of his office, the Council may appoint the Deputy Vice-Chancellor, or one of the Deputy Vice-Chancellors, as the case may be, or in the event of the office of Deputy Vice-Chancellor being vacant or the Deputy Vice-Chancellor or Deputy Vice-Chancellors, as the case may be, being absent or for any other reason unable to perform the duties of the office, some other person, as acting Vice-Chancellor.

van sodanige verkiesing aan elke lid van die konvokasie pos, tesame met 'n gedrukte stembriefie waarop die name van al die kandidate in alfabetiese volgorde aangegee moet word, en 'n afskrif van elke kandidaat se lewensbeskrywing."

5. Paragraaf 51 word gewysig deur die eerste sin van die instruksies deur die volgende te vervang:

"Die kieser moet 'n kruisie (x) plaas teenoor die naam van elke kandidaat vir wie hy sy stem wil uitbring, en geen ander verandering van die stembriefie word toegelaat nie en die kieser moet die stembriefie persoonlik onderteken."

6. Paragraaf 53 word deur die volgende paragraaf vervang:

"53. By enige verkiesing moet die president of, by sy ontstentenis, die rektor en vise-kanselier stembeamptes en stemopnemers aanstel."

7. Die volgende paragraaf word na paragraaf 53 ingevoeg:

"53A. By enige verkiesing moet die stembeamptes die uitslae van sodanige verkiesing aan die sekretaris rapporteer, wat dan die uitslae van die verkiesing, met die getal stemme wat elke kandidaat gekry het en die getal bedorwe stembriewe, moet bekendmaak: Met dien verstande dat 'n kandidaat in sodanige verkiesing binne 48 uur na sodanige bekendmaking aansoek kan doen om die stembriewe weer te laat nagaan of weer te laat tel, of weer te laat nagaan en weer te laat tel en dat sodanige aansoek afgehandel word deur die president van die konvokasie of, indien hy nie kan optree nie, deur die rektor en visekanselier, en die beslissing van enigen van die twee oor sodanige aansoek is afdoende."

No. R. 1155 29 Junie 1973
UNIVERSITEIT VAN DIE WITWATERSRAND,
JOHANNESBURG.—WYSIGING VAN STATUUT

Kragtens die bevoegdheid hem verleen by artikel 17 (2) van die Wet op Universiteite, 1955 (Wet 61 van 1955), het die Minister van Nasionale Opvoeding sy goedkeuring geheg aan onderstaande wysigings van die Statuut van die Universiteit van die Witwatersrand, Johannesburg, afgekondig by Goewermentskennisgewing R. 1964 van 2 Desember 1960, soos gewysig by Goewermentskennisgewings R. 1494 van 1 Oktober 1965, R. 2078 van 23 Desember 1966, R. 2370 van 27 Desember 1968 en R. 435 van 20 Maart 1970:

1. Paragraaf 4 word deur onderstaande paragraaf vervang:

"4. By afwesigheid van die Kanselier of indien die Kanselier om enige ander rede nie sy ampspligte kan verrig nie, of indien die Kanseliersamp vakant raak, verrig die Vise-kanselier of, indien hy afwesig is of om enige ander rede nie sy ampspligte kan verrig nie, die waarnemende Vise-kanselier of die Adjunk-vise-kanselier, of een van die Adjunk-vise-kanseliers, na gelang van die geval, deur die Raad vir die doel aangestel, die magte en pligte verbonde aan die amp van Kanselier."

2. Paragraaf 5 word gewysig deur subparagraaf (6) te skrap.

3. Paragraaf 6 word deur onderstaande paragraaf vervang:

"6. (1) By afwesigheid van die Vise-kanselier of indien hy om enige ander rede nie sy pligte kan verrig nie, kan die Raad die Adjunk-vise-kanselier, of een van die Adjunk-vise-kanseliers, na gelang van die geval, of, indien die amp van Adjunk-vise-kanselier vakant is, of die Adjunk-vise-kanselier of Adjunk-vise-kanseliers, na gelang van die geval, afwesig is, of om enige ander rede nie hulle ampspligte kan nakom nie, enige ander persoon aanstel as waarnemende Vise-kanselier.

(2) The Deputy Vice-Chancellor, or the Deputy Vice-Chancellors, as the case may be, shall *ex officio* be a member or member of the Council and each of its committees, and of the Senate and each of its committees, and of the Convocation.”

4. Paragraph 8 is amended by—

(a) the substitution for subparagraph (1) of the following:

“(1) (a) The members of the Council appointed or elected thereto by the State President, the Convocation, the City Council of Johannesburg, the Council of Education, Witwatersrand, and the constituency referred to in paragraph (i) of section 9 (1) of the Act, shall hold office for four years.

(b) The members of the Council elected thereto by the Senate shall hold office for five years.

(c) The members of the Council appointed or elected thereto by the Chambers specified in paragraph 11.A shall hold office for two years.”;

(b) the insertion after subparagraph (2) of the following:

“(3) Notwithstanding anything contained in these rules, the members of the Council elected thereto by the Convocation in the years 1973, 1974, 1975 and 1976 shall hold office for the periods specified hereunder, namely:

(i) From the date of the election in 1973 to 27 October 1977,

(ii) from the date of the election in 1974 to 27 October 1977,

(iii) from the date of the election in 1975 to 27 October 1979,

(iv) from the date of the election in 1976 to 27 October 1979.”.

5. Paragraph 11 is amended by the insertion after subparagraph (3) of the following:

“(4) Every member of the Council to be appointed or elected by the Chambers specified in paragraph 11.A hereof, shall be appointed or elected in the manner determined by the Chamber concerned.”.

6. The following paragraph is inserted after paragraph 11:

“11.A In terms of the provisions of paragraph (j) of section 9 (1) of the Act, the membership of the Council shall include—

(a) two members appointed or elected by the Chamber of Mines of South Africa;

(b) one member appointed or elected by the Johannesburg Chamber of Commerce; and

(c) one member appointed or elected by the Transvaal Chamber of Industries.”.

7. The following paragraph is substituted for paragraph 20:

“20. There shall be an Executive Committee of the Council consisting of the Chairman of the Council, the Vice-Chancellor, the Deputy Vice-Chancellor, or the Deputy Vice-Chancellors, as the case may be, and such other members of the Council as the Council may appoint to it, which shall exercise such powers and functions as the Council may by resolution delegate to it.”.

8. The following paragraph is substituted for paragraph 23:

“23. (1) Members of the full-time, permanent academic staff (other than professors, the University Librarian, heads of University departments who are not professors and persons appointed to the Senate under the provisions of section 9 of the Universities Act, 1955) shall elect nine

(2) Die Adjunk-*vice*-kanselier of Adjunk-*vice*-kanseliers, na gelang van die geval, is ampshalwe lid of lede van die Raad en alle komitees van die Raad, die Senaat en alle komitees van die Senaat en van die Konvokasie.”.

4. Paragraaf 8 word gewysig deur—

(a) die vervanging van subparagraaf (1) deur die volgende:

“(1) (a) Die lede van die Raad, aangestel of verkies deur die Staatspresident, die Konvokasie, die Stadsraad van Johannesburg, die Council of Education, Witwatersrand, en die kiesliggaam omskryf in paragraaf (1) van artikel 9 (1) van die Wet, beklee die amp vir vier jaar.

(b) Die lede van die Raad verkies deur die Senaat, beklee die amp vir vyf jaar.

(c) Die lede van die Raad aangestel of verkies deur die Kamers omskryf in paragraaf 11. A, beklee die amp vir twee jaar.”;

(b) die invoeging van die volgende na subparagraaf (2):

“(3) Nieteenstaande andersluidende bepalings in hierdie reëls, sal die lede van die Raad wat deur die Konvokasie in 1973, 1974, 1975 en 1976 verkies is, die amp beklee soos hieronder omskryf, naamlik:

(i) Van die datum van verkiesing in 1973 tot 27 Oktober 1977,

(ii) van die datum van verkiesing in 1974 tot 27 Oktober 1977,

(iii) van die datum van verkiesing in 1975 tot 27 Oktober 1979,

(iv) van die datum van verkiesing in 1976 tot 27 Oktober 1979.”.

5. Paragraaf 11 word gewysig deur na subparagraaf (3) die volgende in te voeg:

“(4) Elke lid van die Raad wat deur die Kamers wat in paragraaf 11.A hiervan omskryf word, aangestel of verkies op 'n wyse deur die betrokke Kamer bepaal.”.

6. Die volgende paragraaf word na paragraaf 11 ingevoeg:

“11.A Ingevolge die bepalings van paragraaf (j) van artikel 9 (1) van die Wet, sal die ledetal van die Raad die volgende insluit:

(a) Twee lede aangestel of verkies deur die Kamer van Mynwese van Suid-Afrika;

(b) een lid aangestel of verkies deur die Johannesburgse Kamer van Koophandel; en

(c) een lid aangestel of verkies deur die Transvaalse Kamer van Nywerhede.”.

7. Paragraaf 20 word deur onderstaande paragraaf vervang:

“20. Daar is 'n Uitvoerende Komitee van die Raad bestaande uit die Voorsitter van die Raad, die *Vise*-kanselier, die Adjunk-*vice*-kanselier of Adjunk-*vice*-kanseliers, na gelang van die geval, en ander lede van die Raad wat die Raad daarin mag aanstel, en vermeldde Uitvoerende Komitee oefen die bevoegdhede en funksies uit wat die Raad by besluit aan hom mag opdra.”.

8. Paragraaf 23 word deur onderstaande paragraaf vervang:

“23. (1) Lede van die voltydse permanente akademiese personeel (uitgesonderd professore, die Universiteitsbibliotekaris, hoofde van Universiteitsdepartemente wat nie professore is nie en persone wat ingevolge artikel 9 van die Wet op Universiteite, 1955, in die Senaat aangestel

of their number to serve as members of the Senate, three to be elected each year and to hold office for three calendar years following the date of their election.

(2) The election shall be by postal ballot and shall be held during the month of August: Provided that, in order to be eligible, a person shall have been nominated for the office by two members of the constituency described in subparagraph (1) hereof, by letter lodged with the Secretary of the Senate not later than the last day of the month of June.

(3) A casual vacancy in the membership of the Senate, in terms of this paragraph, shall result from a member's death, resignation or his ceasing to be eligible for election in terms of subparagraph (1) hereof. When the unexpired period of office is not less than six months a successor to the member who so ceases to hold office shall be elected during the ensuing month of April or September, as the case may be, being at least the second calendar month following the date of the vacancy and he shall hold office for the balance of the unexpired period of office of his predecessor. The provisions of subparagraph (2) hereof shall apply *mutatis mutandis* to any such election, except that nominations shall be lodged not later than the last day of the month preceding the month of the election."

9. The following paragraph is substituted for paragraph 31:

"31. There shall be a General Purposes Committee of the Senate, consisting of the Vice-Chancellor, the Deputy Vice-Chancellor or the Deputy Vice-Chancellors, as the case may be, the Deans of the Faculties, the Dean of Graduate Studies in the Faculty of Engineering, and the members of the Senate who have been elected to the Council by the Senate."

10. Paragraph 32 is amended by the substitution for subparagraphs (1) and (2) of the following:

"32 (1) There shall be the following other committees of Senate, to be termed Boards of Faculties, namely:

The Board of the Faculty of Arts;
the Board of the Faculty of Science;
the Board of the Faculty of Medicine;
the Board of the Faculty of Engineering;
the Board of the Faculty of Commerce;
the Board of the Faculty of Law;
the Board of the Faculty of Dentistry;
the Board of the Faculty of Architecture; and
the Board of the Faculty of Education.

(2) The Board of each faculty shall consist of—

(a) the Vice-Chancellor and the Deputy Vice-Chancellor or the Deputy Vice-Chancellors as the case may be, *ex officio*;

(b) the heads of the departments in the faculty concerned: Provided that, at the instance of the head of a department, the Senate may appoint annually a member of the teaching staff of that department, either in lieu of the head of the department or as his alternate with power to vote in his absence;

(c) the holders of such offices, either within or without the University, as may be determined by the Senate;

(d) such lecturers and other persons as may be appointed annually to the board by the Senate."

is) kies nege van hul lede as lede van die Senaat. Drie van hierdie lede word elke jaar verkies en beklee die amp vir die drie kalenderjare wat volg op die datum van hul verkiesing.

(2) Die verkiesing geskied by wyse van posstembriewe en word gedurende Augustusmaand gehou: Met dien verstande dat om verkiesbaar te wees 'n persoon deur twee lede van die kiesliggaam in subparagraaf (1) hiervan omskryf, per brief wat die Sekretaris van die Senaat moet bereik voor of op die laaste dag van die maand Junie, vir die amp benoem moes gewees het.

(3) 'n Toevallige vakature in die Senaat ontstaan, ingevolge hierdie paragraaf, deur die afsterwe of bedanking van 'n lid of wanneer 'n lid, ingevolge subparagraaf (1) hiervan, nie verder verkiesbaar is nie. Indien die onverstreke ampstermyn nie minder as ses maande is nie, moet 'n opvolger vir die lid wat aldus nie meer sitting in die Senaat het nie, verkies word gedurende die daaropvolgende maand April of September, na gelang van die geval, wat minstens die tweede kalendermaand moet wees wat volg op die datum van die vakature en moet hy die amp beklee vir die res van die onverstreke ampstermyn van sy voorganger. Die bepalinge van subparagraaf (2) hiervan is *mutatis mutandis* van toepassing op sodanige verkiesing behalwe dat nominasies voor of op die laaste dag van die maand wat die verkiesingsmaand voorafgaan, ingedien moet word."

9. Paragraaf 31 word deur onderstaande paragraaf vervang:

"31. Daar is 'n Senaatskomitee vir Algemene Doel-eindes, bestaande uit die Vise-kanselier, die Adjunk-vise-kanselier of Adjunk-vise-kanseliers, na gelang van die geval, die dekaan van die fakulteite, die dekaan van nagraadse studies in die Fakulteit Ingenieurswese en die lede van die Senaat wat deur die Senaat verkies is tot lede van die Raad."

10. Paragraaf 32 word gewysig deur subparagraawe (1) en (2) deur die volgende te vervang:

"32 (1) Daar is die volgende ander Senaatskomitees wat fakulteitsrade genoem word, nl.:

Die Raad van die Fakulteit Lettere en Wysbegeerte;
die Raad van die Fakulteit Natuurwetenskappe;
die Raad van die Fakulteit Geneeskunde;
die Raad van die Fakulteit Ingenieurswese;
die Raad van die Fakulteit Handelwetenskappe;
die Raad van die Fakulteit Regsgeleerdheid;
die Raad van die Fakulteit Tandheelkunde;
die Raad van die Fakulteit Argitektuur; en
die Raad van die Fakulteit Opvoedkunde.

(2) Die Raad van elke fakulteit bestaan uit—

(a) die Vise-kanselier en die Adjunk-vise-kanselier of Adjunk-vise-kanseliers, na gelang van die geval, amps-halwe;

(b) die hoofde van die departemente in die betrokke fakulteit: Met dien verstande dat die Senaat op versoek van die hoof van 'n departement jaarliks 'n lid van die doserende personeel van daardie departement kan aanstel, of in die plek van die hoof van die departement, of as sy sekundus met die bevoegdheid om in sy afwesigheid te stem;

(c) die bekleërs van ampte, binne of buite die Universiteit, wat die Senaat mag bepaal;

(d) lektore en ander persone wat jaarliks deur die Senaat as lede van die fakulteitsraad aangestel mag word."

11. The following paragraph is substituted for paragraph 52:

"52. The University shall have the power to confer the following degrees in the Faculty of Arts:

<i>Degrees</i>	<i>Denoted by the letters</i>
(a) In Arts:	
Bachelor of Arts.....	B.A.
Bachelor of Arts with Honours.....	B.A. Hons.
Bachelor of Arts in Fine Arts.....	B.A. (Fine Arts).
Bachelor of Arts in Social Work....	B.A. (Social Work).
Bachelor of Arts in Speech and Hearing Therapy)	B.A. (Sp. and H. Therapy).
Bachelor of Philosophy.....	B.Phil.
Master of Arts.....	M.A.
Master of Arts in Clinical Psychology..	M.A. (Clin. Psych.).
Master of Arts in Fine Arts.....	M.A. (Fine Arts).
Master of Arts in Social Work.....	M.A. (Social Work).
Doctor of Philosophy.....	Ph.D.
Doctor of Literature.....	D.Litt.
(b) In Music:	
Bachelor of Music.....	B.Mus.
Bachelor of Music with Honours....	B.Mus.Hons.
Master of Music.....	M.Mus.
Doctor of Philosophy.....	Ph.D.
Doctor of Music.....	D.Mus.

52A. The University shall have the power to confer the following degrees in the Faculty of Science:

Bachelor of Science.....	B.Sc.
Bachelor of Science in Industrial Chemistry	B.Sc. (Ind. Chem.).
Bachelor of Science with Honours.....	B.Sc.Hons.
Bachelor of Philosophy.....	B.Phil.
Master of Science.....	M.Sc.
Doctor of Philosophy.....	Ph.D.
Doctor of Science.....	D.Sc.

52B. The University shall have the power to confer the following degrees in the Faculty of Medicine:

Bachelor of Medicine and Bachelor of Surgery	M.B., B.Ch.
Bachelor of Science in Physiotherapy....	B.Sc. (Physiotherapy).
Bachelor of Science in Nursing.....	B.Sc. (Nursing).
Bachelor of Science in Occupational Therapy	B.Sc. (O.T.).
Master of Medicine in Pathology.....	M.Med. (Path.).
Master of Medicine in Diagnostic Radiology	M.Med.Rad. (D).
Master of Medicine in Radiation Therapy	M.Med.Rad. (T).
Master of Science in Physiotherapy.....	M.Sc. (Physiotherapy).
Master of Science in Nursing.....	M.Sc. (Nursing).
Master of Science in Occupational Therapy	M.Sc. (O.T.).
Doctor of Philosophy in Medicine.....	Ph.D. (Med.).
Doctor of Philosophy.....	Ph.D.
Master of Orthopaedic Surgery.....	Ch.M. (Orth.).
Master of Surgery.....	Ch.M.
Doctor of Medicine.....	M.D.

52C. The University shall have the power to confer the following degrees in the Faculty of Engineering:

Bachelor of Science in Engineering.....	B.Sc. (Eng.).
Master of Science in Engineering.....	M.Sc. (Eng.).
Doctor of Philosophy.....	Ph.D.
Doctor of Engineering.....	D.Eng.
Doctor of Science in Engineering.....	D.Sc. (Eng.).

52D. The University shall have the power to confer the following degrees in the Faculty of Commerce:

Bachelor of Commerce.....	B.Com.
Bachelor of Accountancy.....	B.Acc.
Bachelor of Commerce with Honours...	B.Com.Hons.
Master of Commerce.....	M.Com.
Master of Business Administration.....	M.B.A.
Doctor of Philosophy.....	Ph.D.
Doctor of Science in Economics.....	D.Sc. (Econ.).

52E. The University shall have the power to confer the following degrees in the Faculty of Law:

Baccalaureus Procurationis.....	B.Proc.
Bachelor of Laws.....	LL.B.
Master of Laws.....	LL.M.
Doctor of Philosophy.....	Ph.D.
Doctor of Laws.....	LL.D.

11. Paragraaf 52 word deur onderstaande paragraaf vervang:

"52. Die Universiteit kan die volgende grade in die Fakulteit Lettere en Wysbegeerte toeken—

<i>Grade</i>	<i>Aangedui deur die letters</i>
(a) In Lettere en Wysbegeerte:	
Baccalaureus Artium.....	B.A.
Baccalaureus Artium met Honneurs..	B.A. Hons.
Baccalaureus Artium in die Skone Kunste	B.A. in die Skone Kunste.
Baccalaureus Artium in Maatskaplike Werk	B.A. in Maatskaplike Werk.
Baccalaureus Artium in Spraak- en Gehoortherapie	B.A. in Spraak- en Gehoortherapie.
Baccalaureus Philosophiae.....	B.Phil.
Magister Artium.....	M.A.
Magister Artium in Kliniese Sielkunde	M.A. in Kliniese Sielkunde.
Magister Artium in die Skone Kunste..	M.A. in die Skone Kunste.
Magister Artium in Maatskaplike Werk	M.A. in Maatskaplike Werk.
Doctor Philosophiae.....	Ph.D.
Doctor Litterarum.....	D.Litt.
(b) In Musiek:	
Baccalaureus Musicae.....	B.Mus.
Baccalaureus Musicae met Honneurs..	B.Mus.Hons.
Magister Musicae.....	M.Mus.
Doctor Philosophiae.....	Ph.D.
Doctor Musicae.....	D.Mus.

52A. Die Universiteit kan die volgende grade in die Fakulteit Natuurwetenskappe toeken:

Baccalaureus Scientiae.....	B.Sc.
Baccalaureus Scientiae in Industriële Chemie	B.Sc. (Ind. Chem.).
Baccalaureus Scientiae met Honneurs....	B.Sc.Hons.
Baccalaureus Philosophiae.....	B.Phil.
Magister Scientiae.....	M.Sc.
Doctor Philosophiae.....	Ph.D.
Doctor Scientiae.....	D.Sc.

52B. Die Universiteit kan die volgende grade in die Fakulteit Geneeskunde toeken:

Baccalaureus Medicinae en Baccalaureus Chirurgiae.....	M.B., B.Ch.
Baccalaureus Scientiae in Fisioterapie....	B.Sc. (Fisioterapie).
Baccalaureus Scientiae in Verpleegkunde..	B.Sc. (Verpleegkunde).
Baccalaureus Scientiae in Arbeidsterapie..	B.Sc. (Arbeidsterapie).
Magister Medicinae in Patologie.....	M.Med. (Pat.).
Magister Medicinae in Radiodiagnostiek..	M.Med.Rad. (D).
Magister Medicinae in Radioterapie.....	M.Med. Rad. (T.).
Magister Scientiae in Fisioterapie.....	M.Sc. (Fisioterapie).
Magister Scientiae in Verpleegkunde.....	M.Sc. (Verpleegkunde).
Magister Scientiae in Arbeidsterapie.....	M.Sc. (Arbeidsterapie).
Doctor Philosophiae in Geneeskunde..	Ph.D. (Med).
Doctor Philosophiae.....	Ph.D.
Magister Chirurgie in Ortopedie.....	Ch.M. (Orth.).
Magister Chirurgiae.....	Ch.M.
Doctor Medicinae.....	M.C.

52C. Die Universiteit kan die volgende grade in die Fakulteit Ingenieurswese toeken:

Baccalaureus Scientiae in Ingenieurswese..	B.Sc. (Ing.).
Magister Scientiae in Ingenieurswese....	M.Sc. (Ing.).
Doctor Philosophiae.....	Ph.D.
Doctor in Ingenieurswese.....	D.Eng.
Doctor Scientiae in Ingenieurswese.....	D.Sc. (Ing.).

52D. Die Universiteit kan die volgende grade in die Fakulteit Handelwetenskappe toeken:

Baccalaureus Commercii.....	B.Com.
Baccalaureus in Rekenkunde.....	B.Acc.
Baccalaureus Commercii met Honneurs..	B.Com. Hons.
Magister Commercii.....	M.Com.
Magister in Bedryfsadministrasie.....	M.B.A.
Doctor Philosophiae.....	Ph.D.
Doctor Scientiae in Ekonomie.....	D.Sc. (Econ.).

52E. Die Universiteit kan die volgende grade in die Fakulteit Regsgeleerdheid toeken:

Baccalaureus Procurationis.....	B.Proc.
Baccalaureus Legum.....	LL.B.
Magister Legum.....	LL.M.
Doctor Philosophiae.....	Ph.D.
Doctor Legum.....	LL.D.

52F. The University shall have the power to confer the following degrees in the Faculty of Dentistry:

Bachelor of Dental Science.....	B.D.S.
Master of Dentistry.....	M.Dent.
Master of Dental Science.....	M.D.S.
Doctor of Philosophy in Dentistry.....	Ph.D. (Dent.).
Doctor of Science in Dentistry.....	D.Sc. (Dent.).

52G. The University shall have the power to confer the following degrees in the Faculty of Architecture:

- (a) In Architecture:

Bachelor of Architecture.....	B.Arch.
Master of Architecture.....	M.Arch.
Doctor of Architecture.....	D.Arch.
Doctor of Science in Architecture....	D.Sc. (Arch.).
- (b) In Quantity Surveying:

Bachelor of Science in Quantity Surveying	B.Sc. (Q.S.).
Master of Science in Quantity Surveying	M.Sc. (Q.S.).
Doctor of Science in Quantity Surveying	D.Sc. (Q.S.).
- (c) In Town and Regional Planning:

Bachelor of Science in Town and Regional Planning	B.Sc. (T.R.P.).
Master of Science in Town and Regional Planning	M.Sc. (T.R.P.).
Doctor of Town and Regional Planning	D.T.R.P.
Doctor of Science in Town and Regional Planning	D.Sc. (T.R.P.).
- (d) In Building:

Bachelor of Science in Building.....	B.Sc. (Building).
Master of Science in Building.....	M.Sc. (Building).
Doctor of Science in Building.....	D.Sc. (Building).
- (e) In Architecture, Quantity Surveying, Town and Regional Planning and Building:

Doctor of Philosophy.....	Ph.D.
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52H. The University shall have the power to confer the following degrees in the Faculty of Education:

Bachelor of Education.....	B.Ed.
Master of Education.....	M.Ed.
Doctor of Philosophy.....	Ph.D.
Doctor of Literature.....	D.Litt."

