

MANUFACTURING — LABOUR

1991 — JANUARY — JUNE

Experts debate use of pension fund surpluses

GILLIAN HAYNE

B12am
3/11/90

COMPANIES have a moral obligation to use pension fund surpluses to improve employee benefits, some insurance experts believe.

Other experts dispute this. The question of ownership of pension fund surpluses is the subject of debate, with companies facing the dilemma of who has the right to the overfunding.

In two recent cases, Times Media Limited (TML) used an excess of R7m to improve employee and pensioner benefits, while engineering giant Dorbyl chose to take a contribution holiday with part of its surplus.

TML group secretary Barrie Harris says companies have a moral obligation to improve the fund.

"Although I understand the view that since companies are responsible for any shortfall in the fund they have some entitlement to the surplus, I do not agree with contribution holidays."

Dorbyl financial director Tony Welton says: "It was only after we had improved pensioners' benefits beyond all expectations and found we still had a surplus that the company decided to stop contributing for a while."

Combination

Alexander Forbes senior director Peter Milburn-Pyle and Southern Life GM Roy Lennox say pension fund surpluses "belong to the fund, not to the members, the employer or any other party". The two actuaries have compiled a paper investigating the ownership of fund surpluses for Wynand Mouton, the chairman of the Mouton committee inquiring into the pensions industry.

"Fund managers could use the surplus to improve benefits, reduce the employer's contribution, reduce the members' contributions, carry the distributable surplus forward unappropriated, or a combination of these."

Their report looks at the options open to companies with overfunded schemes, whether they are pension, provident, defined contribution or defined benefit funds.

In most, defined benefit pension funds are more susceptible to surpluses because actuarial assumptions are inclined to be conservative.

Insurance expert Richard Wharton-Hood says that in general, contribution holidays are wrong because the company withholds benefits from staff and pensioners. However, the decision depends on the size of the surplus in relation to the scheme, he says.

"The members should be the first concern, and the company the last. Companies have a moral obligation to pass pension fund surpluses on to their employees.

"However, to overcome what is always a debatable point, I believe companies should move to fixed contribution schemes, where both the company and member pay in a fixed amount, and rely on investment performance to provide the return."

Drivers' wages overtake inflation

31 Oct 81/91

MATTHEW CURTIN

DRIVERS last year won wage increases well above the inflation rate, but large disparities still existed between different categories, a Labour Research Service (LRS) survey released yesterday said.

Drivers of heavy articulated vehicles won a 29,8% increase, while drivers of extra-heavy vehicles were the only ones to receive a wage hike (13,8%) below the 14,5% inflation rate.

Forklift drivers fared well with increases which averaged above 20%, while drivers of light, heavy and extra-articulated vehicles won increases of between 16,7% and 19,2%.

LRS official Vivien Geard said yesterday extra-heavy vehicle drivers nevertheless remained the best paid, earning R242 a week on average. Light-vehicle drivers earned the lowest wages, R52 less at R190 a week on average.