- 12. Paragraph 54 is deleted.
- 13. The following paragraph is substituted for paragraph 55:

"55. Subject to the provisions of paragraph 18 of the Joint Statute, the Senate may permit a candidate who is a graduate of the University, or of any other university recognised by the Senate for this purpose, or who holds a degree or qualification deemed to be of degree standard conferred or granted by the University or any other university or an institution deemed by the Senate to be of university standing, to proceed to a bachelor's degree in the University under conditions other than those applicable to a candidate for that degree who is not already a graduate."
- 14. The Statute is amended by the substitution for "Principal", wherever it occurs, of "Vice-Chancellor".

52F. Die Universiteit kan die volgende grade in die Fakulteit Tandheelkunde toeken:

Baccalaureus Scientiae Dentalis.....	B.D.S.
Magister in Tandheelkunde.....	M.Dent.
Magister Scientiae Dentalis.....	M.D.S.
Doctor Philosophiae in Tandheelkunde...	Ph.D. (Dent.).
Doctor Scientiae in Tandheelkunde.....	D.Sc. (Dent.).

52G. Die Universiteit kan die volgende grade in die Fakulteit Argitektuur toeken:

- (a) In Argitektuur:

Baccalaureus Architecturae.....	B.Arch.
Magister Architecturae.....	M.Arch.
Doctor Architecturae.....	D.Arch.
Doctor Scientiae in Argitektuur.....	D.Sc. (Arch.).
- (b) In Hoeveelheidsopmeting:

Baccalaureus Scientiae in Hoeveelheidsopmeting	B.Sc. (Q.S.).
Magister Scientiae in Hoeveelheidsopmeting	M.Sc. (Q.S.).
Doctor Scientiae in Hoeveelheidsopmeting	D.Sc. (Q.S.).
- (c) In Stads- en Streeksbeplanning:

Baccalaureus Scientiae in Stads- en Streeksbeplanning	B.Sc. (S. en S.).
Magister Scientiae in Stads- en Streeksbeplanning	M.Sc. (S. en S.).
Doctor in Stads- en Streeksbeplanning	D.S. en S.).
Doctor Scientiae in Stads- en Streeksbeplanning	D.Sc. (S. en S.).
- (d) In Boubestuur:

Baccalaureus Scientiae in Boubestuur..	B.Sc. in Boubestuur.
Magister Scientiae in Boubestuur....	M.Sc. in Boubestuur.
Doctor Scientiae in Boubestuur.....	D.Sc. in Boubestuur.
- (e) In Argitektuur, Hoeveelheidsopmeting, Stads- en Streeksbeplanning en Boubestuur:

Doctor Philosophiae.....	Ph.D.
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52H. Die Universiteit kan die volgende grade in die Fakulteit Opvoedkunde toeken:

Baccalaureus Educationis.....	B.Ed.
Magister Educationis.....	M.Ed.
Doctor Philosophiae.....	Ph.D.
Doctor Litterarum.....	D.Litt."

- 12. Paragraaf 54 word geskrap.
- 13. Paragraaf 55 word deur onderstaande paragraaf vervang:

"55. Behoudens die bepalings van paragraaf 18 van die Gemeenskaplike Statuut kan die Senaat 'n kandidaat wat 'n gegradueerde van die Universiteit is of van enige ander universiteit wat die Senaat vir hierdie doel erken, of wat in besit is van 'n graad of kwalifikasie wat van graadstandaard geag word wat aan hom toegeken is deur die Universiteit of deur enige ander universiteit of 'n inrigting wat die Senaat van universiteitstatus ag, toelaat om voort te gaan met 'n baccalaureusgraad aan die Universiteit op ander voorwaardes uitgesonderd dié wat van toepassing is op 'n kandidaat vir daardie graad wat nie reeds 'n gegradueerde is nie."
- 14. Die Statuut word gewysig deur "Prinsipaal", waar dit ook al mag voorkom, te vervang deur "Vise-kanselier".

DEPARTMENT OF TRANSPORT

No. R. 1100 29 June 1973

**DEPARTMENT OF TRANSPORT
NATIONAL ROAD SAFETY COUNCIL**

REGULATIONS PROMULGATED IN TERMS OF THE NATIONAL ROAD SAFETY ACT, 1972 (ACT 9 OF 1972)

It is hereby notified for general information that the Honourable the Minister of Transport under the powers vested in him by section 27 of the National Road Safety

DEPARTEMENT VAN VERVOER

No. R. 1100 29 Junie 1973

**NASIONALE VERKEERSVEILIGHEIDSRaad
REGULASIES UITGEVAARDIG INGEVOLGE DIE WET OP NASIONALE VERKEERSVEILIGHEID, 1972 (WET 9 VAN 1972)**

Hierby word vir algemene inligting bekendgemaak dat Sy Edele die Minister van Vervoer kragtens die bevoegdheid hom verleen by artikel 27 van die Wet op Nasionale

Act, 1972 (Act 9 of 1972), has made the following regulations:

NATIONAL ROAD SAFETY COUNCIL
SERVICE REGULATIONS
CLASSIFICATION OF REGULATIONS

PART I
GENERAL

*Regulation
No.*

1. Definitions.
2. Interpretation of the regulations.
3. Date of coming into operation of the regulations.

PART II

STAFF OF THE COUNCIL: APPOINTMENT AND
TERMINATION OF SERVICE AND OTHER MAT-
TERS

*Regulation
No.*

4. Form of application for appointment.
5. Primary requirements for appointment as officer.
6. Medical examination on appointment as officer.
7. Appointment of officer on probation.
8. Transfer of officer and employee to another post.
9. Seniority of officers and employees.
10. Residential addresses and telephone numbers.
11. Remuneration for work other than for the Council.
12. Examination by a medical board.
13. Notice of termination of service of officers.
14. Definition of misconduct.
15. Procedure in cases of misconduct.
16. Misconduct of Director.
17. Manner in which notices, etc., may be given or furnished.
18. Acceptance of nomination for Parliament, Provincial Council, etc.
19. Retirement and discharge of officer.
20. Compulsory membership of pension or provident fund.
21. Compulsory membership of medical benefit scheme.
22. Benefits of officers and employees upon death or retirement.
23. Administration of pension and provident funds.

PART III

REMUNERATION OF OFFICERS AND
EMPLOYEES

*Regulation
No.*

24. Salary of officer or employee on appointment or promotion.
25. Personal salary or salary scale of officers or employees in exceptional cases.
26. Salary increments of officer or employee.
27. Bonus for service of outstanding merit and study bursaries.
28. Salary or wage not assignable.
29. Method of payment of salary or wage.
30. Vacation savings bonus.

Verkeersveiligheid, 1972 (Wet 9 van 1972), die volgende regulasies uitgevaardig het:

NASIONALE VERKEERSVEILIGHEIDSRaad
DIENSREGULASIES
INDELING VAN REGULASIES

DEEL I
ALGEMEEN

*Nommer
van
regulasie*

1. Woordomsrywings.
2. Vertolking van die regulasies.
3. Datum waarop regulasies in werking tree.

DEEL II

PERSONEEL VAN DIE RAAD: AANSTELLING
EN BEEÏNDIGING VAN DIENS EN ANDER SAKE

*Nommer
van
regulasie*

4. Aansoekvorm vir aanstelling.
5. Vernaamste vereistes vir aanstelling as beamppte.
6. Geneeskundige ondersoek by aanstelling as beamppte.
7. Aanstelling van beamppte op proef.
8. Oorplasing van beamppte en werknemer na 'n ander pos.
9. Senioriteit van beamptes en werknemers.
10. Woonadresse en telefoonnummers.
11. Vergoeding vir werk buite die diens van die Raad.
12. Ondersoek deur 'n geneeskundige raad.
13. Kennisgewing van beëindiging van diens deur beamppte.
14. Omskrywing van wangedrag.
15. Prosedure in gevalle van wangedrag.
16. Wangedrag van Direkteur.
17. Wyse waarop kennis ens., gegee of verstrekk kan word.
18. Aanvaarding van nominasie vir Parlement, Provinsiale Raad, ens.
19. Aftrede en ontslag van beamppte.
20. Verpligte lidmaatskap van pensioen- of voorsorgfondse.
21. Verpligte lidmaatskap van geneeskundige hulpskema.
22. Voordele van beamptes en werknemers by afsterwe of aftreding.
23. Administrasie van pensioen- en voorsorgfondse.

DEEL III

BESOLDIGING VAN BEAMPPTES EN
WERKNEMERS

*Nommer
van
regulasie*

24. Salaris van beamppte of werknemer by aanstelling of bevordering.
25. Persoonlike salaris of salarisskaal van beamppte of werknemer in buitengewone gevalle.
26. Salarisverhogings van beamppte of werknemer.
27. Bonus vir dienste van uitstaande aard en studiebeurse.
28. Salaris of loon nie sedeerbaar nie.
29. Metode van betaling van salaris of loon.
30. Vakansiebesparingsbonus.

PART IV

HOURS OF ATTENDANCE AND OVERTIME
REMUNERATION*Regulation*
No.

31. Official hours of attendance.
32. Duty at any time or place.
33. Overtime remuneration.
34. Commuted overtime allowance.
35. Whole time of officers and full-time employees to be at the disposal of the Council.
36. Inability to report punctually for duty.
37. Head of office responsible for observance by staff of official hours of attendance.
38. Attendance register.

PART V

DUTIES OF STAFF

Regulation
No.

39. Duties of Director.
40. Duties of heads of offices.
41. Absences from duty which are not recorded as leave.
42. Obedience.
43. Official channels of communication.
44. Private financial transactions.
45. Acceptance of gifts, commission, money or reward.
46. Replying to questions.
47. Giving notice of change of marital status of officer or employee.

PART VI

OFFICIAL TRAVELLING AND TRANSPORT
EXPENSES AND SUBSISTENCE ALLOWANCE*Regulation*
No.

48. Journeys within the Republic.
49. Journeys beyond the border of the Republic.
50. Transport expenses.
51. Means of transport to be used.
52. Subsistence allowance and incidental travelling expenses.
53. Form for submission of claims.

PART VII

TRANSFER EXPENSES AND TRANSPORT
FACILITIES*Regulation*
No.

54. Transfer of officer or employee and conveyance of his household and personal effects.
55. Transport facilities on first appointment.
56. Transport facilities on termination of service or death.

PART VIII

LEAVE OF ABSENCE

Regulation
No.

57. Granting and withdrawal of leave.
58. Leave of absence a privilege.
59. Leave application form.
60. Leave to be approved prior to absence from duty.
61. Lapse of leave on termination of service.
62. Payment of allowances during leave.

DEEL IV

DIENSURE EN OORTYDBESOLDIGING

Nommer
van
regulasie

31. Amptelike diensure.
32. Diens op enige tyd of plek.
33. Oortydbesoldiging.
34. Vaste oortydtoelae.
35. Beamptes en werknemers moet al hulle tyd ter beskikking van die Raad stel.
36. Onvermoë om stiptelik vir diens aan te meld.
37. Kantoorhoof verantwoordelik vir nakoming van amptelike diensure deur personeel.
38. Bywoningsregister.

DEEL V

PLIGTE VAN PERSONEEL

Nommer
van
regulasie

39. Pligte van Direkteur.
40. Pligte van kantoorhoofde.
41. Afwesigheid van diens wat nie as verlof aangeteken word nie.
42. Gehoorsaamheid.
43. Amptelike kommunikasiekanale.
44. Private geldelike transaksies.
45. Aanneem van geskenke, kommissie, geld of beloning.
46. Beantwoording van vrae.
47. Kennisgewing van verandering van huwelikstaat van beampte of werknemer.

DEEL VI

AMPTELIKE REISE, VERVOERUITGAWES EN
VERBLYFTOELAE*Nommer*
van
regulasie

48. Reise binne die Republiek.
49. Reise buite die grense van die Republiek.
50. Vervoeruitgawes.
51. Vervoermiddels wat gebruik moet word.
52. Verblyftoelae en toevallige reisuittgawes.
53. Vorm vir die indiening van eise.

DEEL VII

OORPLASINGSKOSTE EN VERVOERVOORREGTE

Nommer
van
regulasie

54. Oorplasing van beampte of werknemer en vervoer van sy huishouding en persoonlike besittings.
55. Vervoer voorregte by eerste aanstelling.
56. Vervoer voorregte by diensbeëindiging of dood.

DEEL VIII

AFWESIGHEIDSVERLOF

Nommer
van
regulasie

57. Toestaan en intrekking van verlof.
58. Afwesigheidsverlof 'n vergunning.
59. Verlofaansoekvorm.
60. Verlof goedgekeur te word vóór afwesigheid van diens.
61. Verval van verlof by diensbeëindiging.
62. Betaling van toelae tydens verlof.

Regulation
No.

- 63. Provisions regarding granting of leave of absence.
- 64. Overgrant of vacation leave.
- 65. Days of rest.
- 66. General provisions: Vacation leave.
- 67. Vacation leave without pay.
- 68. General provisions: Sick leave.
- 69. Granting of sick leave.
- 70. Special sick leave.
- 71. Sick leave without pay.
- 72. Special leave with full pay.
- 73. Leave which counts for leave purposes.
- 74. Unauthorised absence from duty.
- 75. Leave counts for purposes of salary increments.
- 76. Leave register.

PART IX
LEAVE GRATUITIES

Regulation
No.

- 77. Eligibility for leave gratuity.
- 78. Leave gratuity payable in respect of accumulative vacation leave.
- 79. Maximum commutable leave.
- 80. Calculation of the cash value of leave.
- 81. General provisions.

PART X
SUBSIDISED JOURNEYS FOR PRIVATE PURPOSES
WITHIN THE REPUBLIC

Regulation
No.

- 82. When application may be made for subsidised journeys.
- 83. Subsidised journeys.
- 84. Meaning of expression "calendar year".

PART XI
DEPARTURE FROM REGULATIONS

Regulation
No.

- 85. Departures to be approved by Ministers.

PART I
GENERAL
Definitions

1. In these regulations, unless the context otherwise indicates, an expression defined in the Act bears the same meaning and—

"appoint" means appointment, transfer or promotion;
"calendar month" means a period extending from a day in one month to the day preceding the day corresponding numerically to that day in the following month;

"Chairman" means the person designated as such in terms of section 3 (1) (a) (iii) of the Act;

"contract employee" means a person except an officer or employee appointed in terms of section 7 (a) of the Act under a contract entered into between such person, and the Director acting with the approval of the Council;

"Director" means the person appointed in terms of section 4 of the Act, and includes the person designated by the Minister to act in the absence of the Director;

"employee" means a person temporarily appointed in terms of section 7 (a) of the Act and who is not an officer;

"head of office" means the head of an office, branch, division or place of work and includes the Director;

"headquarters" means the city, town or place where the principal duties of an officer or employee are or have to be performed or which may be indicated as his headquarters by the Council;

Nommer
van
regulasie

- 63. Bepalings met betrekking tot die toestaan van afwesigheidsverlof.
- 64. Oortoeëning van vakansieverlof.
- 65. Rusdae.
- 66. Algemene bepalings: Vakansieverlof.
- 67. Vakansieverlof sonder betaling.
- 68. Algemene bepalings: Siekteverlof.
- 69. Toestaan van siekteverlof.
- 70. Spesiale siekteverlof.
- 71. Siekteverlof sonder betaling.
- 72. Spesiale verlof met volle betaling.
- 73. Verlof wat vir verlofdoeleindes tel.
- 74. Ongemagtigde afwesigheid van diens.
- 75. Verlof tel vir doeleindes van salarisverhoging.
- 76. Verlofregister.

DEEL IX

VERLOFGRATIFIKASIES

Nommer
van
regulasie

- 77. Bevoegdheid vir gratifikasie.
- 78. Verlofgratifikasie betaalbaar ten opsigte van ooplopende vakansieverlof.
- 79. Maksimum omsetbare verlof.
- 80. Berekening van die kontantwaarde van verlof.
- 81. Algemene bepalings.

DEEL X

**GESUBSIDIEERDE REISE VIR PRIVATE DOEL-
EINDES BINNE DIE REPUBLIEK**

Nommer
van
regulasie

- 82. Wanneer aansoek gedoen kan word vir gesubsidieerde reise.
- 83. Gesubsidieerde reise.
- 84. Betekenis van die uitdrukking "kalenderjaar".

DEEL XI

AFWYKING VAN REGULASIES

- 85. Afwykings goedgekeur te word deur Ministers.

DEEL I

ALGEMEEN

Woordomskrywings

1. In hierdie regulasies, tensy uit die samehang anders blyk, het 'n uitdrukking wat in die Wet omskryf is, dieselfde betekenis en beteken—

"aanstel" aanstelling, oorpasing of bevordering;

"beampte" 'n persoon aangestel ingevolge artikel 7 (a) van die Wet in 'n goedgekeurde pos op die vaste diensstaat van die Raad en wat kwalifiseer vir lidmaatskap van die Raad se erkende pensioen- of voorsorgfonds en sluit in die Direkteur aangestel ingevolge artikel 4 van die Wet tensy in hierdie regulasies andersins uitdruklik bepaal.

"die Wet" die Wet op Nasionale Verkeersveiligheid, 1972 (Wet 9 van 1972);

"Direkteur" die persoon as sodanig aangestel ingevolge artikel 4 van die Wet en sluit in die persoon deur die Minister aangewys om in die afwesigheid van die Direkteur waar te neem;

"hoofkwartier" die stad, dorp of plek waar die vernameste werk van 'n beampte of werkaemer verrig word of verrig moet word of wat deur die Raad as sy hoofkwartier aangewys word;

“household” means—

(a) the wife of an officer or employee and a child (including an adopted child) who is permanently resident with and necessarily dependant on the officer or employee;

(b) a relative of an officer or employee who is permanently resident with and in the opinion of the Council dependant on him;

(c) not more than two servants (including nursemaids) employed in a full-time capacity by the officer or employee;

“incremental month” means the month during which the salary of an officer or employee may be increased in accordance with the scale applicable to him;

“incremental period” means a period of 12 calendar months or another approved period which must elapse in regard to any officer or employee before his salary may be increased in accordance with the scale applicable to him;

“month” means a period extending from the first to the last day, both days inclusive, of any one of the 12 months of the year;

“officer” means a person appointed in terms of section 7 (a) of the Act to an approved post on the fixed establishment of the Council and who qualifies for membership of the Council's pension or provident fund and includes the Director appointed in terms of section 4 of the Act unless otherwise specifically stated in these regulations;

“personal effects” means the movable property of an officer or employee and of his household, including vehicles, but excluding livestock, domestic animals and pets;

“the Act” means the National Road Safety Act, 1972 (Act 9 of 1972).

Interpretation of the Regulations

2. If doubt arises regarding the interpretation of the provisions of these regulations the matter shall be referred to the Council for decision.

Date of Coming into Operation of the Regulations

3. These regulations shall come into operation on the 15th day of March 1972.

PART II

STAFF OF THE COUNCIL: APPOINTMENT AND TERMINATION OF SERVICE AND OTHER MATTERS

Form of Application for Appointment

4. A person who desires to be considered for appointment in the service of the Council shall apply therefor in a form approved by the Council.

Primary Requirements for Appointment as Officer

5. (1) No person shall be appointed as an officer who is not a South African citizen and who is not in possession of knowledge of both the official languages to the satisfaction of the Council.

(2) Subject to the provisions of subregulation (1) the Council may from time to time with the approval of the Minister prescribe the minimum qualifications and requirements for the appointment of an officer.

“huishouding”—

(a) die vrou van 'n beampte of werknemer en 'n kind (met inbegrip van 'n aangename kind) wat permanent by hom inwoon en noodsaaklikerwys van die beampte of werknemer afhanklik is;

(b) 'n familielid van 'n beampte of werknemer wat permanent by hom inwoon en na die mening van die Raad as 'n afhanklike beskou word;

(c) hoogstens twee bediendes (met inbegrip van kinderoppassers) wat in 'n voltydse hoedanigheid by die beampte of werknemer in diens is;

“kalendermaand” 'n tydperk wat strek van een dag van die maand tot en met die dag wat die dag voorafgaan wat numeriek ooreenstem met daardie dag in die volgende maand;

“kantoorhoof” die hoof van 'n kantoor, tak, afdeling of werkplek en sluit die Direkteur in;

“kontrakwerknemer” 'n persoon, uitgesonder 'n beampte of werknemer aangestel ingevolge artikel 7 (a) van die Wet onder 'n kontrak aangegaan tussen sodanige persoon en die Direkteur wat met goedkeuring van die Raad optree;

“maand” 'n tydperk wat van die eerste tot en met die laaste dag van enigeen van die 12 maande van die jaar strek;

“persoonlike besittings” die roerende goed van 'n beampte of werknemer en van sy huishouding, met inbegrip van voertuie, maar nie lewende hawe, huis- of troeteldiere nie;

“verhogingsmaand” die maand waarin die salaris van 'n beampte of werknemer verhoog kan word volgens die skaal wat op hom van toepassing is;

“verhogingstydperk” 'n tydperk van 12 kalendermaande of 'n ander goedgekeurde tydperk wat met betrekking tot enige beampte of werknemer moet verstryk voordat sy salaris volgens die skaal wat op hom van toepassing is, verhoog kan word;

“Voorsitter” die persoon as sulks aangewys ingevolge artikel 3 (1) (a) (iii) van die Wet;

“werknemer” 'n persoon wat tydelik aangestel is ingevolge artikel 7 (a) van die Wet, en wat nie 'n beampte is nie.

Vertolking van die Regulasies

2. As daar twyfel ontstaan betreffende die vertolking van die bepalinge van hierdie regulasies, moet die saak aan die Raad vir beslissing voorgelê word.

Datum Waarop Regulasies in Werking Tree

3. Hierdie regulasies tree in werking op die 15de dag van Maart 1972.

DEEL II

PERSONEEL VAN DIE RAAD: AANSTELLING EN BEËINDIGING VAN DIENS EN ANDER SAKE

Aansoekvorm vir Aanstelling

4. 'n Persoon wat in aanmerking wil kom vir aanstelling in die diens van die Raad moet aansoek daarom doen op 'n vorm soos deur die Raad goedgekeur.

Vernaamste Vereistes vir Aanstelling as Beampte

5. (1) Geen persoon wat nie 'n Suid-Afrikaanse burger is en wie se kennis van albei die amptelike tale nie die Raad tevrede stel, word as beampte aangestel nie.

(2) Behoudens die bepalinge van subregulaise (1) kan die Raad met goedkeuring van die Minister van tyd tot tyd die minimum kwalifikasies en vereistes vir die aanstelling van 'n beampte voorskryf.

Medical Examination on Appointment as Officer

6. A person who desires to be considered for appointment as an officer with the exception of the Director shall with a view to his appointment submit himself to a medical examination and furnish the Director with a satisfactory medical certificate of health in the form prescribed by the Council. The Director, may require that such medical certificate be signed by a medical practitioner of whom he has approved. The cost of the medical examination shall be borne by the Fund.

Appointment of Officer on Probation

7. (1) With the exception of the Director the appointment of an officer to a post shall be made on probation for a specified period of not less than 12 calendar months: Provided that if an officer who is serving on probation is transferred or promoted to another post, a lesser period of service on probation may be authorised in the new post, which, together with the period of probation served in the former post, shall not be less than the period specified on his first appointment: Provided further that the probationary period of an officer shall be extended by the number of days leave taken by him during the period of probation or any extension thereof.

(2) If the Director certifies that during the period of probation or extended period of probation the officer concerned has been diligent and his conduct uniformly satisfactory and that he is in all respects suitable for the post which he holds, the Council may, if the officer has complied with all the conditions to which his appointment, transfer or promotion was subject, confirm the appointment, transfer or promotion; but if the Director is unable, for stated reasons, to certify accordingly he shall report such reasons to the Council who may then either extend the officer's probationary service for a specified period or take such steps in the matter as it may deem fit.

(3) Notwithstanding the provisions of subregulation (2) an officer who is serving on probation may be discharged from the service of the Council by the Council either during or at or after the expiry of the period of probation—

- (a) by the giving of 30 days' notice; or
- (b) forthwith, if his conduct is unsatisfactory.

Transfer of Officer and Employee to Another Post

8. Every officer and employee except the Director, shall, whenever the interests of the Council so require and the Council so decides, be liable to be transferred from the post or appointment held by him to any other post or appointment in the service of the Council whether or not such post or appointment is of a lower grade: Provided that—

(a) upon transfer an officer or employee shall not suffer any reduction in his scale of salary without his consent, except in accordance with the provisions of regulation 15 (28) (d);

(b) an officer or employee who has been transferred to or is employed in a post of lower or higher grade than his own grade without a change in his scale of salary, shall be transferred by the Council to a post to which his scale of salary is appropriate as soon as a suitable vacancy occurs;

(c) an officer or employee who has been transferred to or is employed in a post which is graded higher than his own grade or which is regraded or converted to a post of a grade higher than his own grade, shall not by reason only of such transfer or employment be entitled to the higher scale of salary applicable to the post.