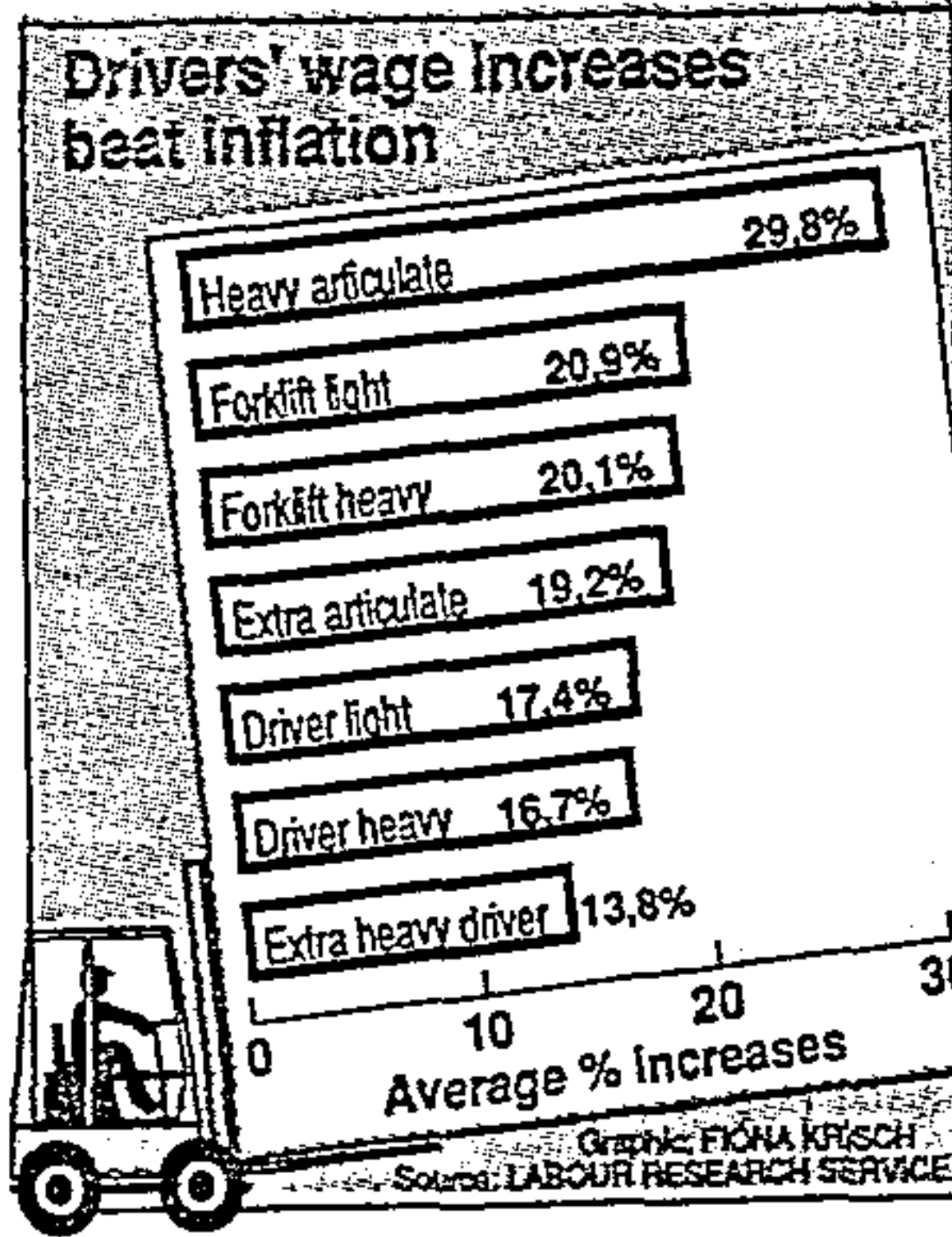
In industrial sector-by-sector analysis, worst paid heavy-duty drivers were those in the construction industry who earned R149 a week on average, R63 below the average heavy-duty wage of R212 a week.

She said heavy-duty drivers in the paper and packaging industry were the best paid earning R271 a week.

Drivers in the food, rubber and motor, goods transport and public sectors also won above average wage packages of between R212 and R250 a week.

The LRS, an organisation providing economic information and analysis for the trade union movement, compiled the survey from its actual wage rates database. It surveyed 236 drivers' wages for the year to end-October 1990.

The LRS said the Motor Goods Industrial Council for the goods transport industry in the Transvaal set a R172 weekly wage.



In general, heavy-duty drivers working for the goods transport companies earned almost R55 less than their counterparts in the paper and packaging industry.

This was 23% below the average wage set in plant-level negotiations for heavy-duty drivers and the lowest rate outside the construction industry.

Heavy-duty drivers in the mining, wholesale and retail and textile sectors enjoyed below average wage packets, ranging from R183 to R174 a week.

Geard said it was not possible to put a figure on the size of the heavy-vehicle driving labour force.

There was little monitoring of the sector and drivers were mobilised by transport unions like the Transport and General Workers Union, and by the unions operating in the sector in which they worked.

In its last wages database review, the LRS said labourers had also won wage increases well above the inflation rate for the first half of 1990.

The survey showed labourers' wages rose by 20,9% on average, down from a high of 22,9% in 1988, but still representing a 6,4% real increase.

Labourers earned a weekly average pay packet of R174 at unionised workplaces, the largest increases (30%) coming from the public sector.

SAB men to fight sacking

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By IKE MOTSAPI

FIVE workers fired by South African Breweries have taken legal action against the company.

The five men said they were fired while facing trial after being accused of stealing cases of beers at the SAB's Chamdor branch, near Krugersdorp, last year.

They were cleared by the court and discharged.

Mr Adrian Botha, public relations manager of SAB, said management found the men guilty and dismissed them.

The men, Elijah Malau, David Lesenyego, Peter Molotsane, Jacob Komane and John Legae have engaged a firm of lawyers to help them fight their case.

Political rally hits Mercedes hard

WILSON ZWANE

MILLIONS of rands in production were lost this week when most of the 3 500-strong workforce at the Mercedes-Benz SA manufacturing plant in East London left work to attend an ANC rally, a company spokesman said yesterday.

Production was suspended on Tuesday afternoon for about three hours when employees unilaterally left to attend an Mdantsane rally marking the 79th anniversary of the ANC.

The Mercedes spokesman said the estimated loss for the period production was suspended was R6m.

"While recognising the importance of the occasion, Mercedes management made it clear to the shop stewards (on Monday) why the company could not grant their request for a suspension of production.

"The Mercedes management stated that while the company was committed to constructively contributing to the socio-economic

development of a true democratic, non-racial SA, it was not a political organisation and cannot accommodate the wishes of one political party above the other," the spokesman said.

She added that as the suspension of production was contrary to agreed procedure, the company would adopt a no-work-no-pay policy.

National Union of Metalworkers of SA (Numsa) general secretary Moses Mayekiso said the MBSA management should understand the obligations of their workers to their political organisations.

"Management should understand that the rally to celebrate the 79th anniversary of the ANC was a historic event. We urge the management not to adopt the no-work-no-pay policy without negotiating with the union structure at the plant."

19/10/1991
BIP/10/1991

Merc criticises ANC for rally

■ Production at the Mercedes Benz plant in East London returned to normal on Wednesday after workers downed tools on Tuesday to attend an African National Congress anniversary rally in the region. *11/11-17/11/91*

The company said the workers would not be paid for the time they were absent without permission and expressed its disappointment at Tuesday's action.

It said while the company recognised the right of every individual to support the political movement of his choice, it could not be expected to support any specific political movement. (18)

Mercedes Benz has reportedly also criticised the ANC for holding a rally on a working day without prior consultation on the effect it would have on business operations in the region.

Reports from Weekly Mail staff, Sept 1991

Numsa backs men's Mercedes walkout

EAST LONDON — The National Union of Metalworkers (Numsa) leadership has backed members who walked out of the Mercedes-Benz factory in East London on Tuesday to attend an ANC rally.

Mercedes-Benz recorded its concern to Numsa officials about the walkout by union members at the plant.

At an estimated cost of R6 million, production was suspended after workers left the premises without permission to attend the ANC's 79th anniversary celebrations.

The general secretary of Numsa, Moses Mayekiso, said on Tuesday the workers' action did not go against any agreement with the manufacturer.

ANC supporters, he said, "had the right to at-

tend the rally of the party they supported".

It was the first time in 30 years that ANC supporters could openly celebrate the founding day of their organisation and they did not choose the day to fall on a weekday.