Seniority of Officers or Employees

9. Seniority of officers and employees shall be as determined by the Council.

Geneeskundige Ondersoek by Aanstelling as Beampte

6. 'n Persoon wat in aanmerking wil kom vir aanstelling as 'n beampte, uitgesonderd die Direkteur, moet, met die oog op sy aanstelling, homself aan 'n geneeskundige toets laat onderwerp en daarna die Direkteur voorsien van 'n geneeskundige sertifikaat van bevredigende gesondheid in 'n vorm soos deur die Raad voorgeskryf. Die Direkteur kan verlang dat sodanige geneeskundige sertifikaat onderteken word deur 'n mediese praktisyn wat deur hom goedgekeur is. Die koste van sodanige geneeskundige ondersoek word deur die Fonds betaal.

Aanstelling van Beampte op Proef

7. (1) 'n Beampte, uitgesonderd die Direkteur, word in 'n pos op proef aangestel vir 'n vasgestelde tydperk van minstens 12 kalendermaande: Met dien verstande dat as 'n beampte wat diens op proef doen, oorgeplaas of bevorderd word na 'n ander pos, 'n korter dienstyd op proef in die nuwe pos gemagtig kan word, wat, saam met die proeftyd in diens in die vorige pos, nie minder is nie as die tydperk wat by sy eerste aanstelling vasgestel is: Met dien verstande voorts dat die proeftyd van 'n beampte verleng word met die getal dae verlof wat hy gedurende die proeftyd of 'n verlenging daarvan geneem het.

(2) As die Direkteur sertifiseer dat gedurende die proeftyd of verlengde proeftyd, die betrokke beampte ywerig en sy gedrag deurgaans bevredigend was en dat hy in alle opsigte geskik is vir die pos wat hy beklee, kan die Raad, as die beampte voldoen het aan al die voorwaardes waaraan sy aanstelling, oorplasing of bevordering onderworpe was, die aanstelling, oorplasing of bevordering bekragtig; maar as die Direkteur, om verklaarde redes, nie in staat is om aldus te sertifiseer nie, moet hy sodanige redes by die Raad aanmeld wat dan óf die beampte se proefdiens vir 'n vasgestelde tydperk kan verleng óf sodanige stappe oor die aangeleentheid kan doen wat hy goeddink.

(3) Ondanks die bepalings van subregulasie (2) kan 'n beampte wat op proef in diens is, deur die Raad, uit die diens van die Raad ontslaan word, hetsy gedurende of by of na die verstryking van die proeftyd—

- (a) deur 30 dae kennis te gee; of
- (b) onverwyld as sy gedrag onbevredigend is.

Oorplasing van Beampte en Werknemer na 'n Ander Pos

8. Elke beampte en werknemer, uitgesonderd die Direkteur, kan wanneer die belange van die Raad dit vereis en die Raad aldus besluit, oorgeplaas word uit die pos of betrekking wat hy beklee, na enige ander pos of betrekking in die diens van die Raad, hetsy so 'n pos of betrekking van 'n laer graad is al dan nie: Met dien verstande dat—

(a) by oorplasing 'n beampte of werknemer se salarisskaal nie sonder sy toestemming verlaag mag word nie, behalwe in ooreenstemming met die bepalings van regulasie 15 (28) (d);

(b) 'n beampte of werknemer wat oorgeplaas is na of in diens is in 'n pos van 'n laer of hoër graad as sy eie graad sonder 'n verandering in sy salarisskaal, deur die Raad oorgeplaas word na 'n pos waarby sy salarisskaal pas sodra 'n geskikte vakature ontstaan;

(c) 'n beampte of werknemer wat oorgeplaas is na of in diens is in 'n pos wat hoër as sy eie graad gegraadeer is, of wat hergradeer is na, of omgeskep is in 'n pos van 'n hoër graad as sy eie graad, nie uit hoofde alleen van bedoelde oorplasing of diens op die hoër salarisskaal wat op die pos van toepassing is, geregtig is nie.

Senioriteit van Beamptes en Werknemers

9. Senioriteit van beamptes en werknemers is soos deur die Raad bepaal.

Residential Addresses and Telephone Numbers

10. Every officer and employee shall notify the head of his office of his residential address and of his home telephone number (if any) and any change of address or home telephone number, and the head of the office shall record it in a register which shall be kept for the purpose.

Remuneration for Work Other Than for the Council

11. No officer or full-time employee shall perform or engage himself to perform remunerative work outside his employment in the service of the Council without the permission of the Council.

Examination by a Medical Board

12. The Chairman may at any time require an officer or employee to submit himself to an examination by a registered medical practitioner or a medical board nominated by the Chairman and at the cost of the Fund: Provided that the officer or employee may if he so desires arrange at his own expense for his private medical practitioner to be present at the meeting of the medical board.

Notice of Termination of Service of Officers or Employers

13. An officer or employee shall give notice of termination of service of at least 30 days in advance: Provided that the Director may accept a shorter period of notice.

Definition of Misconduct

14. An officer shall be guilty of misconduct and may be dealt with in accordance with the provisions of regulation 15, if he—

(a) contravenes any provision of these regulations or fails to comply with any provision thereof with which it is his duty to comply; or

(b) does, or causes or permits to be done, or connives at, any act which is prejudicial to the administration, discipline or efficiency of the Council; or

(c) disobeys, disregards, or makes wilful default in carrying out a lawful order given to him by a person having authority to give it, or by word or conduct displays insubordination; or

(d) is negligent or indolent in the discharge of his duties; or

(e) undertakes, without the permission of the Council any private agency or private work in any matter connected with the performance of his official functions or the carrying out of his official duties; or

(f) actively participates in political matters; or

(g) attempts to secure intervention from political or outside sources in relation to his position and conditions of employment in the service of the Council; or

(h) conducts himself in a disgraceful, improper or unbecoming manner, or whilst on duty is grossly discourteous to any person; or

(i) uses intoxicants or stupefying or habit forming drugs excessively; or

(j) becomes insolvent or compromises with his creditors or has a civil judgment decree made against him by a court of law, unless it is shown that his insolvency or composition or the making of a civil judgment decree against him has been occasioned by unavoidable misfortune; or

(k) becomes pecuniarily embarrassed, unless it is shown that his pecuniary embarrassment has not been occasioned by imprudence or other reprehensible cause and is not prejudicial to the faithful performance of his duties; or

Woonadresse en Telefoonnommers

10. Elke beampte en werknemer moet die kantoorhoof in kennis stel van sy woonadres, en van sy telefoonnommer tuis, as hy 'n telefoon het, en enige verandering daarvan, en die kantoorhoof moet daarvan aantekening maak in 'n register wat vir dié doel gehou word.

Vergoeding vir Werk Buite die Diens van die Raad

11. Geen beampte of voltijdse werknemer mag buite die diens van die Raad enige winsgewende werk verrig of homself verbind om enige winsgewende werk, sonder die toestemming van die Raad te verrig nie.

Ondersoek deur 'n Geneeskundige Raad

12. Die Voorsitter kan te eniger tyd eis dat 'n beampte of werknemer hom onderwerp aan 'n ondersoek deur 'n geregistreerde geneesheer of 'n geneeskundige raad benoem deur die Voorsitter en op koste van die Fonds: Met dien verstande dat die beampte op eie koste kan reël dat sy private geneesheer, indien hy dit verlang, by die verrigtinge van die geneeskundige raad teenwoordig is.

Kennisgewing van Beëindiging van Diens deur Beampte of Werknemer

13. 'n Beampte of werknemer moet skriftelik minstens 30 dae kennis van beëindiging van diens gee: Met dien verstande dat die Direkteur 'n korter tydperk van kennisgewing kan aanvaar.

Omskrywing van Wangedrag

14. 'n Beampte is skuldig aan wangedrag en daar kan ooreenkomstig die bepaling van regulasie 15 met hom gehandel word as hy—

(a) 'n bepaling van hierdie regulasies oortree of versuim om te voldoen aan enige bepaling daarvan, waaraan dit sy plig is om te voldoen; of

(b) 'n daad wat nadelig vir die administrasie, dissipline of doeltreffendheid van die Raad is, doen, laat doen of toelaat of oogluikend toelaat dat dit gedoen word; of

(c) 'n wettige bevel wat aan hom gegee is deur 'n persoon wat die bevoegdheid het om dit te gee, nie gehoorsaam nie, dit verontagsaam of opsetlik versuim om dit uit te voer, of deur woord of gedrag hom aan insubordinasie skuldig maak; of

(d) nalatig of traag is in die vervulling van sy pligte; of

(e) sonder die toestemming van die Raad enige private agentskap of private werk in enige aangeleentheid in verband met die verrigting van sy amptelike werksaamhede of uitvoering van sy ampspligte onderneem; of

(f) aktief aan politieke aangeleenthede deelneem; of

(g) probeer om uit politieke of buitebronne ingryping in verband met sy posisie en diensvoorwaardes in diens van die Raad te verkry; of

(h) hom op skandelijke, onbehoorlike of onbetaamlike wyse gedra, of terwyl hy diens doen, hom aan growwe onbeleefdheid teenoor 'n persoon skuldig maak; of

(i) buitensporige gebruik maak van sterk drank of bedwelkende middels; of

(j) insolvent word of 'n akkoord met sy skuldeisers aangaan of as 'n siviele vonnis deur 'n geregshof teen hom gegee is, tensy daar bewys word dat sy insolvensie of akkoord of 'n siviele vonnis teen hom deur onvermydelike teenspoed veroorsaak is; of

(k) in geldelike moeilikheid geraak, tensy daar bewys word dat sy geldelike moeilikheid nie die gevolg is van onversigtigheid of ander laakbare oorsaak en nie nadelig is vir die getroue uitvoering van sy pligte nie; of

(l) without first having obtained the permission of the Chairman discloses, otherwise than in the discharge of his official duties, information gained by or conveyed to him through his employment in the service of the Council, or uses such information for any purpose other than for the discharge of his official duties, whether or not he discloses such information; or

(m) accepts without the permission of the Chairman or demands in respect of the carrying out of or the failure to carry out his duties any commission, fee, or reward, pecuniary or otherwise (not being the emoluments payable to him in respect of his duties) or fails to report to the Director or if he is the Director to the Chairman the offer of any such commission, fee or reward; or

(n) misappropriates or improperly uses any property of the Council under such circumstances that his act does not constitute a criminal offence; or

(o) commits a criminal offence; or

(p) absents himself from his office or duty without leave or valid cause; or

(q) with a view to obtaining any privilege or advantages in relation to his official position or his duties, or to causing prejudice or injury to the Council or a member of the Council or a sub-committee of the Council as the case may be, or an officer or employee of the Council, makes a false or incorrect statement, knowing it to be false or incorrect; or

(r) contravenes any provision of the rules of the constitution of a medical aid fund or medical aid society of which he is required to be a member in terms of the regulations or fails to comply with any provision of the said rules with which it is his duty to comply by virtue of his membership of such medical aid fund or medical aid society.

Procedure in Cases of Misconduct

15. (1) When an officer, except the Director, is accused of misconduct, the Chairman or any officer of the Council who has been authorised thereto by the Chairman, may charge him in writing under his hand with that misconduct.

(2) The signatory to the charge shall cause it to be served upon the officer charged.

(3) The charge shall contain or shall be accompanied by a direction calling upon the officer charged to transmit or deliver, within a reasonable period specified in the direction, to a person likewise specified, a written admission or denial of the charge and, if he so desires, a written explanation of the misconduct with which he is charged.

(4) The Chairman, or if authorised thereto by the Chairman, either specially in a particular case, or generally, the Director or any other officer of the Council, may at any time before or after the officer has been charged under this section, suspend him from duty.

(5) An officer who has been suspended from duty in terms of subregulation (4) shall not be entitled to any emoluments for the period of his suspension: Provided that the Chairman may, in his discretion, order payment to such officer of the whole or portion of his emoluments.

(6) If no charge under this regulation is preferred against an officer who has been suspended from duty, he shall be allowed to resume duty and be paid his full emoluments for the period of his suspension.

(l) sonder dat hy eers die toestemming van die Voorsitter verkry het, inligting wat hy ingewin of waaraan hy gekom het as gevolg van sy werk in diens van die Raad, openbaar maak anders as in die vervulling van sy ampspligte, of sodanige inligting gebruik vir 'n ander doel as vir die vervulling van sy ampspligte, hetsy hy sodanige inligting openbaar maak of nie; of

(m) sonder die toestemming van die Voorsitter, enige kommissie, geld of beloning, geldelik of anders (wat nie die emolumente is wat ten opsigte van sy pligte aan hom betaalbaar is nie), aanneem of dit eis ten opsigte van die uitvoering van sy pligte of die versuim om sy pligte uit te voer, of versuim om aan die Direkteur of, as hy die Direkteur is, aan die Voorsitter die aanbod van so 'n kommissie, geld of beloning te rapporteer; of

(n) hom eiendom van die Raad, wederregtelik toe-eien of onbehoorlike gebruik daarvan maak onder sulke omstandighede dat sy daad nie 'n kriminele misdryf uitmaak nie; of

(o) 'n kriminele misdryf begaan; of

(p) sonder verlof of geldige rede van sy kantoor of diens wegbly; of

(q) met die oog op die verkryging van enige voorreg of voordeel met betrekking tot sy amptelike posisie of sy pligte, of op die veroorsaking van enige nadeel of skade aan die Raad, of 'n lid van die Raad, of 'n subkomitee van die Raad, na gelang van die geval, of 'n beampte of werknemer van die Raad, 'n valse of onjuiste verklaring doen, wetende dat dit vals of onjuis is; of

(r) 'n bepaling van die reëls van die mediese hulpskema waarvan hy ingevolge die regulasies verplig is om lid te wees, oortree of versuim om te voldoen aan 'n bepaling van bedoelde reëls waaraan dit uit hoofde van sy lidmaatskap van sodanige skema sy plig is om te voldoen.

Procedure in Gevalle van Wangedrag

15. (1) Wanneer 'n beampte, uitgesonderd die Direkteur, van wangedrag beskuldig word, kan die Voorsitter, of enige beampte van die Raad wat deur die Voorsitter daartoe gemagtig is, hom skriftelik onder sy handtekening van daardie wangedrag aankla.

(2) Die persoon wat die aanklag onderteken het, moet dit aan die aangeklaagde beampte laat beteken.

(3) Die aanklag moet 'n aansegging bevat of van 'n aansegging vergesel gaan waarby die aangeklaagde beampte aangesê word om binne 'n redelike tydperk wat in die aansegging vermeld word, aan 'n persoon wat ook daarin vermeld word, 'n skriftelike erkenning of ontkenning van die aanklag, en as hy dit verlang, 'n skriftelike verduideliking van die wangedrag waarvan hy aangekla word, te stuur of by hom af te lewer.

(4) Die Voorsitter, of indien daartoe gemagtig deur die Voorsitter, hetsy spesiaal in 'n besondere geval of in die algemeen, die Direkteur, of enige ander beampte van die Raad, kan te eniger tyd voor of nadat die beampte kragtens hierdie artikel aangekla is, die beampte in sy diens skors.

(5) 'n Beampte wat ingevolge subregulasie (4) in sy diens geskors is, is nie op enige emolumente vir die tydperk van sy skorsing geregtig nie: Met dien verstande dat die Voorsitter na goeddunke kan gelas dat sy emolumente, in die geheel of gedeeltelik aan so 'n beampte betaal word.

(6) As geen aanklag ingevolge hierdie artikel binne 60 dae teen 'n beampte wat in sy diens geskors is, ingebring word nie, word hy toegelaat om weer diens te aanvaar en word sy volle emolumente vir die tydperk van sy skorsing aan hom betaal.

(7) The Chairman or the Director or other officer who suspended the officer may at any time cancel the suspension, but notwithstanding the cancellation of the suspension the proceedings on the charge of misconduct may be continued.

(8) If the officer charged denies the charge or fails to comply with the direction mentioned in subregulation (3), the Chairman shall appoint a person to enquire into the charge.

(9) The person who is to hold the enquiry shall, in consultation with the person who signed the charge, fix the time and place of the enquiry, and the person who signed the charge shall give the officer charged reasonable notice in writing of the time and place so fixed.

(10) The person who signed the charge may authorise any person to attend the enquiry and to adduce evidence and arguments in support of the charge and to cross-examine any person called as a witness for the defence.

(11) (a) At the enquiry the officer charged shall have the right to be present and to be heard either personally or through a representative, to cross-examine any person called as a witness in support of the charge, to inspect any documents produced in evidence, to give evidence himself and call other persons as witnesses.

(b) The person holding the enquiry shall keep a record of the proceedings at the enquiry and of all evidence given thereat.

(c) The failure of the officer charged to attend the enquiry either personally or by a representative, shall not invalidate the proceedings.

(12) The acquittal or the conviction of an officer by a court of law upon a charge of a criminal offence shall not be a bar to proceedings against him under these regulations on a charge of misconduct, notwithstanding the fact that the facts set forth in the charge of misconduct would, if proved, constitute 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 on his trial on the said criminal charge.

(13) If the misconduct with which the officer 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 officer 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 the officer charged to adduce evidence that he was in fact wrongly convicted.

(14) At the conclusion of the enquiry the person holding it shall find whether the officer charged is guilty or not guilty of the misconduct with which he has been charged and shall inform the officer charged of his finding. He shall report the result of the enquiry to the Chairman.

(15) If the officer charged is under suspension from duty under subregulation (4) and the person holding the enquiry finds that he is not guilty of the misconduct with which he has been charged, the said officer shall be allowed forthwith to resume duty in his post and be paid his full emoluments for the period of his suspension.

(16) If the person holding the enquiry finds the officer charged guilty of the misconduct with which he has been charged, the officer concerned may, within 14

(7) Die Voorsitter of Direkteur of ander beampte wat die beampte geskors het, kan die skorsing te eniger tyd intrek, maar ondanks die intrekking van die skorsing kan die verrigtings in verband met die aanklag van wangedrag voortgesit word.

(8) As die aangeklaagde beampte die aanklag ontken of versuim om aan die in subregulasie (3) bedoelde aanseggings te voldoen, stel die Voorsitter 'n persoon aan om ondersoek na die aanklag in te stel.

(9) Die persoon wat die ondersoek moet instel, moet in oorleg met die persoon wat die aanklag onderteken het, die tyd en plek van die ondersoek vasstel, en die persoon wat die aanklag onderteken het, moet aan die aangeklaagde beampte redelike skriftelike kennis gee van die tyd en plek aldus vasgestel.

(10) Die persoon wat die aanklag onderteken het, kan enige persoon magtig om by die ondersoek teenwoordig te wees en om getuieis en argumente ter staving van die aanklag aan te voer en om enige persoon wat as getuie vir die verweer opgeroep is, onder kruisverhoor te neem.

(11) (a) By die ondersoek het die aangeklaagde beampte die reg om teenwoordig te wees en om aangehoor te word hetsy persoonlik of deur 'n verteenwoordiger, of enige persoon wat as getuie ter staving van die aanklag opgeroep is, onder kruisverhoor te neem, om alle dokumente wat as getuieis voorgelê is, in te dien om se^l getuieis af te lê en ander persone as getuies op te roep.

(b) Die persoon wat die ondersoek instel, moet notule hou van die verrigtings by die ondersoek en van alle getuieis wat aldaar afgelê word.

(c) Die versuim van die aangeklaagde beampte om persoonlik of deur 'n verteenwoordiger by die ondersoek teenwoordig te wees, maak die verrigtings nie ongeldig nie.

(12) Die vryspreking of die skuldigebevinding van 'n beampte deur 'n gereghof op 'n aanklag van 'n kriminele misdryf, belet nie dat stappe ingevolge hierdie regulasies op 'n aanklag van wangedrag teen hom ingestel word nie ondanks die feit dat die feite uiteengesit in die aanklag van wangedrag, as dit bewys sou word, die misdryf sou uitmaak wat uiteengesit is in die kriminele aanklag waarop hy aldus vrygespreek of skuldig bevind is of 'n ander misdryf waaraan hy by sy verhoor op bedoelde kriminele aanklag skuldig bevind kon geword het.

(13) As die wangedrag waarvan die beampte 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 skuldigebevinding deur daardie hof, nadat bedoelde beampte geïdentifiseer is as die persoon wat in die notule genoem word, voldoende bewys dat hy die bedoelde misdryf begaan het, tensy die skuldigebevinding deur 'n hoër hof tersyde gestel is: Met dien verstande dat die aangeklaagde beampte die reg het om getuieis aan te voer dat hy in werklikheid verkeerdlik skuldig bevind is.

(14) Na afloop van die ondersoek moet die persoon wat dit instel, bevind of die aangeklaagde beampte skuldig is of nie skuldig is nie aan die wangedrag waarvan hy aangekla is en moet hy die aangeklaagde beampte aan sy bevinding verwittig. Hy moet aan die Voorsitter verslag doen van die uitslag van die ondersoek.

(15) As die aangeklaagde beampte ingevolge subregulasie (4) in sy diens geskors is en die persoon wat die ondersoek instel, bevind dat hy nie skuldig is aan die wangedrag waarvan hy aangekla is nie, moet die bedoelde beampte toegelaat word om dadelik weer diens in sy pos te aanvaar en moet aan hom sy volle emolumente vir die tydperk van sy skorsing betaal word.

(16) As die persoon wat die ondersoek instel, die aangeklaagde beampte skuldig bevind aan die wangedrag waarvan hy aangekla is, kan die betrokke beampte binne

days as from the date upon which he was informed of the finding, appeal therefrom to the Council by giving to the person who held the enquiry a written notice of appeal wherein he shall set forth fully the grounds upon which the appeal is based.

(17) If the person who held the enquiry has found the officer charged guilty of the misconduct with which he has been charged, he shall forward to the Chairman for consideration by the Council the record of the proceedings at the enquiry and any documentary evidence admitted thereat, a statement of his finding and his reasons therefor, and any observations on the case which he may desire to make.

(18) If the officer found guilty of misconduct has given notice of appeal in accordance with the provisions of subregulation (16) the person who held the enquiry shall forward to the Chairman the record and other documents referred to in subregulation (17), the appellant's notice and grounds of appeal and shall furnish the appellant with a copy of the reasons for the finding against which the appeal is brought.

(19) If notice of appeal has been given in accordance with the provisions aforesaid and the officer concerned applies to the Chairman for a copy of the record of the proceedings at the enquiry within seven days as from the date upon which he received a copy of the reasons for the finding, the Chairman shall furnish him with such a copy.

(20) The officer concerned may within 14 days from the date upon which he received the copy of the record of the proceedings, or if he did not apply for a copy of the record, within 21 days as from the date upon which he received the copy of the reasons for the findings, submit to the Chairman written representations, in quadruplicate, in support of his appeal.

(21) The Chairman shall forward the Director a copy of the record and documents referred to in subregulation (18) and a copy of the representations referred to in subregulation (20).

(22) The Director may, within 14 days after the date upon which he received the copies referred to in subregulation (21), submit to the Chairman, in quadruplicate, any representations which he desires to make in support of the finding against which the appeal is brought; and the Chairman shall furnish a copy of such representations to the officer concerned.

(23) (a) The officer concerned may within 14 days after the date upon which he received a copy of the representations referred to in subregulation (22) submit to the Chairman, in quadruplicate, any reply in writing he may wish to make to such representations.

(b) The Chairman shall furnish the Director with a copy of such reply.

(c) The Director shall have no right to submit further representations in answer to such reply.

(24) After consideration of the aforesaid record and documents, the Council may allow the appeal wholly or in part and set aside or alter the finding, or dismiss the appeal and confirm the finding wholly or in part, or the Council may, before arriving at a final decision on the appeal, remit any question in connection with the enquiry to the person who held it, and direct him to report thereon or to hold a further enquiry and arrive at a finding thereon.

(25) If the Council directs the holding of a further enquiry, the provisions of subregulations (10) and (11) shall apply.

(26) When the Council has arrived at a final decision on an appeal, it shall convey that decision in writing to the appellant and to the Director.

14 dae na die datum waarop hy van sy bevinding ver-wittig is, by die Raad daarteen appelleer deur aan die persoon wat die ondersoek ingestel het skriftelik kennis van appèl te gee, waarin hy volledig die gronde waarop die appèl gebaseer is, moet uiteensit.

(17) As die persoon wat die ondersoek ingestel het, die aangeklaagde beampte skuldig bevind het aan die wangedrag waarvan hy aangekla is, moet hy die notule van die verrigtings by die ondersoek en enige dokumentêre getuienis wat aldaar toegelaat is, 'n uiteensetting van sy bevinding en sy redes daarvoor, en enige opmerkings oor die saak wat hy wil maak, aan die Voorsitter vir oorweging deur die Raad stuur.

(18) As die beampte wat aan wangedrag skuldig bevind is, kennis van appèl ooreenkomstig die bepalings van subregulasie (16) gegee het, moet die persoon wat die ondersoek ingestel het, saam met die notule en ander dokumente bedoel in subregulasie (17), die appellant se kennisgewing en gronde van appèl aan die Voorsitter stuur en 'n afskrif van die redes vir die bevinding waarteen die appèl aangeteken is, aan die appellant verstrek.