This was the ANC's response to the walkout, he said.

The company had questioned an ANC rally on a working day.

ANC spokesperson Gill Marcus said there should have been some recognition by the company for the significance of the day for the workers.

"Generally speaking, our policy is not to be disruptive to working routines, and most rallies take place over weekends, but in the calendar of the people there are certain significant dates when rallies would be attended, like June 16 and August 9." — Sapa.

Blacks struggle as big firms cut bursaries

PATRICK BULGER and POLLY JONES

MAJOR companies have cut their bursary allocations, citing poor black matric results, the economic downturn and retrenchments that make it unnecessary to train professionals in certain fields.

Black students — many of whom rely almost entirely on bursary finance — are being particularly hard hit.

"Our number of bursaries is going to be lower this year," a spokesman for Anglo American Corporation said. (181)

New bursaries offered by the corporation had dropped from 180 last year to about 150, the spokesman said, adding that the number of retrenchments made it unnecessary to train more people. (181)

Cutbacks were being introduced in the engineering fields, while an equal number of bursaries in the mining and metallurgical field were still being offered. (181)

A Gold Fields of SA spokesman said the company would be offering 30 bursaries this year, down from 50 last year.

Companies that intend retaining the same number of bursaries this year are being inundated by inquiries as university fees rise by an average of 22%.

Electronics company Altron said it was offering 35 bursaries this year as opposed to 21 last year but had cut back full bursaries to offer more students half bursaries. Altron's scheme attracted 850 applicants last year — this year there were 2 300.

The cutback was being felt particularly in technical training, said Witwatersrand Technikon rector Dirk Wild.

He said a lot more students — especially blacks — were applying for places at the technikon without having employers to pay for their education, as was usual. "Companies just can't afford to train anymore," he said. (181)

He cited the case of a student who obtained six distinctions in his first year. In spite of this his bursars had suggested he find another way to pay for his studies.

While bursaries were being cut back, the number of applications was increasing.

An Eskom spokesman said the corporation intended giving the same number of bursaries as last year but said there had been a number of cancellations because of poor black matric results.

By ADRIAN HERSCH

UNEMPLOYMENT has reached critical levels — about 40% of the economically active population.

But trade unions will continue to ignore pleas for wage restraint and reject productivity bargaining, say consultants. Although unemployment is increasing, union membership continues to grow.

The Andrew Levy & Associates (AL&A) annual report says high unemployment is unlikely to drop, and ironically will tend to restrict the willingness of unions to discuss productivity.

"Clearly, the interpretation of productivity bargaining is that employers are attempting to produce more profitably at the expense of jobs, and that such a move would not be to the benefit of the

Unions press on despite jobless rise

labour movement".

Besides rejecting productivity bargaining, the living wage campaign is expected to gain momentum. One aspect is the demand for more pay for less work — a move which can only harm job prospects.

AL&A says that in 1990 many concerns in both public and private sectors considered a shorter working week to keep jobs.

"However, this is normally accomplished with a concomitant reduction in wages as few companies can afford implementation without effecting some savings in running

costs. Also, it is generally a long-term process whereby the 40-hour week is introduced over a 10-year period — a reduction of half an hour a year".

Minor

The IR Network annual report says that given SA's labour costs and low productivity, it is surprising that management demands played such a minor role in 1990 negotiations.

Management demands were few.

But management demands

were generally not agreed to or were dropped.

"This trend highlights the continued tendency for SA managers to show more tenacity in holding out against union demands than in pushing for their own" says IR Network.

FSA-Contact consulting Mike Beaumont says: "Managements will obviously be concerned about their own competitive positions and this could affect job security if costs are not agreed on."

But AL&A expect unions to continue to successfully negotiate increases in line with or slightly higher than inflation. The unions continue to push strongly for more pay.

Marked

AL&A says that in 1990 settlements averaged 17.4% and about 66% of the 4-million mandays lost were due to wage issues. Nearly 64% of all wage negotiations involved industrial action — a marked increase on previous years.

Negotiation time averaged more than 80 days in the past three years. "This not only indicates how tough the bargaining arena remains, but also that for nearly a quarter of their trading year businesses are subjected to the uncertainty and disruption that accompany the wage bargaining process."

Most mandays last year lost were in the State sector (24%), followed by retail (22%), metal and manufacturing (9%) and printing (9%).

The strike with the most mandays lost (210 000) occurred at OK Bazaars over wages.

But unions are not having things their own way.

"Employers have, notably in the case of the Nampak dispute, been able to shift the focus to one of conduct of strikers and the need for 'due process' on the part of unions. Where strikes have taken place in breach of agreements and labour law, employers have hardened their attitudes and demanded stricter compliance with agreements".

Union membership has increased each successive year from nearly a million in 1981 to about 2.5-million.

Cosatu membership increased from 971 263 to 1 155 967 in 1990. Its largest member, the National Union of Mineworkers (NUM) lifted membership from 212 000 to 247 000.

Expelled

Nactu membership rose from 150 000 to 258 000, although its general secretary Cunningham Ngcukana says the figure does not reflect the "real" paid-up membership of about 320 000.

The federation gained five affiliates but expelled three.

Mr Beaumont expects this year's refined Labour Relations Act (LRA) to reduce tension in labour practices and discipline, streamlining negotiations. But the legislation does not represent "a complete law" for strikes and lockouts.

Metal industry deal takes effect today

CAPE TOWN — The revised main agreement for the metal industry, covering 380 000 workers and guaranteeing wage increases of between 15,5 and 19 percent, takes effect today, Steel and Engineering Industries Federation of SA (Seifsa) executive director Brian Angus said last week.

Amendments to the main

agreement were gazetted on January 4. They are legally binding on all employers and employees in the industry.

The September wage settlement, which followed protracted negotiations between Seifsa and representative unions, was made effective from July 1 last year.

Employers who had not awarded the agreed increases, or only a portion of them, were required to implement

the full increase or balance with effect from July 1 last year in a lump sum payment.

The lump sum payment had to be made by May 6, Mr Angus said in a statement.

The reduced working week to 44 hours, and the payment of additional overtime, had been made legally binding.

Employers who had failed to observe this arrangement from the first pay-week in October 1990, as negotiated, had to credit their employees with

an additional 20 minutes for each 45-hour week worked.

The new agreement included a "note" from the Manpower Minister detailing the exemption application rights of non-party employers insofar as the gazetted main agreement conditions were concerned, said Mr Angus.

June 16, "Soweto Day", was gazetted as a paid holiday for party employers.

A new provision was introduced that all wage exemp-

tion applications had to be accompanied by "documentation indicating that the representative trade unions at the particular establishment were consulted prior to the application being made".

The principle of "no work, no pay" would apply on March 21, "Sharpsville Day".

Other amendments were made to the main agreement, including clarification of the operation of the overtime "fatigue shift". — Sapa.

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TML's wage offer rejected

Business Day Reporter (181)

JOURNALISTS employed by Times Media Limited in Johannesburg and Cape Town voted yesterday to reject the company's 12% final wage offer and to hold a formal ballot on the issue.

Members of the SA Union of Journalists (SAUJ) employed by TML in other centres and at the SA Press Association (Sapa) and Argus publications are expected to vote on the issue this week. 01/02/91 16/1/91

Argus and Sapa have offered employees a 14% increase. TML argues that other benefits make its offer equal to those of Sapa and Argus.

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DEPUTY SECRETARY	0	0	0
ASSISTANT SECRETARY	0	0	0
MEMBER	0	0	0

CWIU and PG in dispute



The national wage dispute between the Chemical Workers Industrial Union and Plate Glass Holdings - the largest glass retail operation in South Africa - involving more than 1 500 workers in 70 workplaces countrywide, remains unresolved after a 2-day mediation earlier this week.