(19) As kennis van appèl ooreenkomstig die voormelde bepalings gegee is en die betrokke beampte binne 7 dae na die datum waarop hy 'n afskrif van die redes vir die bevinding ontvang het, by die Voorsitter om 'n afskrif van die notule van die verrigtings by die ondersoek aansoek doen, moet die Voorsitter so 'n afskrif aan hom verstrek.

(20) Die betrokke beampte kan binne 14 dae na die datum waarop hy die afskrif van die notule van die verrigtings ontvang het, of as hy nie om 'n afskrif van die notule aansoek gedoen het nie, binne 21 dae na die datum waarop hy die afskrif van die redes vir die bevinding ontvang het, aan die Voorsitter skriftelike vertoë in viervoud, ter staving van sy appèl voorlê.

(21) Die Voorsitter moet 'n afskrif van die notule en dokumente in subregulasie (18) bedoel, en 'n afskrif van die vertoë in subregulasie (20) bedoel, aan die Direkteur stuur.

(22) Die Direkteur kan binne 14 dae na die datum waarop hy die afskrifte in subregulasie (21) bedoel, ontvang het, vertoë wat hy wil voorlê ter staving van die bevindings waarteen die appèl aangeteken is, in viervoud tot die Voorsitter rig; en die Voorsitter moet 'n afskrif van bedoelde vertoë aan die betrokke beampte verstrek.

(23) (a) Die betrokke beampte kan binne 14 dae na die datum waarop hy 'n afskrif van die vertoë in subregulasie (22) bedoel, ontvang het, enige skriftelike repliek wat hy op bedoelde vertoë wil lewer, in viervoud aan die Voorsitter voorlê.

(b) Die Voorsitter moet 'n afskrif van bedoelde repliek aan die Direkteur verstrek.

(c) Die Direkteur sal nie die reg hê om verdere vertoë in antwoord op bedoelde repliek voor te lê nie.

(24) Na oorweging van die voormelde notule en dokumente kan die Raad die appèl in sy geheel of gedeeltelik handhaaf en die bevinding tersyde stel of wysig, of die appèl afwys en die bevinding in sy geheel of gedeeltelik bekrachtig, of die Raad kan voordat hy tot 'n finale beslissing oor die appèl geraak, enige vraag in verband met die ondersoek na die persoon wat dit ingestel het, terugverwys, en hom gelas om verslag daarvoor te doen of om 'n verdere ondersoek in te stel en tot 'n bevinding daarvoor te geraak.

(25) As die Raad gelas dat 'n verdere ondersoek ingestel moet word, is die bepalings van subregulasies (10) en (11) van toepassing.

(26) Wanneer die Raad tot 'n finale beslissing oor 'n appèl geraak het, moet hy daardie beslissing skriftelik aan die appellant en aan die Direkteur mededeel.

(27) If the Council allows the appeal of an appellant who was suspended from duty, the appellant shall forthwith be allowed to resume his duties and be paid his full emoluments for the period of his suspension.

(28) If the record and documents referred to in subregulation (17) have in terms of that subregulation been forwarded to the Chairman or if an appeal was noted and the Council has dismissed such appeal wholly or in part, the Council may direct—

- (a) that the said officer be cautioned or reprimanded; or
- (b) that a fine not exceeding R400 be imposed upon him, which fine may be recovered by deduction from his emoluments in such installments as may be determined by the Chairman; or
- (c) that he be transferred to another post or be employed on other duties; or
- (d) that his salary or grade or both his salary and grade be reduced to an extent determined by the Council; or
- (e) that he be discharged or be called upon to resign from the service of the Council as from a date to be specified by the Council:

Provided that—

- (i) except where a direction is made under paragraph (e) the Council shall not be precluded from making a direction under more than one of the foregoing paragraphs;
 - (ii) the Council may postpone a direction for a period not exceeding 12 calendar months; and
 - (iii) if an officer who has been called upon to resign from the service of the Council fails to resign, he shall be deemed to have been discharged therefrom as from a date to be specified by the Council.
- (29) If the officer charged in terms of this regulation admits the charge, he shall be deemed to be guilty of the misconduct with which he has been charged.
- (30) If an officer who has been suspended from duty in terms of subregulation (4), is dealt with in accordance with the provisions of subregulation (28) (a), (b) or (d) or of the second proviso to that subregulation, he shall forthwith be allowed to resume duty, and if he is dealt with in accordance with the provisions of subregulation (28) (c) he shall as soon as practicable be allowed to assume duty in the post or duties to which he is transferred, and in any such case he shall be paid his full emoluments for the period of his suspension: Provided that if his grade is reduced in terms of subregulation (28) (d) he shall as soon as practicable be allowed to assume duty in a post of the reduced grade and be paid for the period of suspension the emoluments of that post, but if emoluments in excess of the emoluments of that post, were, during the period of his suspension, paid to him under subregulation (5), he shall not be obliged to refund the excess.

(31) An officer who has been suspended from duty in terms of subregulation (4), or against whom a charge has been preferred under this regulation and who resigns from the service of the Council or assumes other employment before such charge has been dealt with to finality in accordance with the provisions of this regulation, shall be deemed to have been discharged on account of misconduct, with effect from a date to be specified by the Chairman, unless prior to the receipt of his notification of resignation or the date of his assumption of other employment he had been notified that no charge would be preferred against him or that the charge preferred against him had been withdrawn.

(27) As die Raad die appèl van 'n appellant wat in sy diens geskors is handhaaf, moet die appellant dadelik toegelaat word om weer sy diens te aanvaar en moet aan hom sy volle emolumente vir die tydperk van skorsing betaal word.

(28) As die notule en dokumente in subregulasie (17) bedoel, ingevolge daardie subregulasie aan die Voorster gestuur is, of as 'n appèl aldus aangeteken is en die Raad die appèl in sy geheel of gedeeltelik afgewys het, kan die Raad gelas—

- (a) dat bedoelde beampete gewaarsku of berispe word; of
- (b) dat 'n boete van hoogstens R400 hom opgelê word, welke boete verhaal kan word deur aftrekking van sy emolumente in paaieimente wat deur die Voorster vasgestel word; of
- (c) dat hy na 'n ander pos oorgeplaas of op ander dienste geëmplojeer word; of
- (d) dat sy salaris of graad of sowel sy salaris as sy graad verlaag word in die mate wat deur die Raad bepaal word; of
- (e) dat hy ontslaan of aangesê word om uit die diens van die Raad te bedank met ingang van 'n datum wat deur die Raad bepaal word:

Met dien verstande dat—

- (i) behalwe waar 'n aanbeveling kragtens paragraaf (e) gedoen word, die Raad nie belet word om 'n aanbeveling kragtens meer as een van die voorafgaande paragrawe te doen nie;
 - (ii) die Raad die doen van 'n aanbeveling vir 'n tydperk van hoogstens 12 kalendermaande kan uitstel; en
 - (iii) as 'n beampete wat aangesê is om uit die diens van die Raad te bedank, versuim om aldus te bedank, hy geag word daaruit ontslaan te gewees het met ingang van 'n datum wat deur die Raad bepaal word.
- (29) As die beampete wat ingevolge hierdie regulasie aangekla is, die aanklag erken, word hy geag skuldig te wees aan die wangedrag waarvan hy aangekla is.
- (30) As daar met 'n beampete wat ingevolge subregulasie (4) in sy diens geskors is, ooreenkomstig die bepalings van subregulasie (28) (a), (b) of (d) of van die tweede voorbehoudsbepaling by daardie regulasie gehandel word, moet hy onverwyld toegelaat word om weer diens te aanvaar, en as daar met hom ooreenkomstig die bepalings van subregulasie (28) (c) gehandel word, moet hy so gou doenlik toegelaat word om diens te aanvaar in die pos of pligte waarna hy oorgeplaas word, en in so 'n geval moet sy volle emolumente vir die tydperk van sy skorsing aan hom betaal word: Met dien verstande dat as sy graad ingevolge subregulasie 28 (d) verlaag word, hy so gou doenlik toegelaat moet word om diens in 'n pos van die verlaagde graad te aanvaar, en moet aan hom vir die tydperk van skorsing die emolumente van daardie pos betaal word, maar as hoër emolumente as die emolumente van daardie pos aan hom gedurende die tydperk van sy skorsing ingevolge subregulasie (5) betaal is, hy nie verplig is om die verskil terug te betaal nie.

(31) 'n Beampete wat ingevolge subregulasie (4) in sy diens geskors is, of teen wie 'n aanklag ingevolge hierdie regulasie ingebring is, en wat uit die diens van die Raad bedank of ander werk aanvaar voordat bedoelde aanklag finaal ooreenkomstig die bepalings van hierdie regulasie afgehandel is, word geag weens wangedrag ontslaan te gewees het met ingang van 'n datum wat deur die Voorster bepaal word, tensy hy voor die ontvangs van sy kennisgewing van bedanking of die datum van sy aanvaarding van ander werk, in kennis gestel is dat geen aanklag teen hom ingebring sal word nie of dat die aanklag wat teen hom ingebring is, teruggetrek is.

Misconduct of Director

16. (1) When the Director is accused of misconduct, the Chairman may report the matter to the Minister who may direct the Chairman or another person to charge him with that misconduct; and if an inquiry becomes necessary under regulation 15 as applied by subregulation (2) hereof, the Minister may appoint a person to hold the inquiry.

(2) The provisions of subregulations 15 (2) to 15 (31), both inclusive, shall *mutatis mutandis*, apply to any proceedings following upon a direction under subregulation (1) hereof; and for the purposes of such application every reference in the said subregulations to the Council or the Chairman shall be construed as a reference to the Minister and every reference in the said subregulations to the officer holding the inquiry shall be construed as a reference to the person appointed under subregulation (1) of this regulation.

Manner in which Notices, etc. may be Given or Furnished

17. Whenever by these regulations it is provided—

(a) that any notice, statement or other document is to be given or furnished to or served upon any person or that any matter is to be or may be conveyed to any person, in writing, the notice, statement, document or writing may be sent by post in a registered letter or be delivered to him or left at his last known place of residence; or

(b) that any person is to be informed of any decision or finding, he may be informed thereof verbally or in writing sent by post in a registered letter or delivered to him or left at his last known place of residence.

Acceptance of Nomination for Parliament, Provincial Council, etc.

18. (1) If an officer or employee accepts a nomination or requisition as candidate for election as member of Parliament, or any Provincial Council, divisional council, city council, municipal council, village management board, health committee, management or consultative committee, local authority or school board, he shall be deemed to have voluntarily resigned from the service of the Council with effect from the date on which he accepted such nomination or requisition: Provided that where special circumstances warrant such a course the Council may suspend the application of this regulation to the officer or employee concerned, if it is satisfied that there will be no interference with his official duties.

(2) If an officer or employee accepts a nomination as a member of the Council he shall be deemed to have voluntarily resigned from the service of the Council.

Retirement and Discharge of Officer

19. (1) An officer has the right to be retired from the service of the Council on attaining the age of 65 years in the case of a male officer and 60 years in the case of a female officer and shall be so retired on reaching the said age.

(2) An officer may be discharged by the Council from its service—

(a) on account of continued ill-health occasioned without own default, after examination and report by a Medical Board appointed in accordance with the provisions of regulation 12;

(b) on account of his unfitness for his duties, or incapacity to carry them out efficiently;

Wangedrag van Direkteur

16. (1) Wanneer die Direkteur van wangedrag beskuldig word, kan die Voorsitter van die Raad die aangeleentheid rapporteer aan die Minister wat die Voorsitter van die Raad of 'n ander persoon kan gelas om hom van daardie wangedrag aan te kla; en as 'n ondersoek ingevolg regulasie (15) soos toegepas by subregulasie (2) hiervan nodig word, kan die Minister 'n persoon aanstel om die ondersoek in te stel.

(2) Die bepalings van subregulasies 15 (2) tot en met 15 (31) is *mutatis mutandis* van toepassing op verrigtings wat op 'n lasgewing ingevolge subregulasie (1) hiervan volg; en vir die doeleindes van sodanige toepassing word elke verwysing in genoemde subregulasies na die Raad of Voorsitter uitgelê as 'n verwysing na die Minister en word elke verwysing in genoemde subregulasies na die beamppte wat die ondersoek instel, uitgelê as 'n verwysing na 'n persoon wat ingevolge subregulasie (1) van hierdie regulasie aangestel is.

Wyse Waarop Kennis, ens., Gegee of Verstrek Kan Word

17. Waar daar by hierdie regulasies bepaal word—

(a) dat enige kennisgewing, verklaring of ander dokument aan 'n persoon gegee of verstrek of beteken moet word of dat enige aangeleentheid skriftelik aan 'n persoon meegedeel moet of kan word, kan die kennisgewing, verklaring, dokument of geskrif per pos in 'n geregistreerde brief aan hom gestuur word of aan hom afgelewer of by sy laaste bekende woonplek gelaat word; of

(b) dat 'n persoon van 'n beslissing of bevinding verwittig moet word, kan hy mondeling of per geskrif wat per pos in 'n geregistreerde brief aan hom gestuur word of aan hom afgelewer of by sy laaste bekende woonplek gelaat word, daarvan verwittig word.

Aanvaarding van Nominasie vir Parlement, Provinsiale Raad, ens.

18. (1) As 'n beamppte of werknemer 'n nominasie of oproep aanvaar as kandidaat vir verkiesing tot lid van die Parlement, of van enige Provinsiale Raad, afdelingsraad, stadsraad, munisipale raad, dorpsbestuur, gesondheidskomitee, bestuurs- of raadplegende komitee, plaaslike bestuur of skoolraad, word hy geag vrywillig uit die diens van die Raad te bedank het met ingang van die datum waarop hy sodanige nominasie of oproep aanvaar het: Met dien verstande dat waar spesiale omstandighede dit regverdig, die Raad, mits hy tevrede is dat daar nie inbreuk op die beamppte of werknemer se ampspligte gemaak sal word nie, die toepassing van die bepalings van hierdie regulasie ten opsigte van die betrokke beamppte of werknemer kan intrek.

(2) As 'n beamppte of werknemer 'n nominasie as lid van die Raad aanvaar, word hy geag vrywillig uit die diens van die Raad te bedank het met ingang van die datum waarop hy sodanige nominasie aanvaar het.

Aftreding en Ontslag van Beamppte

19. (1) 'n Beamppte het die reg om uit die Raad se diens af te tree wanneer hy die leeftyd van 65 jaar in die geval van 'n manlike beamppte en 60 jaar in die geval van 'n vroulike beamppte bereik en word hy aldus afgedank wanneer hy genoemde leeftyd bereik.

(2) 'n Beamppte kan deur die Raad uit sy diens ontslaan word—

(a) weens voortdurende swak gesondheid nie deur eie toedoen veroorsaak nie, na ondersoek en verslag deur 'n mediese raad wat ooreenkomstig die bepalings van regulasie 12 benoem is;

(b) weens ongeskiktheid vir sy pligte of onvermoë om hulle op bekwame wyse uit te voer;

(c) owing to redundancy, abolition of his post or reorganisation:

Provided that the Council may in the case of an officer whose services are terminated for any of the above reasons within a period of 10 years immediately preceding his retirement age, in consultation with the governing body constituted for any pension or provident fund or benefit scheme established in terms of section 20 of the Act, determine such termination of service as retirement for the purpose of applying the benefits referred to in regulation 22.

(3) For the purpose of this regulation an officer shall be deemed to reach the retirement age on the first day of the month following the month in which he reaches such age, except where his birthday occurs on the first day of a month.

Compulsory Membership of Pension or Provident Fund

20. Every officer shall become a member of and contribute to any pension or provident fund established under section 20 of the Act and the Council may require any employee to become a member of and contribute to any such fund provided he is qualified for membership thereof.

Compulsory Membership of Medical Benefit Scheme

21. (1) Every officer shall become a member of and contribute to any medical benefit scheme established under section 20 of the Act or named by the Council: Provided that the Council may exempt an officer from compulsory membership of such a scheme.

(2) The Council may require any employee to become a member of and contribute to any medical benefit scheme established or carried on as provided for in section 20 of the Act provided he is qualified for membership thereof.

Benefits of Officers and Employees Upon Death or Retirement

22. Upon the death or retirement of an officer or employee the benefits applicable to him determined in accordance with any fund or benefit society or scheme established in terms of section 20 of the Act, and in accordance with the rules of such fund, benefit society or scheme, shall be paid.

Administration of Pension and Provident Funds

23. (1) Any pension or provident fund established under section 20 of the Act shall be administered by a Board of Trustees constituted in accordance with the rules of such pension or provident fund.

(2) The Board of Trustees shall administer such fund or funds in accordance with the rules thereof.

PART III

REMUNERATION OF OFFICERS AND EMPLOYEES

Salary of Officer or Employee on Appointment or Promotion

24. Upon appointment or promotion to a post an officer or employee except the Director shall be paid a commencing salary at the minimum notch of the salary scale attached thereto: Provided that with the approval of the Council he may be paid a commencing salary at any notch of that scale according to his qualifications and experience.

Personal Salary or Salary Scale of Officer or Employee in Exceptional Cases

25. Subject to the approval of the Minister in consultation with the Minister of Finance the Council may in an exceptional case grant an officer or employee a personal salary or a personal salary scale where he possesses special qualifications, experience or ability or renders service of outstanding merit.

(c) weens oortolligheid, afskaffing van sy pos of reorganisasie:

Met dien verstande dat in die geval van 'n beamppte wie se diens om enige van bogenoemde redes binne 10 jaar onmiddellik voor sy aftree-ouderdom beëindig word, die Raad, in oorleg met die beherende liggaam wat vir enige pensioen- of voorsorgfonds of onderstandskema ingestel ingevolge artikel 20 van die Wet saamgestel is, sodanige diensbeëindiging kan bepaal as aftrede vir die doel om die voordele vermeld in regulasie 22 toe te pas.

(3) Vir die toepassing van hierdie regulasie word 'n beamppte geag die aftree-ouderdom te bereik op die eerste dag van die maand wat volg op die maand waarin hy sodanige ouderdom bereik, behalwe wanneer sy geboortedag op die eerste dag van 'n maand val.

Verpligte Lidmaatskap van Pensioen- of Voorsorgfonds

20. Elke beamppte moet 'n lid word van en bydra tot enige pensioen- of voorsorgfonds ingestel ingevolge die bepaling van artikel 20 van die Wet en die Raad kan van enige werknemer vereis om lid te word van en by te dra tot enige sodanige fonds mits hy vir lidmaatskap kwalifiseer.

Verpligte Lidmaatskap van Geneeskundige Hulpkema

21. (1) Elke beamppte moet 'n lid word van en bydra tot enige geneeskundige hulpkema ingestel ingevolge die bepaling van artikel 20 van die Wet of aangewys deur die Raad: Met dien verstande dat die Raad 'n beamppte kan vrystel van verpligte lidmaatskap van sodanige skema.

(2) Die Raad kan van enige werknemer vereis om 'n lid te word van en by te dra tot enige geneeskundige hulpkema ingestel, of reeds in stand, soos bepaal by artikel 20 van die Wet mits hy vir lidmaatskap kwalifiseer.

Voordele aan Beampptes en Werknemers by Afsterwe of Aftrede

22. By die afsterwe of aftrede van 'n beamppte of werknemer word die voordele van toepassing op hom, soos bepaal ooreenkomstig die reëls en voorskrifte van enige fonds, hulpvereniging of skema ingestel ingevolge artikel 20 van die Wet, en ooreenkomstig die reëls van sodanige fonds, hulpvereniging of skema, betaal.

Administrasie van Pensioen- en Voorsorgfondse

23. (1) 'n Pensioen- of voorsorgfonds ingestel ingevolge artikel 20 van die Wet word bestuur deur 'n Raad van Trusteas wat saamgestel is ooreenkomstig die reglement van sodanige pensioen- of voorsorgfonds.

(2) Die Raad van Trusteas bestuur sodanige fonds of fondse ooreenkomstig die reëls daarvan.

DEEL III

BESOLDIGING VAN BEAMPTES EN WERKNEMERS

Salaris van Beamppte of Werknemer by Aanstelling of Bevordering

24. 'n Beamppte of werknemer, uitgesonderd die Direkteur moet, by aanstelling in of bevordering tot 'n pos, besoldig word ooreenkomstig die beginsalaris op die minimum kerf van die skaal wat op die pos van toepassing is: Met dien verstande dat, met die goedkeuring van die Raad en met inagneming van sy ondervinding en kwalifikasies, hy 'n beginsalaris ooreenkomstig enige kerf van daardie skaal betaal kan word.

Persoonlike Salaris of Salarisskaal van Beamppte of Werknemer in Buitengewone Gevalle

25. In buitengewone gevalle en behoudens die goedkeuring van die Minister na oorleg met die Minister van Finansies kan die Raad aan 'n beamppte of werknemer wat spesiale kwalifikasies, ondervinding of bekwaamheid besit of dienste van uitstaande gehalte lewer, 'n persoonlike salaris of salarisskaal toeken.

Salary Increments of Officer or Employee

26. (1) Subject to the provisions of subregulation (3) the salary of an officer or employee shall be increased by one salary increment within the limits of the scale applicable to him after completion of each incremental period and with effect from the first day of such officer's or employee's incremental month: Provided that in a case of exceptional merit the Council may grant an officer or employee more than one increment in salary within the said salary scale at any time during a period of 12 months.

(2) On the recommendation of the Council the Minister may, in consultation with the Minister of Finance approve of a scale for the payment of a long service allowance in the case of a Non-White officer or employee in receipt of remuneration based on local scales of pay and the Council may, in deserving cases where the officers or employees referred to have rendered at least five years uninterupted satisfactory service, pay a long service allowance in accordance with such approved scale.

(3) If the Council considers that an officer's or employee's conduct as to industry, discipline, punctuality or sobriety was not uniformly satisfactorily during an incremental period or that he did not perform his work uniformly satisfactorily during such incremental period, the salary of such officer or employee shall not be increased in terms of the provisions of subregulation (1) and the Council shall notify such officer or employee accordingly in writing and also that at the expiry of a continuous period to be indicated and which shall be not longer than an incremental period, on condition that the officer's or employee's work performance and his conduct in regard to the qualities mentioned are considered by the Council to have been satisfactory during such period, the Council shall grant a salary increment with effect from the first day of the month following the date on which the said continuous period expired.

(4) No officer or employee shall be entitled to claim the payment of a salary increment or allowance as of right.

Bonus for Service of Outstanding Merit and Study Bursaries

27. (1) On the recommendation of the Council, if it considers that a particular service rendered by an officer or employee is of outstanding merit and has contributed appreciably to the work of the Council in the carrying out of its objects or the performance of its functions or duties or the exercise of its powers under the Act, the Minister in consultation with the Minister of Finance may approve the grant of a bonus to such officer or employee.

(2) The Council may subject to such conditions as may in general be prescribed by the Minister in consultation with the Minister of Finance, grant an officer or employee a bursary for the continuation of his studies, provided such studies are connected with the promotion of the objects of the Council.

Salary or Wage Not Assignable

28. The Salary or wage shall be paid to the officer or employee entitled thereto personally and shall be incapable of being assigned to any other person except with the approval of the Director.

Method of Payment of Salary or Wage

29. The salary shall be paid to an officer or employee monthly in arrear. No advance on salary or wage shall be made except with the approval given in an exceptional case by the Director or an officer authorised thereto by him.

Salarisverhogings van Beampte of Werknemer

26. (1) Behoudens die bepalings van subregulasie (3) word die salaris van 'n beampte of werknemer verhoog met een salarisverhoging binne die perke van die skaal wat op hom van toepassing is, na die voltooiing van elke verhogingstydperk en wel met ingang van die eerste dag van sodanige beampte of werknemer se verhogingsmaand: Met dien verstande dat, in 'n geval van buitengewone verdienste, die Raad meer as een salarisverhoging aan 'n beampte of werknemer kan toeken binne genoemde salaris-skaal op enige tydstip gedurende 'n tydperk van 12 maande.

(2) Op aanbeveling van die Raad kan die Minister in oorleg met die Minister van Finansies 'n skaal vir die betaling van 'n langdienstoelae goedkeur in die geval van Nie-Blanke beamptes of werknemers in ontvangs van besoldiging gegrond op plaaslike loonskaal en kan die Raad in verdienstelike gevalle waar bedoelde beamptes of werknemers ten minste vyf jaar ononderbroke bevredigende diens gelewer het 'n langdienstoelae volgens sodanige goed-gekeurde skaal, betaal.

(3) As die Raad van mening is dat 'n beampte of werknemer se gedrag met betrekking tot ywer, dissipline, stiptheid of matigheid gedurende 'n verhogingstydperk nie deurgaans bevredigend was nie, of dat hy sy werk gedurende sodanige verhogingstydperk nie deurgaans op 'n bevredigende wyse verrig het nie, word die salaris van sodanige beampte of werknemer nie kragtens die bepalings van subregulasie (1) verhoog nie en moet die Raad sodanige beampte of werknemer skriftelik dienooreenkomstig verwittig asook dat by verstryking van 'n aaneenlopende tydperk wat aangedui moet word en wat nie langer as 'n verhogingstydperk is nie, op voorwaarde dat as die beampte of werknemer se werkverrigting en gedrag, met betrekking tot die vermelde eienskappe, deur die Raad as bevredigend gedurende sodanige tydperk beskou word, die Raad 'n salarisverhoging moet toestaan met ingang van die eerste dag van die maand wat volg op die datum waarop die aaneenlopende tydperk verstryk.

(4) Geen beampte of werknemer is daarop geregtig om die betaling van 'n salarisverhoging te eis nie.

Bonus vir Dienste van Uitstaande Aard en Studiebeurse

27. (1) Op aanbeveling van die Raad indien hy van mening is dat 'n besondere diens gelewer deur 'n beampte of werknemer van so 'n uitstaande aard is dat dit wesenlik bygedra het tot die werkverrigting van die Raad in die vervulling van sy doelstellings of die uitvoering van sy funksies of pligte of die uitvoering van sy gesag kragtens die Wet, kan die Minister in oorleg met die Minister van Finansies goedkeuring verleen vir die toekenning van 'n bonus aan sodanige beampte of werknemer.

(2) Die Raad kan, onderworpe aan sodanige voorwaardes as wat die Minister in oorleg met die Minister van Finansies in die algemeen mag bepaal, 'n beurs toeken aan 'n beampte of werknemer vir die voortsetting van sy studies mits sodanige studies verband hou met die bevordering van die doelstellings van die Raad.

Salaris of Loon nie Sederbaar nie

28. Die Salaris of loon word aan die beampte of werknemer wat daarop geregtig is, persoonlik betaal en dit is nie sonder die toestemming van die Direkteur aan enige ander persoon sederbaar nie.

Metode van Betaling van Salaris of Loon

29. Die salaris of loon word maandeliks agterstallig aan 'n beampte of werknemer betaal. Geen voorskot op salaris of loon word gemaak nie behalwe in buitengewone gevalle en soos goedgekeur deur die Direkteur of 'n beampte deur hom daartoe gemagtig.

Vacation Savings Bonus

30. Every officer or employee may in the discretion of the Council be paid a vacation savings bonus on such conditions and calculated on such basis as may be determined by the Minister in consultation with the Minister of Finance.

PART IV

HOURS OF ATTENDANCE AND OVERTIME
REMUNERATION*Official Hours*

31. The normal official working hours which shall be observed by officers and employees shall be prescribed by the Council from time to time.

Duty at Any Time or Place

32. (1) The head of office may require an officer or full time employee to be in attendance or perform official duty on any day of the week or at any time during the day or night at his normal place of work or elsewhere.

(2) When such attendance was observed or duty was performed by an officer or employee—

(a) (i) on a Saturday, a Sunday or on a public holiday in the case of an officer or employee who does not normally work on such day; or

(ii) who normally works on a Saturday, a Sunday or on a public holiday and in lieu thereof is relieved from duty on another day, on such other day;

(b) over and above the days on which he normally works during the working week prescribed for him as provided by regulation 31;

it shall for the purpose of regulation 33 be regarded as overtime duty, and no officer or employee shall receive additional remuneration in respect thereof except as provided by that regulation.

Overtime Remuneration

33. The Council may, in a particular case authorise payment of additional remuneration, calculated at such rates as the Minister may in consultation with the Minister of Finance approve, to an officer or employee in respect of overtime duty performed by him in the circumstances prescribed by regulation 32.

Commuted Overtime Allowance

34. The Council may, in an exceptional case where the duties of an officer or employee are of a nature to warrant it, authorise payment to him of a commuted allowance calculated at such rate as the Minister in consultation with the Minister of Finance deems appropriate in respect of overtime duty performed by him.

Whole Time of Officers and Employees to be at the Disposal of the Council

35. Every officer and employee shall place the whole of his time at the disposal of the Council and shall during his official hours of attendance and any periods of overtime duty give his full attention to the duties entrusted to him and may not without the consent of the head of his office be absent from his office or place of work during his official hours of attendance or any periods of overtime duty.

Inability to Report Punctually for Duty

36. In the event of an officer or employee being unable to report for duty at the due time he shall inform the head of his office at the earliest opportunity.

Head of Office Responsible for Observance by Staff of Official Hours of Attendance

37. The head of office shall be responsible for the observance by the staff under his control of the official hours of attendance.

Vakansiebesparingsbonus

30. Aan elke beampte of werknemer kan die Raad 'n vakansiebesparingsbonus betaal op sodanige voorwaardes en bereken op sodanige basis soos bepaal deur die Minister in oorleg met die Minister van Finansies.

DEEL IV

DIENSURE EN OORTYDBESOLDIGING

Amptelike Diensure

31. Die gewone amptelike diensure wat deur beamptes en werknemers nagekom moet word, word van tyd tot tyd deur die Raad voorgeskryf.

Diens op Enige Tyd of Plek

32. (1) Die kantoorhoof kan van 'n beampte of voltydse werknemer vereis om op enige dag van die week of op enige tyd van die dag of nag by sy gewone werkplek of elders teenwoordig te wees om amptelike diens te verrig.

(2) Wanneer 'n beampte of werknemer sodanige amptelike diens verrig het of aanwesig was—

(a) (i) op 'n Saterdag of 'n Sondag of openbare feesdag in die geval van 'n beampte of werknemer wat nie normaalweg op sodanige dag werk nie; of

(ii) wat gewoonlik op 'n Saterdag, Sondag of openbare feesdag werk en in plaas daarvan op 'n ander dag van diens vrygestel word op sodanige ander dag;

(b) bo en behalwe die dae waarop hy gewoonlik werk gedurende die diensweek soos bepaal by regulasie 31;

word dit vir die toepassing van regulasie 33 as oortyd-diens beskou en geen beampte of werknemer ontvang addisionele vergoeding nie, behalwe soos by daardie regulasie bepaal.

Oortydbesoldiging

33. Die Raad kan, in 'n besondere geval, die betaling van addisionele besoldiging, bereken teen sodanige tariewe as wat deur die Minister in oorleg met die Minister van Finansies goedgekeur is, aan 'n beampte of werknemer magtig ten opsigte van oortyd-diens deur hom verrig in omstandighede soos omskryf by regulasie 32.

Vaste Oortydtoelae

34. Die Raad kan in 'n buitengewone geval waar die dienste van 'n beampte of voltydse werknemer van so 'n aard is dat dit geregverdig is, oortydbesoldiging op 'n vaste grondslag betaal teen tariewe wat die Minister in oorleg met die Minister van Finansies paslik ag ten opsigte van oortyd-diens deur hom verrig.

Beamptes en Werknemers Moet al Hulle Tyd ter Beskikking van die Raad Stel

35. Elke beampte en werknemer moet al sy tyd ter beskikking van die Raad stel en moet gedurende sy amptelike diensure en tydperke van oortyd-diens sy volle aandag wy aan die pligte wat aan hom toevertrou word en mag nie van sy kantoor of werkplek gedurende sy amptelike diensure of tydperke van oortyd-diens sonder toestemming van sy kantoorhoof afwesig wees nie.

Onvermoë om Stiptelik vir Diens aan te Meld

36. Wanneer 'n beampte of werknemer nie in staat is om hom op die bepaalde tyd vir diens aan te meld nie, moet hy sy kantoorhoof so spoedig moontlik daarvan in kennis stel.

Kantoorhoof Verantwoordelik vir Nakoming van Amptelike Diensure deur Personeel

37. Die kantoorhoof is verantwoordelik vir die nakoming van die amptelike diensure deur die personeel onder sy beheer.

Attendance Register

38. An attendance register shall be kept in which every officer and employee in receipt of a salary or wage less than that specified by the Council shall personally record the time of his arrival at and departure from his place of work: Provided that in the case of an officer or employee who is serving in circumstances which in the opinion of the Director render the keeping of such a record of his attendance impracticable the Director may exempt him from this requirement or may make such other arrangements as he may consider adequate to ensure that the official hours of attendance applicable to such officer or employee are observed by him.

PART V

DUTIES OF STAFF

Duties of the Director

39. In addition to any functions or duties lawfully assigned to or imposed upon him the Director shall be responsible to the Council for maintenance of discipline of the staff of the Council, for the maintenance of efficient administration and for the proper use and care of the property of the Council and shall also be responsible to the Council for accounting of all expenditure from the Fund.

Duties of Heads of Offices

40. In addition to the duties assigned to him by the Director the head of office shall be responsible to the Director for maintaining discipline and efficient administration and for the proper use and care of the property of the Council in his office or place of work.

Absences from Duty Which are not Recorded as Leave

41. An officer or employee is in the following instances not regarded as being absent from duty:

(1) When he must appear—

- (a) as a witness—
 - (i) in a criminal court case;
 - (ii) in a civil court case (including a divorce case);
 - (iii) in a military court case;
 - (iv) in a misconduct case in terms of some law or other;
 - (v) before a commission or committee of inquiry appointed by the State;
 - (vi) at an inquest;
 - (vii) at a rent board inquiry, except when he is the person who took the initiative in a rent board inquiry, in which case his absence from duty must be covered by the granting of vacation leave with or without pay, as the case may be; or

(b) as the respondent or co-respondent in a civil court case which arises out of his official duties and in which the Council has a direct interest;

(c) any witness fees received by the officer or employee shall be paid into the Fund.

(2) When he attends a course, for which a bursary has been awarded in terms of regulation 27 (2).

(3) When he attends a course of instruction under the National Survival Plan presented by the Civil Defence Division.

(4) An officer or employee may be paid a subsistence allowance at the appropriate rate in terms of these regulations if such appearance results in his absence from his headquarters.

Bywoningsregister

38. 'n Bywoningsregister moet gehou word waarin elke beampte of werknemer wat 'n kleiner salaris of loon ontvang as dié wat deur die Raad bepaal word, persoonlik die tyd van sy aankoms by en vertrek van sy werkplek moet aanteken: Met dien verstande dat in die geval van 'n beampte of werknemer wat onder omstandighede dien wat, na die mening van die Direkteur, die hou van sodanige aantekening van sy bywoning onprakties maak, kan die Direkteur hom van hierdie bepaling onthef of sodanige ander reëlings tref wat hy geskik ag ten einde te verseker dat die amptelike diensure, van toepassing op sodanige beampte of werknemer, nagekom word.

DEEL V

PLIGTE VAN PERSONEEL

Pligte van die Direkteur

39. Benewens enige werksaamhede of pligte wat wettiglik aan hom opgedra of hom opgelê word, is die Direkteur aan die Raad verantwoordelik vir die handhawing van dissipline van die personeel van die Raad, vir doeltreffende administrasie en vir die behoorlike gebruik en versorging van die eiendom van die Raad en moet hy ook aan die Raad verantwoording doen vir alle uitgawes uit die fonds.

Pligte van Kantoorhoofde

40. Benewens die pligte aan hom opgedra deur die Direkteur, is die kantoorhoof verantwoordelik vir die handhawing van dissipline en doeltreffende administrasie en vir die behoorlike gebruik en versorging van die eiendom van die Raad in sy kantoor of werkplek.

Afwesighede van Diens wat nie as Verlof Aangeteiken word nie

41. 'n Beampte of werknemer word in die volgende gevalle nie geag van diens afwesig te wees nie:

(1) Wanneer hy moet verskyn as—

- (a) getuie—
 - (i) in 'n straffofspraak;
 - (ii) in 'n sivieleofspraak (insluitende 'n egskeidingsaak);
 - (iii) in 'n militêreofspraak;
 - (iv) in 'n wangedragsaak ingevolge die een of ander wet;

(v) voor 'n kommissie of komitee van ondersoek deur die Staat aangestel;

(vi) by 'n geregtelike doodsondersoek;

(vii) by 'n huurraadondersoek, behalwe as hy die persoon is wat die inisiatief in 'n huurraadondersoek geneem het, in welke geval sy afwesigheid van diens gedek moet word deur die toestaan van vakansieverlof met of sonder betaling, na gelang, van die geval; of

(b) verweerder of medeverweerder in 'n sivieleofspraak wat voortspruit uit sy ampspligte en waarby die Raad direkte belang het;

(c) enige getuiegeld deur 'n beampte of werknemer ontvang moet in die Fonds gestort word.

(2) Wanneer hy 'n kursus bywoon waarvoor 'n studiebeurs aan hom toegeken is ingevolge regulasie 27 (2).

(3) Wanneer hy 'n onderrigkursus onder die Nasionale Oorlewingsplan, aangebied deur die Afdeling Burgerlike Beskerming, bywoon.

(4) 'n Beampte of werknemer kan verblyfstoelae betaal word teen die toepaslike tariewe ingevolge hierdie regulasies as sodanige verskyning afwesigheid vanaf sy hoofkwartier meebring.

Obedience

42. An officer or employee shall forthwith obey unconditionally a lawful instruction given to him by a person who is competent to do so, and may demand that it be repeated in writing and may in writing submit to such competent person for decision by the Director any complaint he may have in connection therewith and the said competent person shall, through the official channels of communication, transmit it together with any comments he may wish to make, to the Director, and if the officer or employee is not satisfied with the decision of the Director he may demand that the matter be referred to the Council for final decision.

Official Channels of Communication

43. A request or communication from an officer or employee addressed to the Director shall be transmitted to him through the medium of the head of his office and a request or communication from an officer or employee in connection with any matter falling within the scope of the Council's powers, functions or duties shall be addressed to the Director and transmitted to him through the same medium and the Director, if requested to do so by the officer or employee, shall submit it to the Council for decision.

Private Financial Transactions

44. (1) An officer or full time employee shall not become a party to any form of promissory note for compromising purposes: Provided that the Director or in the case of the Director, the Chairman, may give his written consent to a departure from the provisions of the regulation if he has satisfied himself after investigation that the proposed transaction is being entered into for reasons acceptable to him not connected with speculation, gambling or other improper dealing which may lead to pecuniary embarrassment of the officer or employee concerned: Provided further that such consent shall not be given in respect of a transaction between two officers, an officer and an employee or two employees.

(2) No officer or employee shall lend money to another officer or employee.

Acceptance of Gifts, Commission, Money or Reward

45. (1) An officer or employee shall not accept without the permission of the Council, a gift, pecuniary or otherwise, offered him by a member of the public by reason of his occupying or having occupied a particular office or post in the service of the Council.

(2) An officer or employee shall not, without the permission of the Council, accept or demand in respect of the carrying out of or the failure to carry out his duties, any commission, fee or reward, pecuniary or otherwise (not being the emoluments payable to him in respect of his duties) or shall not fail to report to the Council the offer of such commission, fee or reward.

Replying to Questions

46. An officer or employee shall reply explicitly to a lawful question put to him by a person who is competent to put such question to him: Provided that an officer or employee is not compelled to furnish a reply to a question which may incriminate him.

Giving Notice of Change of Marital Status of Officer or Employee

47. An officer or employee shall, upon any change in his or her marital status, give the Director notice thereof.

Gehoorzaamheid

42. 'n Beamppte of werknemer moet dadelik 'n wet-tige bevel wat aan hom gegee is deur 'n persoon wat die bevoegdheid het om dit te gee, onvoorwaardelik gehoorsaam en kan eis dat sodanige bevel skriftelik herhaal word en hy kan enige klage wat hy in verband daarmee het, skriftelik aan sodanige bevoegde persoon voorlê vir beslissing deur die Direkteur, en sodanige bevoegde persoon moet dan die klage, tesame met enige kommentaar wat hy wil lewer, langs die amptelike kommunikasiekanale aan die Direkteur voorlê en as die beamppte of werknemer nie met die Direkteur se beslissing tevrede is nie, kan hy eis dat die saak aan die Raad vir finale beslissing voorgelê word.

Amptelike Kommunikasiekanale

43. 'n Beamppte of werknemer moet 'n versoek of mededeling deur bemiddeling van sy kantoorhoof aan die Direkteur rig, en 'n versoek of mededeling van 'n beamppte of werknemer oor enige aangeleentheid wat binne die bestek van die Raad se bevoegdhede, werksaamhede of pligte val, moet aan die Direkteur gerig en langs dieselfde kanale aan hom voorgelê word en indien hy daartoe deur die beamppte of werknemer versoek word, moet hy dit aan die Raad vir beslissing voorlê.

Private Geldelike Transaksies

44. (1) Vir skikkingsdoeleindes mag 'n beamppte of voltydse werknemer nie medepligtig wees aan enige vorm van skuldbewys nie: Met dien verstande dat die Direkteur, of, in die geval van die Direkteur, die Voorsitter, skriftelike toestemming daartoe kan verleen dat daar van die bepalings van hierdie regulasie afgewyk kan word as hy homself deur ondersoek oortuig het dat die voorgenome transaksie aangegaan word om aanneemlike redes wat niks te doen het nie met spekulasie, dobbelary of enige onbehoorlike handeling wat die betrokke beamppte of werknemer in geldelike moeilikheid kan laat kom: Met dien verstande, verder, dat sodanige toestemming nie ten opsigte van 'n transaksie tussen twee beampptes, 'n beamppte en 'n werknemer of twee werknemers verleen mag word nie.

(2) Geen beamppte of werknemer mag geld aan 'n ander beamppte of werknemer leen nie.

Aanneem van Geskenke, Kommissie, Geld of Beloning

45. (1) 'n Beamppte of werknemer mag nie sonder die toestemming van die Raad, 'n geskenk, geldelik of andersins, aanneem wat hom deur 'n lid van die publiek aangebied word uit hoofde daarvan dat hy 'n bepaalde amp of pos in die diens van die Raad beklee of beklee het nie.

(2) 'n Beamppte of werknemer mag nie sonder die toestemming van die Raad, enige kommissie, geld of beloning, geldelik of andersins (wat nie die emolumente is wat ten opsigte van sy pligte aan hom betaalbaar is nie) aanneem of dit eis ten opsigte van die uitvoering van sy pligte of die versuim om sy pligte uit te voer, of versuim om aan die Raad die aanbod van so 'n kommissie, geld of beloning te rapporteer nie.

Beantwoording van Vrae

46. 'n Beamppte of werknemer moet uitdruklik antwoord op 'n wettige vraag wat aan hom gestel word deur 'n persoon wat die bevoegdheid het om so 'n vraag aan hom te stel: Met dien verstande dat 'n beamppte of werknemer nie verplig is om 'n antwoord wat hom kan inkrimineer, op 'n vraag te verstrek nie.

Kennisgewing van Verandering van Huwelikstaat van Beamppte of Werknemer

47. 'n Beamppte of werknemer moet die Direkteur in kennis stel van enige verandering in sy of haar huwelikstaat.

PART VI

OFFICIAL TRAVELLING AND TRANSPORT EXPENSES AND SUBSISTENCE ALLOWANCE

Journeys within the Republic

48. All official journeys undertaken at the cost of the Fund within the Republic of officers or employees which are necessary and in the interests of the Council shall be subject to approval by the Director or by an officer duly authorised by him: Provided that all such official journeys undertaken by the Director shall be subject to the approval of the Chairman.

Journeys beyond the Borders of the Republic

49. All official journeys beyond the borders of the Republic of officers or employees shall be subject to approval by the Minister on the recommendation of the Council.

Transport Expenses

50. Subject to the provisions of this Part, an officer or employee who is required to travel on official duty may be reimbursed from the Fund the cost of conveying himself and his necessary personal luggage as well as reasonable expenditure incurred in connection with taxi hire (if transport owned by the Council is not available), portage, landing or shipping fees and other incidental services.

Means of Transport to be Used

51. (1) When an official journey is approved in terms of this Part the means of transport to be used and in the case of an official journey by train, the train service and the nature of the accommodation thereon and the route to be followed shall be specified.

(2) Official journeys shall be planned on the most economical basis due regard being had to the exigencies of each case in determining the means of transport to be used.

(3) Official journeys by air may be approved by the Director in his discretion.

Subsistence Allowance and Incidental Travelling Expenses

52. (1) While travelling and while absent from his headquarters and his home on official duty and under circumstances set out in regulation 41 an officer or employee may be paid from the Fund subsistence allowance and incidental expenses at the rates approved by the Minister in consultation with the Minister of Finance and subject to the conditions determined by the Council.

(2) Incidental expenses may also be met as a charge to the Fund.

(3) Where the nature of his duties involves frequent travel and absences from his headquarters and his home on duty an officer or employee may, in the discretion of the Council, be paid from the Fund a fixed subsistence allowance as determined by the Minister in consultation with the Minister of Finance.

(4) Entertainment expenses actually incurred by an officer or employee in the interests of his official duty may be reimbursed to such officer or employee from the Fund on a basis to be determined by the Council.

Form for Submission of Claims

53. Claims for the reimbursement of transport expenses and subsistence allowances and other incidental expenses in terms of the provisions of this part shall be submitted on a form approved by the Council.

DEEL VI

AMPTELIKE REISE, VERVOERUITGAWES EN VERBLYFTOELAE

Reise Binne die Republiek

48. Alle amptelike reise nodig en in belang van die Raad wat binne die Republiek deur beampptes of werknemers op koste van die fonds onderneem word, is onderhewig aan goedkeuring deur die Direkteur of 'n beamppte behoorlik deur hom daartoe gemagtig: Met dien verstande dat alle sodanige amptelike reise wat deur die Direkteur onderneem word, onderhewig is aan goedkeuring deur die Voorsitter.

Reise Buite die Grense van die Republiek

49. Alle amptelike reise deur beampptes of werknemers buite die grense van die Republiek is onderhewig aan die goedkeuring van die Minister op aanbeveling van die Raad.

Vervoeruitgawes

50. Behoudens die bepalings van hierdie deel, kan 'n beamppte of werknemer van wie dit vereis word dat hy in amptelike diens moet reis, die uitgawes verbonde aan sy vervoer en sy noodsaaklike persoonlike bagasie, asook redelike uitgawes wat in verband met huurmotors (as vervoermiddels van die Raad nie beskikbaar is nie) kruiersloon, inskeping en ontskeping en ander bykomstige dienste aangegaan, op die fonds verhaal.

Vervoermiddels wat Gebruik Moet Word

51. (1) Wanneer 'n amptelike reis ingevolge hierdie deel goedgekeur word, moet die vervoermiddels wat gebruik gaan word, en in die geval van 'n amptelike treinreis, die treindiens, die aard van die akkommodasie daarop en die roete wat gevolg sal word, gespesifiseer word.

(2) Amptelike reise moet op die mees ekonomiese basis beplan en behoorlike oorweging aan die noodsaaklikheid van elke geval geskenk word by die vasstelling van die vervoermiddel wat gebruik gaan word.

(3) Amptelike reise per lug kan deur die Direkteur na goedvinde goedgekeur word.

Verblyftoelae en Toevallige Reisuittgawes

52. (1) Terwyl hy gedurende reise van sy hoofkwartier en sy woning op amptelike pligte en onder omstandighede soos uiteengesit in Regulasie 41 afwesig is kan aan 'n beamppte of werknemer 'n verblyftoelae uit die fonds betaal word teen die tariewe goedgekeur deur die Minister in oorleg met die Minister van Finansies en onderworpe aan die voorwaardes deur die Raad bepaal.

(2) Toevallige uitgawes kan ook as 'n las teen die Fonds betaal word.

(3) Waar die aard van sy amptelike pligte meebring dat hy dikwels en vir geruime tyd van sy hoofkwartier en woning afwesig moet wees, kan daar aan 'n beamppte of werknemer na goedvinde van die Raad, 'n vaste verblyftoelae soos deur die Minister in oorleg met die Minister van Finansies bepaal, uit die Fonds betaal word.

(4) Onthaalkoste deur 'n beamppte of werknemer werklik en in belang van sy ampspligte aangegaan kan uit die fonds aan sodanige beamppte of werknemer vergoed word op die grondslag wat die Raad bepaal.

Vorm vir die Indiening van Eise

53. Aansoeke om die vergoeding van vervoeruitgawes en om die vergoeding van verblyftoelae en ander bykomstige uitgawes, kragtens die bepalings van hierdie deel, moet gedoen word op 'n vorm wat deur die Raad goedgekeur is.

PART VII

TRANSFER EXPENSES AND TRANSPORT FACILITIES

Transfer of Officer or Employee and Conveyance of his Household and Personal Effects

54. The Council may transfer an officer or employee and he and his household and personal effects may be conveyed from one headquarters to another at the cost of the Fund in accordance with the rates and provisions and subject to the conditions determined by the Council.

Transport Facilities on First Appointment

55. (1) On conditions relating to means of transport and classes of travel similar to those determined by the Council in accordance with the provisions of Part VI the Director or an officer duly authorised by him may approve that a person residing in the Republic who is appointed as an officer or employee be granted transport at the cost of the Fund from the place where he is recruited to the place where he is instructed to assume duty: Provided that where such person is appointed as Director the Chairman may approve that he be granted transport at the cost of the Fund from the place where he is recruited to the place where he is instructed to assume duty.

(2) Subject to the provisions of subregulation (3) the household and personal effects of a person referred to in subregulation (1) may, with the approval of the Director or an officer duly authorised by him or of the Chairman where such person is appointed as Director, be conveyed at the cost of the Fund from the place where the person is recruited to the place where he is instructed to assume duty, on the basis determined by the Council for an officer or employee transferred in accordance with regulation 54: Provided that the household and personal effects of such person are conveyed within 90 days from date of assumption of duty or such further extension of this period as the Council may approve.