In a statement released yesterday the CWIU stated it had applied for the establishment of a Conciliation Board, and now awaits its appointment.

Resolve dispute

"The CWIU remains sceptical as to whether the CB will resolve the dispute as the attitude remains unchanged after three months of collective bargaining," the statement said.

The Union has arranged report back meetings in all centres concerning the mediation this weekend in preparation for the CB and the strike ballots. - Sapa

Companies poised to cut back staff this year

0 10 am 21/11/91
NEARLY half the companies surveyed by Johannesburg-based human resources consultants FSA-Contact will be cutting back on staff this year as the economic downturn continues, the company said at the weekend.

A special study on salary and wage movements and labour trends showed that 42% of companies surveyed expected a decrease in their staff, compared with 21% for the same period last year.

Most companies expected that top and middle management, as well as key specialists, would remain in relatively short supply. In addition, salary increases in the first six months of 1991 were likely to be lower than for the second half of 1990 in view of reduced profitability and "increasingly depressed" company performance.

Jobs that were most frequently demanding premium payments were those of senior financial staff and computer programmers.

"In the light of continued uncertainty on the political

PETER GALLI

scene, coupled with the recession, it is critical that employers reward competent, key employees to retain these staff members," FSA-Contact said.

About 26% of companies surveyed were feeling particularly vulnerable to the possible loss of top management and key specialists.

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Meanwhile, GERALD REILLY reports from Pretoria that the number of unemployed is expected to increase during 1991 with, say economists, bigger demands being made on the unemployment insurance fund (UIF).

But, says a Manpower Department spokesman, the fund is well able to meet any significant increase in demands for benefits.

Total unemployment insurance paid out in benefits in the nine months to September was a record R600m compared with just R406m in January-September 1989.

Mediation fails to end national wage dispute

VERA VON LIERES

TWO days of mediation between the Chemical Workers Industrial Union (CWIU) and PG Glass have failed to resolve the parties' national wage dispute.

The dispute involves more than 1 500 workers at over 70 plants countrywide.

The union said last week it had applied for a conciliation board meeting.

PG Glass industrial relations director Phil Cohen confirmed the dispute would go to a conciliation board. (181)

A dispute was declared at the end of November.

Union organiser Brian Maholo said he was doubtful whether the conciliation board would resolve the dispute. 21/1/91

Cohen said the company's latest offer ranged from 74c to 90c (or 14%) an hour on the highest and lowest paid minimum wages respectively. The union has demanded R1 to R1,20 (or 18%) an hour.

The company's offer would raise the daily minimum wages from R5,85 to R6,30. Current minimums range from R4,60 to R5,50.

116 workers to lose jobs

MORE than a hundred workers are expected to lose their jobs when a local electronics factory closes down on February 8. (181) ~~181~~

Renak Alumet Limited, a subsidiary of Plessey South Africa, is set to put 116 workers out their jobs, according to Mr Ben Petersen of the Metal and Electrical Worker's Union of South Africa (Mewusa).

According to Petersen, Plessey SA only informed workers on the last working day last year, December 21, that they would be closing down. Mewusa said the company's offer to pay redundant workers one week's wages for one year's service and two weeks' wages for those with up to five years experience was unacceptable.

Workers are demanding six months' wages for each worker made redundant.

Mewusa claims the company has refused to:

- Obtain alternative employment for the retrenched workers;
- Grant workers an additional one month's shift, as leave and bonus pay would be negligible; Soul 24/11 - 30/1/91
- Refused to allocate monies from the Emergency Distress Fund negotiated in 1987; and
- To extend medical aid cover.

Mewusa says the company is "totally unsympathetic to the worker's plight" and has "refused to acknowledge that it has a social responsibility towards families of the workers and the wider community".

At the time of going to press, Plessey SA could not be reached for comment.