(3) If a person whose household and personal effects have been conveyed in terms of the provisions of subregulation (2) resigns or his services are terminated as a result of unsatisfactory service within 180 days from the date of his assumption of duty he shall repay the expenditure incurred in respect of the conveyance of his household and personal effects.

Transport Facilities on Termination of Service or Death

56. (1) When the services of an officer or employee terminate on grounds which have, for purposes of this regulation, been approved by the Council and who has completed not less than 10 years' continuous full-time service or who would have completed not less than 10 years' continuous service on reaching the age of 65 years in the case of a male or 60 years in the case of a female officer or employee, but for such termination, the Director or any other officer duly authorised by him may allow as a charge to the Fund transport for him, his household and personal effects to any place in the Republic where he desires to reside subject to such limitations and conditions as may be approved by the Council.

(2) If an officer or employee dies whilst away from his headquarters on official duty his mortal remains may be conveyed as a charge to the Fund on such conditions as may be determined by the Director.

DEEL VII

OORPLASINGSKOSTE EN VERVOERVOORREGTE

Oorplasing van Beampte of Werknemer en Vervoer van sy Huishouding en Persoonlike Besittings

54. Die Raad kan 'n beampte of werknemer oorplass en hy en sy huishouding en persoonlike besittings kan van die een hoofkwartier na 'n ander vervoer word op koste van die Fonds in ooreenstemming met die tariewe en bepalings en onderworpe aan die voorwaardes deur die Raad bepaal.

Vervoervoorregte by Eerste Aanstelling

55. (1) Op voorwaardes betreffende vervoermiddels en reisklasse wat ooreenstem met dié wat deur die Raad, kragtens die bepalings van Deel VI bepaal word, kan die Direkteur of 'n beampte behoorlik deur hom daartoe gemagtig, goedkeuring daaraan verleen dat aan 'n persoon wat in die Republiek woonagtig is en wat as 'n beampte of werknemer aangestel word, vervoer op koste van die fonds toegestaan word vanaf die plek waar hy gewerf is tot die plek waar hy aangesê is om diens te aanvaar: Met dien verstande dat wanneer sodanige persoon as Direkteur aangestel word, die Voorsitter goedkeuring kan verleen dat vervoer op koste van die Fonds aan hom toegestaan word vanaf die plek waar hy gewerf is tot by die plek waar hy aangesê is om diens te aanvaar.

(2) Behoudens die bepalings van subregulasie (3) kan die huishouding en persoonlike besittings van 'n persoon in subregulasie (1) bedoel, met die goedkeuring van die Direkteur of 'n beampte behoorlik deur hom daartoe gemagtig, of die Voorsitter, wanneer sodanige persoon as Direkteur aangestel is, op koste van die Fonds vervoer word vanaf die plek waar die persoon gewerf is tot by die plek waar hy aangesê is om diens te aanvaar, op die basis bepaal deur die Raad in die geval van 'n beampte of werknemer oorgeplaas kragtens die bepalings van regulasie 54: Met dien verstande dat sodanige persoon se huishouding en persoonlike besittings binne 90 dae of sodanige verdere verlenging van hierdie tydperk as wat die Raad mag goedkeur vanaf die datum waarop hy diens aanvaar het aldus vervoer word.

(3) As 'n persoon wie se huishouding en persoonlike besittings kragtens die bepalings van subregulasie (2) vervoer is, bedank of sy dienste as gevolg van onbevredigende diens beëindig word binne 180 dae vanaf die datum van sy diensaanvaarding, moet hy die koste wat ten opsigte van die vervoer van sy huishouding en persoonlike besittings aangegaan is, terugbetaal.

Vervoervoorregte by Diensbeëindiging of Dood

56. (1) Die Direkteur of enige beampte deur hom daartoe gemagtig kan goedkeur dat aan 'n beampte of werknemer wie se dienste eindig op gronde wat vir die doeleindes van hierdie regulasie deur die Raad goedgekeur is en wat minstens 10 jaar aaneenlopende en voltydse diens voltooi het, of by bereiking van die leeftyd van 65 jaar in die geval van 'n manlike en 60 jaar in die geval van 'n vroulike beampte of werknemer sou voltooi het, vervoer vir hom, sy huishouding en persoonlike besittings na 'n plek in die Republiek waar hy begerig is om te woon, op koste van die Fonds toestaan, behoudens sodanige beperkings en voorwaardes as wat die Raad goedkeur.

(2) Indien 'n beampte of werknemer te sterwe kom terwyl hy weg van sy hoofkwartier met amptelike diens is, kan sy stoflike oorskot as 'n las teen die Fonds vervoer word op sodanige voorwaardes as wat die Direkteur kan bepaal.

PART VIII

LEAVE OF ABSENCE

Granting and Withdrawal of Leave

57. Leave of absence shall be granted in the case of the Director by the Chairman and in the case of all other officers and employees by the Director or any other officer authorised thereto by him and leave so granted may at any time be withdrawn.

Leave of Absence a Privilege

58. Leave of absence provided for in these regulations is a privilege and cannot be claimed as of right, and it is granted only with due regard to the exigencies of the service of the Council: Provided that the Council may at any time require an officer or employee to take any leave due to him.

Leave Application Form

59. Application for leave of absence shall be made in writing in a form approved by the Council and except in the case of the Director who shall submit his application to the Chairman, the applicant shall submit his application to the Director through the head of his office. The form of the medical certificate which is to serve in support of an application for sick leave shall also be approved by the Council.

Leave Must be Approved Prior to Absence from Duty

60. Except where an officer or employee is suspended from duty or where an officer or employee is prevented by his sudden illness, or by other circumstances which are acceptable to the Director or in the case of the Director to the Chairman, from reporting for duty, he may not absent himself from duty until he has applied for leave and has been advised by the head of his office or the Chairman, as the case may be, that the leave application has been approved.

Lapse of Leave on Termination of Service

61. (1) Immediately an officer or employee gives notice of termination of service any leave granted with pay shall lapse with effect from the date of such notice, or, if the notice is undated, from the date the notification is received by the head of office, or in the case of the Director by the Chairman and any leave applied for or absence from duty thereafter shall be regarded as vacation leave without pay: Provided that the provisions of this regulation shall—

- (a) apply only in respect of absence during an officer's or employee's last 30 days of service; and
- (b) not apply to—
 - (i) sick leave;
 - (ii) special leave granted in terms of regulation 72 (b), (c) or (d); and
 - (iii) vacation leave granted in lieu of sick leave.

(2) When an officer or employee leaves the service of the Council any leave of absence granted to him shall lapse on the day preceding that on which such termination of service becomes effective or on the date determined in terms of subregulation (1) if it is applicable to him.

(3) The period of service of an officer or employee may not be extended in order to enable him to utilise leave which may have been granted to him.

DEEL VIII

AFWESIGHEIDSVERLOF

Toestaan en Intrekking van Verlof

57. Afwesigheidsverlof moet, in die geval van die Direkteur, deur die Voorsitter en in die geval van alle ander beamptes en werknemers, deur die Direkteur of 'n beampte deur hom daartoe gemagtig, toegestaan word, en verlof só toegestaan kan te enige tyd ingetrek word.

Afwesigheidsverlof 'n Vergunning

58. Afwesigheidsverlof, wat in hierdie regulasies bepaal word, is 'n vergunning en kan nie as 'n reg geëis word nie en word toegestaan slegs met inagneming van die behoeftes van die diens van die Raad: Met dien verstande dat die Raad te eniger tyd van 'n beampte of werknemer kan vereis om enige verlof wat hom mag toekom, te neem.

Verlofaansoekvorm

59. Aansoeke om verlof moet skriftelik gedoen word op 'n vorm wat deur die Raad goedgekeur is en behalwe in die geval van die Direkteur wat sy aansoek aan die Voorsitter moet voorlê, moet die applikant sy aansoek deur tussenkoms van sy kantoorhoof aan die Direkteur voorlê. Die vorm van die geneeskundige sertifikaat wat ter staving van 'n aansoek om siekteverlof moet dien, moet ook deur die Raad goedgekeur word.

Verlof Goedgekeur te Word Vóór Afwesigheid van Diens

60. Behalwe in die geval waar 'n beampte of werknemer in sy diens geskors is of waar 'n beampte of werknemer weens sy skielike siekte of weens ander omstandighede wat vir die Direkteur of, in die geval van die Direkteur, vir die Voorsitter aanneemlik is, verhinder word om hom vir diens aan te meld, mag hy nie van diens wegbly nie voordat hy om verlof aansoek gedoen het en hy deur sy kantoorhoof of die Voorsitter, na gelang van die geval, in kennis gestel is dat die verlofaansoek goedgekeur is.

Verval van Verlof by Diensbeëindiging

61. (1) Sodra 'n beampte of werknemer kennis gee van beëindiging van diens, verval enige toegestane verlof met betaling met ingang van die datum van sodanige kennisgewing, of indien die kennisgewing nie gedateer is nie, vanaf die datum van ontvangs daarvan deur die kantoorhoof, of, in die geval van die Direkteur, deur die Voorsitter, en enige verlof aangevra of afwesigheid van diens ná daardie datum, word geag vakansieverlof sonder betaling te wees: Met dien verstande dat die bepalinge van hierdie regulasies—

- (a) slegs van toepassing is ten opsigte van afwesigheid gedurende die laaste 30 dae van 'n beampte of werknemer se diens; en
- (b) nie van toepassing is nie op—
 - (i) siekteverlof;
 - (ii) spesiale verlof kragtens regulasie 72 (b), (c) of (d) toegestaan; en
 - (iii) vakansieverlof wat in plaas van siekteverlof toegestaan is.

(2) As 'n beampte of werknemer uit die diens van die Raad tree, verval enige toegestane afwesigheidsverlof op die dag wat die datum onmiddellik voorafgaan waarop sodanige diensbeëindiging van krag word of op die datum kragtens subregulasie (1) bepaal, indien dit op hom van toepassing is.

(3) 'n Beampte of werknemer se dienstydperk mag nie verleng word ten einde hom in staat te stel om gebruik te maak van verlof wat aan hom toegestaan mag gewees het nie.

Payment of Allowances During Leave

62. The continuance or cessation of the payment to an officer or employee during periods of leave of absence, of allowances or remuneration other than salary or wage shall be decided by the Council.

Provisions Regarding Granting of Leave of Absence

63. (1) Officers, and employees may be granted leave of absence in accordance with the following provisions:

I.—*Full pay accumulative vacation leave per annum.*

Group A

White officers whose basic salary, excluding recurring allowances, do not exceed R4 800 per annum having—

- (i) less than 10 years' service: 30 days;
- (ii) ten years' or longer service: 36 days.

Group B

White officers whose basic salary, excluding recurring allowances exceed R4 800 per annum: 36 days:

Provided that an officer who falls within either Group A or Group B and who was appointed before 1 July 1966, shall be entitled to 38 days accumulative vacation leave per annum upon completion of 15 years' continuous permanent service with the Council including the Road Safety Council.

Group C

Full-time and part-time White employees having—

- (i) less than five years' service: 24 days;
- (ii) five years' and less than 10 years' service: 30 days;
- (iii) ten years' or longer service: 36 days.

Group D

Non-White officers and full-time non-white employees whose emoluments do not exceed R450 per annum having—

- (i) less than 10 years' service: 18 days;
- (ii) ten years' and less than 15 years' service: 24 days;
- (iii) fifteen years' or longer service: 30 days.

Group E

Non-White officers and full-time Non-White employees whose emoluments exceed R450 per annum but do not exceed R1 380 per annum having—

- (i) less than 10 years' service: 24 days;
- (ii) ten years' or longer service: 30 days.

Group F

Non-White officers and full-time Non-White employees whose emoluments exceed R1 380 per annum: 30 days.

II.—*Sick leave with full pay or half pay per each cycle of three years reckoned from the first day of January 1971.*

(a) White officers—

one hundred and twenty days' full pay and 120 days' half pay.

(b) Full-time and part-time White employees having—

- (i) less than five years' service: 30 days' full pay and 30 days' half pay;
- (ii) five years' and less than 10 years' service: 60 days' full pay and 60 days' half pay;
- (iii) ten years' or longer service: 90 days' full and 90 days' half pay.

Betaling van Toelaes Tydens Verlof

62. Die voortsetting of staking van die betaling aan 'n beampte of werknemer van toelaes, of ander besoldiging as sy salaris of loon, gedurende tydperke van afwesighedsverlof word deur die Raad bepaal.

Bepalings met Betrekking tot die Toestaan van Afwesighedsverlof

63. (1) Aan beamptes en werknemers kan afwesighedsverlof toegestaan word in ooreenstemming met die volgende bepalings:

I.—*Ooplopende vakansieverlof per jaar met volle salaris.*

Groep A

Blanke beamptes wie se basiese salaris uitgesonderd wederkerende toelaes nie R4 800 per jaar oorskry nie en wat—

- (i) minder as 10 jaar diens voltooi het: 30 dae;
- (ii) tien jaar of langer diens voltooi het: 36 dae.

Groep B

Blanke beamptes wie se basiese salaris uitgesonderd wederkerende toelaes R4 800 per jaar oorskry: 36 dae: Met dien verstande dat 'n beampte wat onder óf Groep A óf Groep B ressorteer en wat voor die eerste dag van Julie 1966 aangestel is, geregtig is op 38 dae ooplopende vakansieverlof per jaar nadat hy 15 jaar permanente diens by die Raad met inbegrip van diens by die Padveiligheidsraad, voltooi het.

Groep C

Voltydse en deelydse Blanke werknemers wat—

- (i) minder as vyf jaar diens voltooi het: 24 dae;
- (ii) vyf jaar en minder as 10 jaar diens voltooi het: 30 dae;
- (iii) tien jaar of langer diens voltooi het: 36 dae.

Groep D

Nie-Blanke beamptes en voltydse Nie-Blanke werknemers wie se besoldiging nie R450 per jaar oorskry nie en wat—

- (i) minder as 10 jaar diens voltooi het: 18 dae;
- (ii) tien jaar en minder as 15 jaar diens voltooi het: 24 dae;
- (iii) vyftien jaar of langer diens voltooi het: 30 dae.

Groep E

Nie-Blanke beamptes en voltydse Nie-Blanke werknemers wie se besoldiging R450 per jaar oorskry maar nie R1 380 per jaar oorskry nie en wat—

- (i) minder as 10 jaar diens voltooi het: 24 dae;
- (ii) tien jaar of langer diens voltooi het: 30 dae.

Groep F

Nie-Blanke beamptes en voltydse Nie-Blanke werknemers wie se besoldiging R1 380 per jaar oorskry: 30 dae.

II.—*Siekteverlof met volle betaling of halwe betaling vir elke tydkring van drie jaar gereken vanaf die eerste dag van Januarie 1971.*

(a) Blanke beamptes—

honderd-en-twintig dae met volle betaling; en
honderd-en-twintig dae met halwe betaling.

(b) Voltydse en deelydse Blanke werknemers wat—

- (i) minder as vyf jaar diens voltooi het: 30 dae met volle betaling en 30 dae met halwe betaling;
- (ii) vyf jaar en minder as 10 jaar diens voltooi het: 60 dae met volle betaling en 60 dae met halwe betaling;
- (iii) tien jaar of langer diens voltooi het: 90 dae met volle betaling en 90 dae met halwe betaling.

- (c) Non-White officers who have completed—
- (i) less than five years' service: 30 days' full pay and 30 days' half pay;
 - (ii) five years' and less than 10 years' service: 60 days full pay and 60 days' half pay;
 - (iii) ten years' and longer service: 90 days' full pay and 90 days' half pay.

(d) Full-time Non-White employees who have completed—

- (i) less than five years' service: 15 days' full pay and 15 days' half pay;
- (ii) five years' and less than 10 years' service: 30 days' full pay and 30 days' half pay;
- (iii) ten years' and less than 20 years' service: 60 days' full pay and 60 days' half pay;
- (iv) twenty years' and longer service: 90 days' full pay and 90 days' half pay.

(2) For the purposes of this regulation the expression "service" means continuous service; in addition "part-time employee" means a person who observes fixed hours of service of at least 24 yours per week.

Overgrant of Vacation Leave

64. In the event of an officer or employee being granted vacation leave with full pay in excess of that provided for in these regulations, such overgrant may be deducted from vacation leave which subsequently accrues to him: Provided that the Director or in the case of the Director, the Chairman, is satisfied that the overgrant was made in good faith: Provided further that, in the event of the officer or employee resigning or his services being terminated before sufficient vacation leave had accrued to him for the purpose of such deduction, the portion of the overgrant which has not yet been set off against his vacation leave accrual on his last day of service shall be regarded as an overpayment of salary which shall be recovered from the officer or employee concerned or otherwise dealt with as the Council may direct.

Days of Rest

65. (1) A day of rest shall not be regarded as leave and shall not be recorded as such in the leave register: Provided that—

(a) a day of rest, or two or more consecutive days of rest, falling within a period of leave, shall be regarded as leave of the same kind as the leave which precedes and succeeds such day or days of rest;

(b) a day of rest, or 2 or more consecutive days of rest, falling between a period of vacation leave and a period of sick leave (or vice versa) shall be regarded as vacation leave unless the officer or employee concerned produces evidence that he was actually ill on such day or days of rest;

(c) if an officer or employee who is called upon to report for duty on a day of rest fails to do so, such day of rest shall be regarded as vacation leave without pay, unless he is prevented from reporting for duty by circumstances which are acceptable to the Director, or in the case of the Director, to the Chairman.

(2) An officer or employee shall not be paid salary or wage in respect of a day of rest unless he is entitled to such payment for the day in terms of his conditions of service.

(3) The expression "day of rest" contained in this regulation means—

(a) a Saturday or a Sunday or a public holiday in the case of an officer or employee who normally does not work on such a day; or

(b) such other day as he is normally relieved from duty in lieu thereof in the case of an officer or employee who normally works on a Saturday or a Sunday or a public holiday.

(c) Nie-Blanke beamptes wat—

- (i) minder as vyf jaar diens voltooi het: 30 dae met volle betaling en 30 dae met halwe betaling;
- (ii) vyf jaar en minder as 10 jaar diens voltooi het: 60 dae met volle betaling en 60 dae met halwe betaling;
- (iii) tien jaar diens en langer voltooi het: 90 dae met volle betaling en 90 dae met halwe betaling.

(d) Voltydse Nie-Blanke werknemers wat—

- (i) minder as vyf jaar diens voltooi het: 15 dae met volle betaling en 15 dae met halwe betaling;
- (ii) vyf jaar en minder as 10 jaar diens voltooi het: 30 dae met volle betaling en 30 dae met halwe betaling;
- (iii) tien jaar en minder as 20 jaar diens voltooi het: 60 dae met volle betaling en 60 dae met halwe betaling;
- (iv) twintig jaar of langer diens voltooi het: 90 dae met volle betaling en 90 dae met halwe betaling.

(2) Vir die doeleindes van hierdie Deel beteken die uitdrukking "diens", aaneenlopende diens; origins beteken "deelydse werknemer" 'n persoon wat vasgestelde diensure van minstens 24 uur per week handhaaf.

Oortoekening van Vakansieverlof

64. As daar aan 'n beampte of werknemer meer vakansieverlof met volle betaling toegestaan is as wat in hierdie regulasies bepaal word, kan so 'n oortoekening afgetrek word van vakansieverlof wat later aan hom toeval, mits die Direkteur of, in die geval van die Direkteur, die Voorsitter, oortuig is dat die oortoekening te goeder trou gedoen is: Met dien verstande dat, as die beampte of werknemer bedank of sy dienste beëindig word voordat voldoende vakansieverlof vir die doel van so 'n aftrekking aan hom toegeval het, daardie gedeelte van die oortoekening wat sy vakansieverlofaanwas op die laaste dag van sy diens oorskry, as 'n teveelbetaling van salaris geag word wat op die betrokke beampte of werknemer verhaal moet word of anders behandel word soos deur die Raad opgedra.

Rusdae

65. (1) 'n Rusdag word nie geag verlof te wees nie en word nie in die verlofstaat as sodanig aangeteken nie: Met dien verstande dat—

(a) 'n rusdag, of twee of meer opeenvolgende rusdae, wat binne 'n tydperk van verlof val, geag word verlof te wees van dieselfde aard as die verlof wat sodanige rusdag of rusdae voorafgaan en daarop volg;

(b) 'n rusdag, of twee of meer opeenvolgende rusdae, wat tussen 'n tydperk van vakansieverlof en 'n tydperk van siekteverlof (of omgekeerd) val, geag word vakansieverlof te wees, tensy die betrokke beampte of werknemer bewys lewer dat hy werklik op sodanige rusdag of rusdae siek was;

(c) as 'n beampte of werknemer aangesê word om hom op 'n rusdag vir diens aan te meld en hy in gebreke bly om dit te doen, sodanige rusdag geag word vakansieverlof sonder betaling te wees tensy hy weens omstandighede wat vir die Direkteur of, in die geval van die Direkteur, die Voorsitter, aanneemlik is, verhinder word om hom vir diens aan te meld.

(2) 'n Beampte of werknemer word nie salaris of loon ten opsigte van 'n rusdag betaal nie tensy hy kragtens sy diensvoorwaardes op betaling vir die dag geregtig is.

(3) Die uitdrukking "rusdag" soos in hierdie regulasie vervat, beteken—

(a) 'n Saterdag of 'n Sondag of 'n openbare feesdag in die geval van 'n beampte of werknemer wat nie gewoonlik op so 'n dag werk nie; of

(b) 'n ander dag wat hy gewoonlik in plaas daarvan van diens vrygestel is in die geval van 'n beampte of werknemer wat gewoonlik op 'n Saterdag of 'n Sondag of 'n openbare feesdag werk.

General Provisions: Vacation Leave

66. (1) Accumulative vacation leave shall accrue in respect of each completed month of service at the rate of one-twelfth of the provision applicable to an officer or employee in terms of regulation 63 (1).

(2) Except as provided in subregulation (3) if an officer or employee is transferred from one post to another and his transfer results in a change of the leave provisions applicable to him or if, for any reason other than his transfer, he passes from one vacation leave group to another—

(a) he shall retain the accumulative vacation leave credit which accrued during his service in the previous group or groups; and

(b) the accumulative vacation leave of the new group shall become applicable to him from the first day of the month during which such change becomes effective.

(3) When an officer who has retired from a permanent post or who has relinquished a permanent post for any reason whatsoever, is reappointed, with or without a break in service, in a temporary capacity, such reappointment shall be regarded as a new appointment for all purposes of these regulations; previous permanent service shall not count as service for leave purposes and accumulated leave shall lapse when the permanent appointment terminates.

(4) The Director may at any time require an officer or employee and the Council may at any time require the Director to take the whole or a portion of the vacation leave due to him, provided that the maximum period of leave prescribed in sub-regulation (5) is not exceeded.

(5) Except as determined by the Council an officer or employee may not be granted vacation leave with full pay in excess of 184 days in any period of 18 calendar months and any absence from duty above this limit shall be covered by the grant of vacation leave without pay with due regard to the provisions of regulation 67. For the purpose of this subregulation no account shall be taken of vacation leave granted in terms of regulation 68 (5).

(6) The accumulative vacation leave standing to the credit of an officer or employee on the first day of January of each year shall be recorded in the leave register, and in recording such credit any fraction of a day shall be regarded as one day.

(7) A person in the employment of the State, including the South African Railways, Provincial Administrations and the Administration of South West Africa and any statutory body whether they be financed out of the Consolidated Revenue Fund or not, who, without a break in service is appointed an officer or employee of the Council, may be permitted by the Council to transfer any vacation leave credit due to him by his previous employer at date of termination of service and such leave shall be recorded as a credit of the person concerned in the service of the Council. This concession also applies to any sick leave not utilised in his previous employment in the sick leave cycle of three years in which the appointment in the service of the Council occurs.

Vacation Leave Without Pay

67. Where an officer or employee has no vacation leave with pay to his credit and if sound reasons therefor exist, the Director or in the case of the Director the Council may, at his discretion but subject to the limits imposed by regulation 71 (1) (c) grant the officer or employee

Algemene Bepalings: Vakansieverlof

66. (1) Ooplopende vakansieverlof wat 'n beampte of werknemer toekom, was aan ten opsigte van elke voltooidde maand diens en wel teen een-twaalfde van die tydperk wat kragtens regulasie 63 (1) op hom van toepassing is.

(2) Behoudens die bepalings van subregulasie (3), wanneer 'n beampte of werknemer van een betrekking na 'n ander oorgeplaas word en sy oorplassing 'n verandering meebring in die verlofbepalings wat op hom van toepassing is, of as hy om enige ander rede as sy oorplassing, van die een na die ander vakansieverlofgroep oorgaan—

(a) behou hy die ooplopende vakansieverlofkrediet wat gedurende sy dienstydyperk in die vorige groep of groepe aangewas het; en

(b) word die nuwe groep se ooplopende vakansieverlof op hom van toepassing vanaf die eerste dag van die maand waarin sodanige verandering van krag word.

(3) As 'n beampte wat afgetree het uit 'n permanente pos of wat 'n permanente betrekking om watter rede ook al neergelê het, met of sonder onderbreking van diens in 'n tydelike hoedanigheid heraan gestel word, word so 'n heraanstelling vir die toepassing van hierdie regulasies as 'n nuwe aanstelling beskou; vorige permanente diens tel nie as diens vir verlofdoeleindes nie en verlof wat opgeloopt het, verval by beëindiging van die permanente aanstelling.

(4) Die Direkteur kan te eniger tyd van 'n beampte of werknemer en die Raad kan te eniger tyd van die Direkteur vereis dat hy 'n gedeelte, of die geheel van die vakansieverlof wat hom toekom, neem, mits die maksimum tydperk van verlof wat in subregulasie (5) voorgeskryf word, nie oorskry word nie.

(5) Behalwe soos deur die Raad bepaal, kan daar nie aan 'n beampte of werknemer vakansieverlof met volle betaling van altesaam meer as 184 dae toegestaan word in enige tydperk van 18 kalendermaande nie, en word enige afwesigheid van diens bo hierdie beperking gedek deur die bestaan van vakansieverlof sonder betaling met inagneming van die bepalings van regulasie 67. Vir die toepassing van hierdie subregulasie word vakansieverlof wat kragtens regulasie 68 (5) toegestaan word, buite rekening gelaat.

(6) Die ooplopende vakansieverlof wat 'n beampte of werknemer op 1 Januarie van elke jaar tot sy krediet het, moet in die verlofstaat aangeteken word, en by die aantekening van sodanige krediet moet enige gedeelte van 'n dag as een dag gereken word.

(7) 'n Persoon in diens van die Staat met inbegrip van die Suid-Afrikaanse Spoorweë, die Provinsiale Administrasie en die Administrasie van Suidwes-Afrika en enige statutêre liggaam of dit uit die Gekonsolideerde Inkomste-fonds finansier word al dan nie, wat sonder onderbreking van diens as 'n beampte of werknemer van die Raad aangestel word, kan deur die Raad toegelaat word om enige vakansieverlof wat aan hom deur sy vorige werkgewer by datum van diensverlating verskuldig is, oor te dra en sodanige verlof word aangeteken as verlof tot die krediet van die betrokke persoon in diens van die Raad. Hierdie toeweging geld ook vir die restant van enige siekteverlof wat nie in sy vorige diens aangewend is nie in die siekteverloftydkring van drie jaar waarin die aanstelling in die Raad se diens plaasvind.

Vakansieverlof Sonder Betaling

67. Wanneer 'n beampte of werknemer geen vakansieverlof met betaling tot sy krediet het nie, en as gegronde redes daarvoor bestaan, kan die Direkteur, en in die geval van die Direkteur die Raad, na goeë dunske maar behoudens die beperkings ingestel by regulasie 71 (1) (c), aan sodanige beampte of werknemer vakansieverlof sonder

vacation leave without pay but not exceeding 184 days in the aggregate in any period of 18 calendar months. In exceptional cases the limitation imposed by this regulation may be waived by the Council.

General Provisions: Sick Leave

68. (1) Sick leave accrues to an officer or employee on the first day of each cycle of 3 years reckoned from the first day of January, 1971 as provided in regulation 63 (1) and with effect from the day of commencement of each such cycle the provisions in respect of sick leave of the relative cycle may be made applicable to him in full if the other provisions of these regulations are complied with: Provided that no officer or employee may be granted sick leave with full or half pay until he has completed 30 day's service and then only in respect of absences subsequent to the completion of such service.

(2) If an officer or employee, during such a cycle of three years and without a break in service—

(a) passes to a group in which the sick leave provisions are less favourable than those formerly applicable to him, the sick leave provisions formerly applicable to him shall continue to be applicable to him for the duration of the relative cycle; or

(b) passes to a group in which the sick leave provisions are more favourable than previously, the sick leave provisions of the new group shall immediately be made applicable to him except for any paid sick leave already used by him during the relative cycle.

(3) Unused sick leave prescribed for a particular cycle of three years shall lapse at the end of that cycle and may not be carried forward to the next cycle.

(4) If an officer or employee who has been granted the maximum amount of sick leave provided for in these regulations is not yet able for health reasons to resume his duties, the Director, or in the case of the Director, the Chairman—

(a) on the submission to him of a satisfactory certificate by a registered medical practitioner; and

(b) if he is satisfied that the officer or employee at that particular time is not permanently unfit to resume his normal duties; and

(c) if the officer or employee has no vacation leave to his credit;

may, at his discretion, grant the officer or employee further sick leave with half pay not exceeding 92 days in any one particular cycle of 3 years. This grant may be made in respect of separate periods of absence and in respect of different kinds of illnesses.

(5) (a) An officer or employee may, on application in writing, be granted any vacation leave which he may have to his credit in lieu of sick leave with half pay or without pay: Provided that such application is submitted not later than 30 days after he has resumed duty: Provided further that the number of days vacation leave with full pay thus granted shall not exceed 365 days in any particular cycle of 3 years: Provided lastly that the Director, or in the case of the Director, the Chairman, is satisfied that the officer or employee concerned is not at that stage permanently unfit for the resumption of his normal duties.

(b) Once the vacation leave referred to has been granted to an officer or employee and he has received payment in respect thereof, such leave may not be reconverted into sick leave with half pay or without pay.

betaling toestaan maar vir hoogstens altesaam 184 dae in enige tydperk van 18 kalendermaande. In uitsonderlike gevalle kan die beperking opgelê deur hierdie regulasie deur die Raad opgehef word.

Algemene Bepalings: Siekteverlof

68. (1) Siekteverlof val 'n beampte of werknemer toe op die eerste dag van elke tydkring van drie jaar gereken vanaf die eerste dag van Januarie 1971 soos bepaal by regulasie 63 (1), en met ingang van die dag waarop elke sodanige tydkring begin, kan die bepaling ten opsigte van siekteverlof van die betrokke tydkring ten volle op hom van toepassing gemaak word, mits aan die ander bepalinge van hierdie regulasie voldoen word: Met dien verstande dat aan geen beampte of werknemer siekteverlof met volle of halwe betaling toegestaan mag word voordat hy 30 dae diens voltooi het nie en dan slegs ten opsigte van afwesigheid na die voltooiing van sodanige diens.

(2) As 'n beampte of werknemer gedurende sodanige tydkring van drie jaar sonder onderbreking van diens—

(a) oorgaan na 'n groep waarin die siekteverlofbepaling minder gunstig is as dié wat voorheen op hom van toepassing was, bly die siekteverlofbepalings wat voorheen op hom van toepassing was, steeds op hom van toepassing vir die duur van die betrokke tydkring;

(b) oorgaan na 'n groep waar die siekteverlofbepalings gunstiger is as voorheen, word die siekteverlofbepalings van die nuwe groep onmiddellik op hom van toepassing behalwe wat betref enige betaalde siekteverlof wat hy reeds gedurende die betrokke tydkring gebruik het.

(3) Ongebruikte siekteverlof wat vir 'n bepaalde tydkring van drie jaar voorgeskryf is, verval aan die einde van die betrokke tydkring en kan nie na die volgende tydkring oorgedra word nie.

(4) As aan 'n beampte of werknemer die maksimum tydperk siekteverlof wat in hierdie regulasies bepaal word, toegestaan is, en hy weens gesondheidsredes nog nie in staat is om sy pligte te hervat nie, kan die Direkteur, of in die geval van die Direkteur, die Voorsitter—

(a) by die voorlegging aan hom van 'n bevredigende sertifikaat van 'n geregistreerde geneesheer; en

(b) as hy oortuig is dat die beampte of werknemer op die betrokke tydperk nie permanent ongeskik is vir die hervatting van sy gewone pligte nie; en

(c) as die beampte of werknemer geen vakansieverlof tot sy krediet het nie;

na goeë dunnke verdere siekteverlof met halwe betaling aan die beampte of werknemer toeken vir hoogstens 92 dae in enige besondere tydkring van drie jaar. Hierdie toekenning kan gedoen word ten opsigte van afsonderlike tydperke van afwesigheid en ten opsigte van verskillende soorte siektes.

(5) (a) Aan 'n beampte of werknemer kan, op skriftelike aansoek, enige vakansieverlof wat hy tot sy krediet het, toegestaan word in plaas van siekteverlof met halwe betaling of siekteverlof sonder betaling: Met dien verstande dat sodanige aansoek nie later nie as 30 dae nadat hy diens hervat het, ingedien word: Met dien verstande verder dat die aantal dae vakansieverlof met volle betaling wat aldus toegestaan is nie 365 dae in enige besondere tydkring van drie jaar oorskry nie: Ten laaste met dien verstande dat die Direkteur of, in die geval van die Direkteur, die Voorsitter, oortuig is dat die betrokke beampte of werknemer nie in daardie stadium permanent ongeskik is vir die hervatting van sy gewone pligte nie.

(b) As bedoelde vakansieverlof aan 'n beampte of werknemer toegestaan is en hy ten opsigte daarvan betaling ontvang het, mag dit nie weer in siekteverlof met halwe betaling of sonder betaling omgesit word nie.

(6) (a) In the event of an officer or employee, to whom vacation leave with full pay has been granted, becoming ill after he has left his duties to proceed on vacation leave, that portion of vacation leave during which he was indisposed, may be converted into sick leave if—

(i) the officer or employee submits a certificate by a registered medical practitioner [or a registered dentist if regulation 69 (6) is applicable to him] which complies with the requirements prescribed in regulation 69; and

(ii) the necessary sick leave is available in terms of these regulations.

(b) Vacation leave without pay may not be converted into sick leave.

(7) In calculating the number of days sick leave due to an officer or employee any fraction of a days' leave due to him shall be credited to him as one day's leave.

Granting of Sick Leave

69. (1) Sick leave shall be granted only in respect of the absence from duty of an officer or employee owing to illness, indisposition or injury not due to his misconduct or failure to take reasonable precautions.

(2) Sick leave may be granted in respect of nervous complaints, insomnia, debility and similar ill-defined illnesses or indispositions only if the Director, or in the case of the Director, the Chairman, is satisfied that the applicant's health condition—

(a) incapacitates him for duty; and

(b) does not arise from his failure to take vacation leave.

(3) (a) The Director or in the case of the Director, the Chairman, may at any time require an officer or employee to submit to an examination by one or more registered medical practitioners nominated by the Director or the Chairman as the case may be.

(b) The expenditure connected with such examination shall be met from the Fund.

(4) (a) If an officer or employee is absent from duty for a continuous period of more than three days owing to illness he may be granted sick leave only if he submits a certificate by a registered medical practitioner [or a registered dentist if subregulation (6) is applicable to him] which clearly describes the nature of the illness, which states that he is not capable of performing his official duties and in which is indicated the period necessary for his recuperation.

(b) The Director or in the case of the Director, the Chairman, may at his discretion, require the submission of a similar certificate in respect of periods of absence of three days or less.

(c) If the Director or in the case of the Director the Chairman is satisfied that the absence of the officer or employee is bona fide due to illness and that there are good reasons for the non-production of a medical certificate he may waive the submission of a medical certificate by the officer or employee in respect of sick leave for a continuous period not exceeding 14 days. Such exemption shall be endorsed on the leave application.

(5) Sick leave, with or without pay, in respect of which a certificate mentioned in subregulation (4) is not submitted, may be granted only for an aggregate of 10 days during any year ending on 31 December and any further absences shall be covered by the granting of vacation leave or, if the officer or employee has no vacation leave to his credit, of vacation leave without

(6) (a) As 'n beampte of werknemer aan wie vakansieverlof toegestaan is, siek word nadat hy reeds sy diens verlaat het om met vakansieverlof te gaan, kan daardie gedeelte van bedoelde vakansieverlof waartydens hy siek was, in siekteverlof omgeskep word as—

(i) die beampte of werknemer 'n sertifikaat indien van 'n geregistreerde geneesheer [of 'n geregistreerde tandarts as regulasie 69 (6) op hom van toepassing is] wat voldoen aan die vereistes voorgeskryf in regulasie 69; en

(ii) die nodige siekteverlof kragtens hierdie regulasies beskikbaar is.

(b) Vakansieverlof sonder betaling mag nie in siekteverlof omgeskep word nie.

(7) By die berekening van die aantal dae siekteverlof wat 'n beampte of werknemer toeval, moet 'n gedeelte van 'n dag se verlof wat aan hom toekom, as 'n volle dag se verlof gereken word.

Toestaan van Siekteverlof

69. (1) Siekteverlof word slegs toegestaan ten opsigte van 'n beampte of werknemer se afwesigheid van diens weens siekte, ongesteldheid of besering wat nie te wyte is aan sy wangedrag of gebrek aan behoorlike voorsorg nie.

(2) In verband met senuwee-aandoenings, slapeloosheid, swakte en dergelike sleg omskreepte siektes of ongesteldhede word siekteverlof slegs toegestaan as die Direkteur of, in die geval van die Direkteur, die Voorsitter, oortuig is dat die applikant se gesondheidstoestand—

(a) hom ongeskik maak vir sy werk; en

(b) nie voortvloei uit sy versuim om van vakansieverlof gebruik te maak nie.

(3) (a) Die Direkteur of, in die geval van die Direkteur, die Voorsitter, kan te eniger tyd eis dat 'n beampte of werknemer hom onderwerp aan 'n ondersoek deur een of meer geregistreerde geneesheer deur die Direkteur of Voorsitter, na gelang van die geval, aangewys.

(b) Die koste verbonde aan so 'n ondersoek word uit die fonds betaal.

(4) (a) As 'n beampte of werknemer weens siekte van diens afwesig is vir 'n aaneenlopende tydperk van langer as drie dae, kan siekteverlof aan hom toegeken word slegs as hy 'n sertifikaat indien van 'n geregistreerde geneesheer [of 'n geregistreerde tandarts as subregulasie (6) op hom van toepassing is] wat verklaar dat hy nie in staat is om sy ampspligte waar te neem nie en wat aantoon watter tydperk nodig is vir sy herstel.

(b) Die Direkteur of, in geval van die Direkteur, die Voorsitter, kan na goedduke eis dat 'n dergelike sertifikaat ook ten opsigte van tydperke van drie dae of minder ingedien word.

(c) As die Direkteur of, in die geval van die Direkteur, die Voorsitter, daarvan oortuig is dat die beampte of werknemer se afwesigheid te goeder trou te wyte is aan siekte en dat daar goeie redes bestaan waarom 'n geneeskundige sertifikaat nie ingedien is nie, kan hy die beampte of werknemer van die indiening van die sertifikaat vrystel ten opsigte van 'n aaneenlopende tydperk van siekteverlof van hoogstens 14 dae. Sodanige vrystelling moet op die verlofaansoek aangeteken word.

(5) Siekteverlof met of sonder betaling ten opsigte waarvan 'n sertifikaat in subregulasie (4) bedoel, nie ingedien is nie, kan slegs toegestaan word vir altesaam 10 dae gedurende enige jaar eindigende op 31 Desember en enige verdere afwesigheid moet gedek word deur die toestaan van vakansieverlof, of, as die beampte of werknemer geen vakansieverlof tot sy krediet het nie, van vakansieverlof sonder betaling. Die bepalinge van hierdie

pay. The provisions of this subregulation are not applicable to periods of absence in respect of which exemption in terms of subregulation (4) (c) has been granted and neither are such periods taken into consideration in the determination of the 10 days.

(6) (a) If an officer's or employee's absence is attributed to a dental abscess, a fracture of the jaw, acute Vincent infection of the mouth or complications following dental extractions, such as osteomyelitis, osteitis and secondary haemorrhage, a certificate as defined in subregulation (4) and issued by a registered dentist may be accepted for the purpose of that subregulation.

(b) A similar certificate issued by a registered dentist in respect of other conditions may be accepted only with the concurrence of a registered medical practitioner.

(c) Notwithstanding the provisions of this subregulation, the Director or in the case of the Director, the Chairman, may require that a certificate by a registered medical practitioner be submitted before sick leave is granted by him.

(7) Notwithstanding the submission of a certificate as defined in subregulations (4) and (6) the Director or the Chairman, as the case may be, may, at his discretion, refuse to grant sick leave with pay in respect of any absence from duty to which the certificate relates, and in such case the absence shall be regarded as unauthorised and the provisions of regulation 74 shall apply.

Special Sick Leave

70. (1) An officer or employee who is absent from duty owing to an injury sustained in an accident arising out of and in the course of his duties or owing to a disease contracted in the course of and as a result of his duties may be granted special sick leave with full pay for the period he is incapacitated for the performance of his duties: Provided that if the case falls within the scope of the Workmen's Compensation Act, 1941 (Act 30 of 1941), and any amendment thereof he may be granted special sick leave with remuneration equal to the difference between full pay and the compensation payable to him in terms of that Act by way of periodical payments of his monthly earnings.

(2) Special sick leave in terms of this regulation shall not be granted if the Director, or in the case of the Director the Chairman, is of opinion that the accident is attributable to the serious and wilful misconduct of the officer or employee.

(3) The provisions of regulation 69 (3), (4) and (6) are *mutatis mutandis* applicable to the granting of special sick leave.

Sick Leave Without Pay

71. (1) (a) If an officer or employee has used his paid sick leave provided for in these regulations, he may, notwithstanding the provisions of regulation 68 (5) be granted sick leave without pay not exceeding 365 days in any cycle of three years.

(b) The grant of sick leave in terms of paragraph (a) may be made irrespective of whether the officer or employee has been granted additional sick leave with half pay in terms of regulation 68 (4).

(c) If an officer or employee has been granted the sick leave without pay provided for in this regulation, he may not, during the particular cycle of three years be granted any further leave of whatever nature to cover his absence from duty owing to illness, except with the approval of the Council.

subregulasie is nie van toepassing op tydperke van afwesigheid ten opsigte waarvan vrystelling kragtens subregulasie (4) (c) verleen is nie, en sodanige tydperke word ook nie ingereken by die vasstelling van die 10 dae nie.

(6) (a) As 'n beampte of werknemer se afwesigheid te wyte is aan 'n tandverswering, 'n kakebeenbreuk, akute Vincentbesmetting van die mond of komplikasies wat voortvloei uit die trek van tande, soos beenmurgontsteking, beenontsteking en sekondêre bloeiing, kan 'n sertifikaat soos in subregulasie (4) omskryf en uitgereik deur 'n geregistreerde tandarts, vir die toepassing van daardie subregulasie aanvaar word.

(b) 'n Dergelike sertifikaat deur 'n geregistreerde tandarts uitgereik in verband met ander toestande kan slegs met die instemming van 'n geregistreerde geneesheer aanvaar word.

(c) Ondanks die bepaling van hierdie subregulasie kan die Direkteur, of, in die geval van die Direkteur, die Voorsitter, vereis dat 'n sertifikaat van 'n geregistreerde geneesheer ingedien word aler hy siekteverlof toestaan.

(7) Ondanks die indiening van 'n sertifikaat soos in subregulasies (4) en (6) omskryf, kan die Direkteur of, in die geval van die Direkteur, die Voorsitter, na goeddunk weier om siekte verlof met betaling toe te staan ten opsigte van enige afwesigheid van diens waarop die sertifikaat betrekking het, en in so 'n geval word die afwesigheid as ongemagtig beskou en is die bepalings van regulasie 74 ten opsigte daarvan van toepassing.

Spesiale Siekteverlof

70. (1) Aan 'n beampte of werknemer wat van diens afwesig is weens 'n besering wat voortspruit uit 'n ongeval wat uit sy diens ontstaan en in die loop daarvan plaasvind of weens 'n siekte wat in die loop van en as gevolg van sy diens opgedoen is, kan spesiale siekteverlof met volle betaling toegestaan word vir die tydperk wat hy nie geskik is om sy gewone pligte uit te voer nie: Met dien verstande dat indien die geval binne die bestek van die Ongevalwet, 1941 (Wet 30 van 1941), of 'n wysiging daarvan val, spesiale siekteverlof met besoldiging gelykstaande aan die verskil tussen volle betaling en die skadeloosstelling wat aan hom kragtens daardie Wet by wyse van periodieke uitkerings van sy maandelikse verdienste betaalbaar is, aan hom toegestaan kan word.

(2) Spesiale siekteverlof kragtens hierdie regulasie word nie toegestaan as die Direkteur, of in die geval van die Direkteur, die Voorsitter, van oordeel is dat die ongeval aan die ernstige en opsetlike wangedrag van die beampte of werknemer toe te skryf is nie.

(3) Die bepalings van regulasie 69 (3), (4) en (6) is *mutatis mutandis* van toepassing op die toestaan van spesiale siekteverlof.

Siekteverlof Sonder Betaling

71. (1) (a) Aan 'n beampte of werknemer wat sy betaalde siekteverlof soos in hierdie regulasies bepaal, opgebruik het, kan, ondanks die bepalings van regulasie 68 (5), siekteverlof sonder betaling toegestaan word vir hoogstens 365 dae in enige besondere tydkring van drie jaar.

(b) Die toestaan van siekteverlof kragtens paragraaf (a) kan gedoen word ongeag die feit of addisionele siekteverlof met halwe betaling kragtens regulasie 68 (4) aan die beampte of werknemer toegestaan is.

(c) As die siekteverlof sonder betaling wat in hierdie regulasie bepaal word, aan 'n beampte of werknemer toegestaan is, mag geen verdere verlof, van water aard ook al, gedurende die betrokke tydkring van drie jaar aan hom toegestaan word om sy afwesigheid van diens weens siekte te dek nie, behalwe met die goedkeuring van die Raad.

(2) (a) The granting to an officer or employee of sick leave without pay in terms of subregulation (1) is subject to the submission by him of a satisfactory medical certificate in respect of each absence which exceeds three days.

(b) The provisions of regulation 69 (4) and (5) are applicable in respect of absences which do not exceed three days.

Special Leave with Full Pay

72. (1) Special leave with full pay may be granted to an officer or employee—

(a) when he writes any examination which in the opinion of the Director is relative to the objects of the Council: In addition the Director may, in his discretion, grant to an officer or employee special leave with full pay equivalent to the number of days on which he writes examinations, to prepare himself for the examinations;

(b) when he is absent from duty as a result of segregation or isolation on medical instructions where he was in contact with a person who has contracted, or is suspected of having contracted, an infectious or contagious disease. The granting of special leave under this paragraph is subject to the submission of a certificate by a registered medical practitioner indicating the period of and reason for isolation;

(c) when he is arrested or has to appear before court on a criminal charge and he is subsequently acquitted or the charge withdrawn;

(d) (i) when, as a member of the Citizen Force or a Commando he is required in terms of the Defence Act, 1957, and any amendment thereof, or any regulation promulgated thereunder, to undergo continuous or non-continuous training, except in the case of his initial training period not exceeding 16 months when special leave with pay equal to the difference between his full pay and the pay which he receives in terms of the Citizen Force and Commando Service Regulations may be granted to him: Provided that the provisions of this subparagraph are not applicable when he is performing full-time service in lieu of peace-time training in terms of section 20 of the Defence Act, 1957, as amended;

(ii) when, as a member of the Citizen Force or a Commando he voluntarily, or in pursuance of a special agreement between him and the Department of Defence relating to his training and with the permission of the Director, or in the case of the Director, the Chairman, undertakes any continuous or non-continuous training or attends an instructional or qualifying course over and above any training to which he is liable in terms of the Defence Act, 1957, as amended;

(iii) when, as a member of a Commando, he is required in terms of the Defence Act, 1957, as amended, or any regulation promulgated thereunder, to attend training exercises or other annual training in terms of section 44 of the said Act: Provided that the Officer Commanding the Command concerned certifies that attendance at such training exercises or other annual training is in accordance with the provisions of the afore-said regulations;

(iv) when, as a member of a Commando, he attends an instructional or qualifying course: Provided that the Officer Commanding the respective Command certifies that attendance at such course is necessary in the interest of the South African Defence Force;

(v) when, as a member of the Reserve of Officers, he is required to attend a refresher course or undergoes refresher training in order to maintain his proficiency, provided that the relative Army, Air or Naval

(2) (a) Die toekenning aan 'n beampte of werknemer van siekteverlof sonder betaling kragtens subregulasie (1) is onderworpe aan die voorlegging deur hom van 'n bevredigende geneeskundige sertifikaat ten opsigte van elke afwesigheid van langer as drie dae.

(b) Ten opsigte van afwesighede wat nie langer as drie dae duur nie, is die bepalings van regulasie 69 (4) en (5) van toepassing.