By Waghied Misbach

Sacked Rex workers to get their jobs back

South 24/11 - 30/11 91

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negotiations to return to their old jobs.

decision.

20 last year.

the protracted legal battle with the company will be reinstated by the end of this month.

form and Sactwu, the reinstated workers will qualify for wage increases this year.

Van der Rheece said the company would open retail outlets nationwide to provide "job security" for their workers.

CAPE Town's largest clothing factory is set to reinstate the final batch of workers retrenched last May, in what unionists describe as a landmark

The out-of-court settlement between the South African Clothing and Textile Worker's Union (Sactwu) and Rex Trueform was reached on December

According to Mr Wayne van der Rheece, chairman of the Rex Trueform Shop-stewards Committee, the majority of workers who were not reinstated during

Van der Rheece said 110 of the 171 workers retrenched last May were re-

instated by Rex Trueform during the negotiations. The majority of the 33 "left over" will have their jobs back by the end of January.

The agreement also includes an option for workers who had found alternative employment during

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Food workers' union goes gold

MORE than 130 000 union workers nationwide are this week being called on to take part in a mass action programme with a difference.

The occasion is not a national strike but the start of the 50th anniversary celebrations of the Food and Allied Workers Union (Fawu).

The celebrations, according to Fawu media officer Mr Mansoor Jaffer, will culminate in a national rally involving thousands of workers in Transkei at the Easter weekend.

Veterans of the union, including Ms Ray Alexander and former general secretary Ms Liz "Nana" Abrahams, will be invited to the meeting. (181)

Alexander and Abrahams were among many unionists banned in the 1960s when they were still members of the Food and Canning Workers Union (FCWU). (181)

Alexander was one of the founding members of the FCWU which was launched on February 6 1941.

Pamphlets, posters and Fawu banners

are being made and the event will be documented on video.

The anniversary will also be marked with the release of a book later this year entitled "50 Years of Organising Food Workers". But 31/1/ - 6/2/91

Fawu was formed in 1986 when the Sweet, Food and Allied Workers Union, the Retail and Allied Workers Union and the FCWU merged.

The FCWU was one of the first unions to affiliate to the nonracial SA Congress of Trade Unions (Sactu).

Collapse of industrial council complicates wage bargaining in Cape textile industry

By DICK USHER ^{W/mail 12-2191}
LAST year's collapse of the Western Cape cotton textile industrial council has severely complicated wage bargaining for Cosatu's textile union, forcing it into separate talks at 19 separate plants.

The council disbanded when the employers' association folded early last year. (181) ~~181~~

To maintain unity and co-ordination during the negotiations, the SA Clothing and Textile Workers' Union (Sactwu) is staging weekly regional co-ordinating meetings, with report-backs to shop-stewards' council meetings, where the overall situation is reviewed and plans laid.

Sactwu also charged that although the employer association had folded, employers have been co-ordinating strategy to block worker advances.

So far settlements have been reached at eight plants, with disputes due for

mediation at two others and the balance at various stages of progress.

A major Sactwu thrust has been to seek agreements that will last until mid-1992, in line with other sectors and regions where the union is organised. The ultimate aim is for a national industrial council for clothing, textile and leather.

According to a Sactwu spokesman, settlements reached have been around 20 percent, covering about 2 000 of the 5 000 workers in the industry.

In cases where 18-month agreements have been negotiated, wage increases are around R30 a week for the first 12 months with a further R20 a week for the final six months.

Meanwhile, a strike is looming at SA Nylon Spinners in the Western Cape.

A strike ballot of the union's 1 350 members at the plant started this week with results expected by the weekend.

Sactwu's initial demands were for an

across-the-board increase of R300 a month with a differential for non-union employees; an annual bonus of one month's wages; a shift allowance equal to that paid to staff members; a 40-hour working week without loss of pay; 20 days' annual leave after five years' service and December 26 as an additional paid holiday.