Spesiale Verlof met Volle Betaling

72. (1) Spesiale verlof met volle betaling kan aan 'n beampte of werknemer toegestaan word—

(a) wanneer hy enige eksamen aflê wat na die oordeel van die Direkteur verband hou met die Raad se doelstellings. Daarbenewens kan die Direkteur na goeë dunnke aan die beampte of werknemer spesiale verlof met volle betaling gelykstaande aan die getal dae waarop hy eksamen aflê, toestaan ten einde hom in staat te stel om hom vir die eksamen voor te berei;

(b) wanneer hy van diens afwesig is as gevolg van afsondering of isolasie kragtens geneeskundige instruksies waar hy in aanraking was met 'n persoon wat 'n besmetlike of aansteeklike siekte opgedoen of vermoedelik opgedoen het. Die toestaan van spesiale verlof onder hierdie paragraaf is onderworpe aan die indiening van 'n sertifikaat van 'n geregistreerde geneesheer wat die tydperk en oorsaak van afsondering aandui;

(c) wanneer hy in hegtenis geneem is of voor die hof moet verskyn op 'n aanklag van misdaad en later vrygespreek of die aanklag teruggetrek word;

(d) (i) wanneer hy as lid van die Burgermag of Kommandodiens kragtens die Verdedigingswet, 1957, of 'n wysiging daarvan of enige regulasie daarkragtens uitgevaardig, ononderbroke of onderbroke opleiding moet ondergaan, behalwe in die geval van sy opleidingstydperk van hoogstens 16 maande, wanneer spesiale verlof met betaling gelyk aan die verskil tussen sy volle salaris en die soldy wat hy kragtens die Burgermag- of Kommandodiensregulasies ontvang, aan hom toegestaan kan word: Met dien verstande dat die bepalings van hierdie subparagraaf nie van toepassing is as hy voltydse diens in plaas van vredestrydse opleiding kragtens artikel 20 van die Verdedigingswet, 1957, soos gewysig, verrig nie;

(ii) wanneer hy as lid van die Burgermag of Kommandodiens vrywillig of ingevolge 'n spesiale ooreenkoms tussen hom en die Departement van Verdediging betreffende sy opleiding, en met die toestemming van die Direkteur, of in die geval van die Direkteur, die Voorsitter, ononderbroke of onderbroke opleiding ondergaan, of 'n instruksie of kwalifiserende kursus bywoon bo en behalwe enige opleiding wat hy ooreenkomstig die Verdedigingswet, 1957, soos gewysig moet ondergaan;

(iii) wanneer hy as lid van 'n Kommando kragtens die Verdedigingswet, 1957, soos gewysig, of enige regulasie daarkragtens uitgevaardig, opleidingsoefeninge of ander jaarlikse opleiding kragtens artikel 44 van genoemde Wet moet bywoon: Met dien verstande dat die Bevelvoerder van die betrokke Kommandement sertifiseer dat bywoning van sodanige opleidingsoefening of ander jaarlikse opleiding in ooreenstemming met die bepalings van voormelde regulasies is;

(iv) wanneer hy as lid van 'n Kommando 'n instruksie- of kwalifiserende kursus bywoon: Met dien verstande dat die Bevelvoerder van die betrokke Kommandement sertifiseer dat bywoning van sodanige kursus nodig is in belang van die Suid-Afrikaanse Weermag;

(v) wanneer hy as lid van die Reserwe van Offisiere 'n herhalingskursus moet bywoon of herhalingsopleiding moet ondergaan ten einde sy bekwaamheid te behou,

Chief of Staff certifies that such course or training is necessary in the interest of the South African Defence Force;

(vi) when, as a member of any section of the South African Defence Force (except a member of the Citizen Force who is performing full-time service in lieu of peace-time training in terms of section 20 or is undergoing continuous training in terms of section 23 of the Defence Act, 1957, as amended, including a member of the Commando who is attending a training exercise or annual training in terms of section 44 of the Defence Act, 1957, as amended, he is called out in terms of the provisions of Chapter X of the said Act, for service in the prevention or suppression of disorder or other emergency in the Republic;

(vii) when, as a member of the Police Reserve, he is called up in terms of the Police Act, 1958, and any amendment thereof, or any regulation made thereunder, for full-time training or service in the prevention or suppression of disorders and other emergencies in the Republic; and

(e) in the discretion of the Council, when he is appointed or selected by a recognised amateur sports association to—

(i) represent South Africa as a competitor in international sporting events within and outside the Republic;

(ii) accompany teams representing South Africa in international sporting events outside the Republic as coach or manager; and

(iii) accompany an overseas national team visiting the Republic as a representative of the relative association.

(2) Special leave granted in terms of subregulation (1) may include any period actually and necessarily occupied in travelling for the purpose for which the leave is granted.

Leave which Counts for Leave Purposes

73. (1) All leave, of whatever nature, with full or part pay, and vacation and sick leave without pay not exceeding 15 days in the aggregate in a month, shall count for the purpose of leave accrual. If the leave without pay is in excess of the number of days mentioned herein—

(a) the month in which such excess occurs shall not be regarded as service for the purposes of regulation 66 (1); and

(b) the number of days provided for in respect of sick leave with full pay and sick leave with half pay applicable to an officer or employee in terms of regulation 63 (1) shall be reduced by one thirty-sixth in respect of each such excess and deducted from the leave accruing during the particular cycle of 3 years in which such excess occurs, or, if the available sick leave for the particular cycle of 3 years has already been taken, from the leave accruing during the next succeeding cycle.

(2) Vacation leave without pay and sick leave without pay shall count as service for the purpose of determining an officer's or employee's leave group under regulation 63.

(3) Vacation leave which in terms of subregulation (1) accrues during a period of vacation leave without pay or sick leave without pay may not be granted to an officer or employee until he has resumed his duties after his absence with vacation or sick leave without pay, and then only in respect of absences after such resumption of duty.

mits die betrokke Leër-, Lug- of Vlootstafhoof sertifiseer dat sodanige kursus of opleiding nodig is in belang van die Suid-Afrikaanse Weermag;

(vi) wanneer hy as lid van enige afdeling van die Suid-Afrikaanse Weermag (behalwe 'n lid van die Burgermag wat voltydse diens in plaas van vredestrydse opleiding kragtens artikel 20 verrig of ononderbroke opleiding kragtens artikel 23 van die Verdedigingswet, 1957, soos gewysig, ondergaan) met inbegrip van 'n lid van die Kommando wat opleidingsoefening of jaarlikse opleiding kragtens artikel 44 van die Verdedigingswet, 1957, soos gewysig, ondergaan, kragtens die bepalinge van Hoofstuk X van genoemde wet opgeroep word vir diens in verband met die voorkoming of onderdrukking van onluste of ander noodtoestande in die Republiek; en

(vii) wanneer hy as lid van die Reserwepolisie mag kragtens die Polisie wet, 1958, of 'n wysiging daarvan, of enige regulasie daarkragtens uitgevaardig, voltydse opleiding ondergaan of opgeroep word vir diens in verband met die voorkoming of onderdrukking van onluste en ander noodtoestande in die Republiek; en

(e) na goeddunke van die Raad, wanneer hy deur 'n erkende amateursportvereniging aangestel of gekies word om—

(i) Suid-Afrika by internasionale sportbyeenkomste buite sowel as binne die Republiek as deelnemer te verteenwoordig;

(ii) spanne wat Suid-Afrika by internasionale sportbyeenkomste buite die Republiek verteenwoordig, as afrigter of bestuurder te vergesel; en

(iii) 'n oorsese nasionale span wat die Republiek besoek, as verteenwoordiger van die betrokke vereniging te vergesel.

(2) Spesiale verlof wat ooreenkomstig subregulasie (1) toegestaan word, kan enige tydperk insluit wat werklik en noodsaaklikerwys deurgebring word met reise vir doeleindes waarvoor die verlof toegestaan word.

Verlof wat vir Verlofdoeleindes Tel

73. (1) Alle verlof, van watter aard ook al, met volle of gedeeltelike betaling, en vakansie- en siekteverlof sonder betaling van altesaam 15 dae in 'n maand, tel vir die doel van verlofaanwas. As die verlof sonder betaling die hieringemelde getal dae oorskry, word—

(a) die maand waarin sodanige oorskryding plaasvind, nie as diens vir doeleindes van regulasie 66 (1) gereken nie; en

(b) die voorsiening ten opsigte van siekteverlof met volle betaling wat kragtens regulasie 63 (1) op 'n beampte of werknemer van toepassing is, met een sesen-dertigste ten opsigte van elke maand waarin sodanige oorskryding plaasvind, verminder en hierdie vermindering word aangebring aan die voorsiening vir die tydkring waarin die oorskryding voorkom, of, as die beskikbare siekteverlof van die betrokke tydkring reeds gebruik is, aan die voorsiening vir die eersvolgende tydkring.

(2) Vakansieverlof sonder betaling en siekteverlof sonder betaling tel as diens vir die vasstelling van die indeling van 'n beampte of werknemer by 'n verlofgroep kragtens regulasie 63.

(3) Vakansieverlof wat kragtens subregulasie (1) aanwas gedurende 'n tydperk van vakansieverlof sonder betaling of siekteverlof sonder betaling mag nie aan 'n beampte of werknemer toegestaan word voordat hy, na sy afwesigheid met vakansie- of siekteverlof sonder betaling, weer sy dienste hervat het nie en dan slegs ten opsigte van afwesigheid ná sodanige hervatting van diens.

Unauthorised Absence from Duty

74. (1) Except as provided for in regulation 72 (1) (c) all unauthorised absences from duty shall, apart from any disciplinary steps which may be taken against an officer or employee, be regarded as being vacation leave without pay, unless the Council determines otherwise.

(2) The submission of a written application for leave is not required in the case of unauthorised absences.

Leave Counts for the Purpose of Salary Increments

75. All leave, of whatever nature, whether with or without pay, shall count for the purpose of salary increments.

Leave Register

76. A leave register shall be maintained by the Director in which shall be recorded in respect of each officer and employee all absences from duty in accordance with the nature of the leave granted and all applications for leave shall be filed for audit and other purposes together with the leave register.

PART IX

LEAVE GRATUITIES

Eligibility for Leave Gratuity

77. (1) An officer or employee qualifies for payment of a leave gratuity in terms of regulation 78 on completion of not less than 5 years' continuous *satisfactory service* which need not necessarily be a period immediately prior to the date of termination of service.

(2) For the purpose of calculating the period of service referred to in subregulation (1) any period of military service in respect of which special leave has been granted in accordance with the provisions of regulation 72, as well as any period of full-time temporary service continuous with permanent service, or vice versa, shall be included unless a leave gratuity has been paid at the end of such period of temporary or permanent previous service.

(3) The provisions of subregulation (1) in so far as it relates to the period of service do not apply in the case of an officer or employee who dies.

Leave Gratuity Payable in Respect of Accumulative Vacation Leave

78. (1) A leave gratuity is payable in respect of accumulative vacation leave, excluding any fraction of a day, standing to the credit of an officer or employee when his services terminate as result of—

- (a) death;
- (b) discharge owing to attainment of the retirement age or on the grounds of advanced age;
- (c) discharge owing to ill-health occasioned without own default;
- (d) discharge owing to redundancy, abolition of post or reorganisation; or
- (e) retirement before he reaches the age of 65 years in the case of a male officer and 60 years in the case of a female officer provided such retirement is regarded as early retirement on pension in accordance with the rules of any pension or provident fund or benefit scheme established in terms of section 20 of the Act;
- (f) discharge on account of unfitness for his duties, or incapacity to carry out efficiently such duties; or
- (g) discharge with a view to promoting efficiency or economy.

(2) The gratuity is not payable if an officer or employee leaves the service of the Council for one of the following reasons:

- (a) Resignation;
- (b) discharge owing to misconduct or unsatisfactory service;

Ongemagtigde Afwesigheid van Diens

74. (1) Behoudens die bepalings van regulasie 72 (1) (c) moet alle ongemagtigde afwesighede van diens, benevens enige tugstappe wat teen sodanige beampte of werknemer ingestel mag word, beskou word as vakansieverlof sonder betaling, tensy die Raad anders bepaal.

(2) Die indiening van 'n amptelike aansoek om verlof word nie vereis in die geval van ongemagtigde afwesighede nie.

Verlof Tel vir Doeleindes van Salarisverhoging

75. Alle verlof, van watter aard ook al, hetsy met of sonder betaling, tel vir doeleindes van salarisverhoging.

Verlofregister

76. Die Direkteur moet ten opsigte van elke beampte en werknemer 'n verlofregister hou waarin alle afwesighede van diens volgens die aard van verlof toegestaan, aangeteken moet word en alle verlofaansoeke moet vir audit- en ander doeleindes tesame met die verlofregister bewaar word.

DEEL IX

VERLOFGRATIFIKASIES

Bevoegdheid vir Gratifikasie

77. (1) 'n Beampte of werknemer kwalifiseer vir die betaling van 'n verlofgratifikasie ingevolge regulasie 78 indien hy minstens vyf jaar aaneenlopende bevredigende diens voltooi het, welke tydperk nie noodwendig die datum van beëindiging van diens onmiddellik vooraf hoef te gaan nie.

(2) Vir die doeleindes van die berekening van die diens-tyd in subregulasie (1) genoem word 'n tydperk van spesiale verlof ooreenkomstig die bepalings van regulasie 72 toegestaan ingesluit asook enige tydperk van diens as werknemer aaneenlopend met diens in 'n permanente hoedanigheid, of omgekeerd, tensy 'n verlofgratifikasie aan die einde van sodanige tydperk van tydelike of permanente vorige diens betaal is.

(3) Die tydsbeperking in subregulasie (1) is nie van toepassing in die geval van 'n beampte of werknemer wat te sterwe kom nie.

Verlofgratifikasie Betaalbaar Ten Opsigte van Oplopende Vakansieverlof

78. (1) 'n Verlofgratifikasie is betaalbaar ten opsigte van oplopende vakansieverlof, uitgesonderd 'n gedeelte van 'n dag, wat tot die krediet van 'n beampte of werknemer staan wanneer sy diens eindig ten gevolg van—

- (a) dood;
- (b) afdanking as gevolg van bereiking van die aftreeleefyd of op grond van hoë ouderdom;
- (c) ontslag as gevolg van swak gesondheid nie deur eie toedoen veroorsaak nie;
- (d) ontslag as gevolg van oortolligheid, afskaffing van pos of reorganisasie;
- (e) uitdienstreding alvorens hy die leeftyd van 65 jaar in die geval van 'n manlike beampte en 60 jaar in die geval van 'n vroulike beampte bereik, mits sodanige uitdienstreding as vroeë aftreding beskou word ooreenkomstig die reëls van 'n pensioen- of voorsorgfonds of onderstandskema ingestel ingevolge die bepalings van artikel 20 van die Wet;
- (f) ontslag weens ongeskiktheid vir sy pligte of onvermoë om hulle op bekwame wyse uit te voer; of
- (g) ontslag met die oogmerk om doeltreffendheid of besuiniging te bevorder.

(2) Die gratifikasie is nie betaalbaar indien 'n beampte of werknemer om een van die volgende redes uit die Raad se diens tree nie:

- (a) Bedanking;
- (b) ontslag as gevolg van wangedrag of onbevredigende diens;

- (c) abscondence;
- (d) discharge owing to ill-health occasioned through own default.

(3) Notwithstanding the provisions of subregulation (2) (a) a leave gratuity may, in the discretion of the Council be paid to an officer or employee who resigns on account of ill-health or failing powers after he has reached the age of 55 years in the case of a male and 50 years in the case of a female.

Maximum Commutable Leave

79. (1) Except in the case of death the maximum leave in respect of which a gratuity is payable, is 184 days: Provided that in the case of an officer who reaches the retirement age the commutable leave shall be reduced by the number of days vacation leave in excess of 92 days taken by the officer during his last year of service.

(2) On the death of an officer or employee the full number of days vacation leave with full pay standing to his credit shall be commuted.

(3) Vacation leave taken in lieu of sick leave on half pay or sick leave without pay shall be disregarded for the purposes of the application of the proviso to subregulation (1).

Calculation of the Cash Value of Leave

80. The amount of the leave gratuity is calculated by applying the following formula:

$$\frac{A \times B}{365}$$

where A represents the sum of the basic annual salary of the officer or employee and the annual equivalent of any allowances specifically approved by the Council for purposes of leave gratuity which, on the last day of his service, applies to him and where B represents the officer's or employee's commutable leave credit, subject to any reduction in accordance with the provisions of subregulation 79 (1).

General Provisions

81. Where the services of an officer or employee terminate as the result of death the leave gratuity is payable to—

- (i) his widow; or
- (ii) if, he leaves no widow, to his fully dependant children (including any legally adopted child); or
- (iii) his estate, if he leaves no widow or fully dependant children and whether or not he leaves a fully partially dependant other than his widow or fully dependant child.

PART X

SUBSIDISED JOURNEYS FOR PRIVATE PURPOSES WITHIN THE REPUBLIC

When Application may be Made for Subsidised Journeys

82. An officer or full-time employee who has completed 12 months continuous service may apply to the Director or in the case of the Director the Chairman, for payment from the Fund once in every calendar year of a subsidy in respect of the cost of travel within the Republic undertaken in the circumstances and under the conditions prescribed in regulation 83.

- (c) drosting;
- (d) ontslag as gevolg van swak gesondheid deur eie toedoen veroorsaak.

(3) Ondanks die bepalings van subregulasie (2) (a) kan 'n verlofgratifikasie, na goedvinde van die Raad aan 'n beamppte of werknemer wat weens swak gesondheid of afnemende kragte bedank nadat hy die leeftyd van 55 jaar in die geval van 'n man en 50 jaar in die geval van 'n vrou bereik het, betaal word.

Maksimum Omsetbare Verlof

79. (1) Behalwe in die geval van dood is die maksimum verlof ten opsigte waarvan 'n gratifikasie betaalbaar is, 184 dae: Met dien verstande dat in die geval van 'n beamppte wat die aftreeouderdom bereik die omsetbare verlof verminder word met die aantal dae vakansieverlof bo 92 dae wat die beamppte gedurende die laaste jaar van sy diens geneem het.

(2) By die afsterwe van 'n beamppte of werknemer word die volle getal dae vakansieverlof met volle betaling wat ten tyde van sy afsterwe tot sy krediet staan, in 'n gratifikasie omgesit.

(3) Vakansieverlof wat in plaas van siekteverlof met halwe betaling of siekteverlof sonder betaling geneem is, word buite rekening gelaat in die toepassing van die voorbehoudsbepaling by subregulasie (1).

Berekening van die Kontantwaarde van Verlof

80. Die bedrag van die verlofgratifikasie word bereken deur die volgende formule toe te pas:

$$\frac{A \times B}{365}$$

waar A die som voorstel van die basiese jaarlikse salaris van die beamppte of werknemer en die jaarlikse ekwivalent van enige toelaes van die Raad uitdruklik goedgekeur het vir verlofgratifikasiedoeleindes, wat op die laaste dag van sy diens op hom van toepassing is, en waar B die omsetbare verlofkrediet van die beamppte of werknemer voorstel, onderworpe aan enige vermindering ooreenkomstig die bepalings van subregulasie 79 (1).

Algemene Bepalings

81. Waar die diens van 'n beamppte of werknemer eindig as gevolg van sy afsterwe word die verlofgratifikasie betaal aan—

- (i) sy weduwee; of
- (ii) sy volle afhanklike kinders (insluitende 'n wettig aangenome kind), indien hy geen weduwee nalaat nie; of
- (iii) sy boedel, as hy geen weduwee of volle afhanklike kind nalaat nie en ongeag of hy 'n ander volle of gedeeltelike afhanklike as sy weduwee of volle afhanklike kind nalaat al dan nie.

DEEL X

GESUBSIDIEERDE REISE VIR PRIVATE DOEL-EINDES BINNE DIE REPUBLIEK

Wanneer Aansoek Gedoen Kan Word vir Gesubsidieerde Reise

82. 'n Beamppte of volttydse werknemer wat 12 maande ononderbroke diens voltooi het, kan een keer elke kalenderjaar aansoek doen by die Direkteur of, in die geval van die Direkteur, by die Voorsitter, vir betaling uit die Fonds van 'n subsidie ten opsigte van reise onderneem binne die Republiek, onder die omstandighede en op die voorwaardes soos bepaal by regulasie 83.

Subsidised Journeys

83. (1) Application by an officer or full-time employee may be made as provided by regulation 82 for the payment of 40 per cent of the cost of a railway ticket over any section not more than once in each direction of the South African Railways for the purpose of travel from and to his home—

(a) in respect of himself during a period of authorised leave of absence; and

(b) in the case of a male officer or full-time male employee in respect of his wife and/or dependants at any time; or

(c) in the case of a female officer or full-time female employee in respect of her dependants at any time:

Provided that in respect of the newly married wife of an officer or full-time employee who has married at a place away from his home the application for payment may be for a journey from the railway station serving that place to his home: Provided further than the application shall be for 40 per cent of the cost of such travel by such train service and such nature of the accommodation thereon as may be specified in terms of regulation 51 (1) for official journeys: Provided lastly that no application for payment may be made in respect of any extra cost involved in the special booking of railway accommodation for exclusive or private use.

(2) The Director or the Chairman as the case may be, before granting his approval of an application made to him under subregulation (1), shall determine what persons being members of the household of the officer or the full-time employee may be regarded as his dependants for the purpose of the application and any approval granted or determination made by him in regard thereto shall be final.

Meaning of Expression "Calendar Year"

84. The expression "calendar year" contained in regulation 82 means the period of 12 months ending on 31 December, during which the forward journey in respect of which the application for payment of a subsidy is made, is commenced.

PART XI

DEPARTURE FROM REGULATIONS

85. Any departure from the terms of the Regulations, generally or in specific cases may on the recommendation of the Council be approved by the Minister after consultation with the Minister of Finance.

Gesubsidieerde Reise

83. (1) Soos bepaal by regulasie 82, kan aansoek deur 'n beampte of voltydse werknemer gedoen word vir die betaling van 40 persent van die koste van 'n spoorwegkaartjie vir die doel van 'n reis van en na sy woonplek vir hoogstens een reis in elke rigting oor enige trajek van die Suid-Afrikaanse Spoorweë—

(a) ten opsigte van homself gedurende 'n tydperk van goedgekeurde afwesighedsverlof; en

(b) in die geval van 'n manlike beampte of voltydse werknemer, ten opsigte van sy vrou en/of afhanklikes te eniger tyd; of

(c) in die geval van 'n vroulike beampte of voltydse vroulike werknemer, ten opsigte van haar afhanklikes te eniger tyd:

Met dien verstande dat, in die geval van die pasgetroude eggenote van 'n beampte of voltydse werknemer wat in die huwelik getree het op 'n ander plek as by sy hoofkwartier, die aansoek om betaling vir 'n reis vanaf die spoorwegstasie wat sodanige plek bedien tot by sy hoofkwartier kan wees: Met dien verstande verder, dat die aansoek 40 persent moet wees van die koste van sodanige reis met sodanige treindiens en sodanige aard van die akkommodasie daarop soos bepaal kan word kragtens regulasie 51 (1) vir amptelike reise: Met dien verstande, ten laaste, dat geen aansoek om betaling gedoen kan word ten opsigte van enige ekstra koste betrokke by spesiale bespreking van spoorwegakkommodasie vir uitsluitlike of private gebruik nie.

(2) Die Direkteur of die Voorsitter, na gelang van die geval, moet, alvorens hy sy goedkeuring heg aan 'n aansoek tot hom gerig kragtens subregulasie (1), vasstel welke persone, wat lede van die huishouding van die beampte of voltydse werknemer is, as afhanklikes vir die doel van die aansoek beskou kan word, en enige goedkeuring toegestaan of bepaling deur hom gemaak, word as beslissend beskou.

Betekenis van die Uitdrukking "Kalenderjaar"

84. Die uitdrukking "kalenderjaar" soos in regulasie 82 vervat beteken die tydperk 12 maande wat op 31 Desember eindig en waarin die heenreis begin het ten opsigte waarom die aansoek om betaling van 'n subsidie gedoen is.

DEEL XI

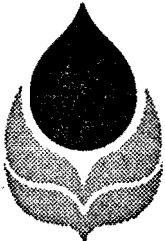
AFWYKING VAN REGULASIES

85. Op aanbeveling van die Raad kan die Minister na oorleg met die Minister van Finansies enige afwyking van die bepalinge van hierdie Regulasies in die algemeen of in besondere gevalle goedkeur.

Buy National Savings Certificates

Koop Nasionale Spaarsertifikate

Use it.
Don't abuse  it.
water is for everybody

Werk mooi daarmee.
Ons leef  daarvan

Useful Hints—

1. Address all mail fully, clearly and without misleading abbreviations.
2. Place your own address on the back of the envelope or wrapper.
3. Do not enclose coins or other hard objects in letters.
4. Send remittances by Postal Order or Money Order.
5. Pack parcels properly, using strong containers and heavy paper. Tie securely.
6. Prepay postage fully.
7. Place postage stamps in the upper right hand corner of the envelope or wrapper.
8. Insure your parcels and register valuable letters. Documents which can only be replaced at considerable cost should preferably be insured.
9. Post early and often during the day. Mail held until the last moment may cause delay.
10. Give your correspondents your correct post office address including your box number where applicable.

Nuttige wenke—

1. Adresseer alle posstukke volledig, duidelik en sonder misleidende afkortings.
2. Plaas u eie adres agterop die koevert of omslag.
3. Moenie muntstukke of ander harde artikels in briewe insluit nie.
4. Gebruik posorders of poswissels wanneer geld deur die pos gestuur word.
5. Verpak pakkette behoorlik. Gebruik sterk houers en dik papier en bind dit stewig vas.
6. Maak seker dat die posgeld ten volle vooruitbetaal is.
7. Plak die posseëls in die boonste regterhoek van die koevert of omslag.
8. Verseker u pakkette en registreer waardevolle briewe. Dokumente wat slegs teen hoë koste vervang kan word, moet verkieslik verseker word.
9. Pos vroegtydig en dikwels gedurende die dag. Posstukke wat tot op die laaste oomblik teruggehou word kan vertraging veroorsaak.
10. Verstrek u volledige posadres aan u korrespondente asook u posbusnommer waar van toepassing.

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