The company's final offer, at which Sactwu declared dispute on December 4, was for wage increases ranging from R130 at the lowest grade to R195 at the highest. A Sactwu spokesman said that at this stage the union had dropped its demand to R200 across the board.

At mediation on December 19 the company offered R172 a month with an *ex gratia* once-off payment, and to swop a holiday for December 26.

Following the unsuccessful mediation, the dispute went to conciliation on January 22. When this failed, Sactwu called a strike ballot.

Eastern Cape business seeks guidelines for labour dealings

By SHADLEY NASH ^{w/mout} 1/2 - 7/2/91

THE Midland Chamber of Industries aims to negotiate a code of conduct with organised labour in a bid to cultivate a stable climate in Eastern Cape industry and restore investor confidence.

Chamber executive director Brian Mathews said that within the next few weeks, the Congress of SA Trade Unions would be approached to meet organised business to thrash out mutually binding guidelines.

And the chamber's new president, Achmat Mohammad, said employers' biggest challenge this year would be to convince Cosatu of the need for a code of conduct in the Port Elizabeth area.

"We are seeking rules relating to all those non-factory floor issues that continually disrupt production."

He said the code would also address the private sector's role in resolving critical community issues such as education, housing, public transport and health care.

Mohammed added that in formulating a code, the chamber would rely on suggestions made by Port Elizabeth University industrial relations unit director Mark Anstey.

In a report on the issue, Anstey said industrial action in the region had been marked by largely unprocedural strikes, which in some cases had been protracted and violent. "Parties were digging deep trenches to fight over relatively small events in the larger scheme of their long-term relations and regional and national developments."

Anstey said that despite a history of labour unrest many employers were ill-equipped to deal with industrial relations. At the same time, workers relied heavily on their collective strength rather than third-party intervention.

He said trust could be restored at the level of organised labour and employer bodies in the region. One option was the joint development of a code of labour relations as a guide for employers and workers, which could also redress the fears of smaller businesses.

Anstey said such a code would need to address matters such as recognition of unions; bargaining units and scope; shop-steward elections, rights and facilities; union access and rights; grievance, discipline and retrenchment procedures; and the right to strike. It would also need to address conduct during industrial action and the issue of violence.

The onus would now be on unions to recognise their responsibilities in preventing violence, while employers had to recognise that union leaders were spokesmen rather than policemen.

At the time of going to press Cosatu had not reacted to the code proposal. —

Pen

LABOUR

By DREW FORREST

IF white workers were to play any role in a future South Africa, they had no choice but to unite in a "super-union", Conservative Party MP for Scheizer-Reneke Dr Pieter Mulder told the Johannesburg congress of the all-white Mineworkers' Union this week.

If white union leaders could not bury their differences, their members would force them to do so, he added.

In a veiled threat of a white general strike, he said white workers had only "to do nothing for a day" to win the attention of an unsympathetic government.

White labour had brought down the Smuts government in 1924 and played a vital role in the 1948 electoral victory

Veiled threats of a white general strike

1/21-2/29
of the National Party. It would play a similar role in the downfall of the present government, he predicted.

Black union successes had shown that the government only responded to pressure, Mulder said. Under its slogan of "One industry, one union", Cosatu had grown steadily stronger and through "bully methods" was able to get its own way.

In an ironic reflection of black union concerns, Mulder warned that the pat-

tern in black Africa was for union rights to be curtailed. "Unions are used as tool to bring a particular group to power ... they then lead a dwindling existence with ever-increasing restrictions."

One day, a book might be written entitled "How labour unions lost all their power in the new South Africa".

Referring to the US, where inter-union splits fostered by employers had stripped labour of its political influence, Mulder warned that South Af-

can employers would do all they could to divide white workers.

Several white workers had been killed in racial assaults last year, and management showed no gratitude to whites who sustained production during strikes.

And while the government had reacted swiftly to Cosatu's proposals on the Labour Relations Act, white union representations were ignored, Mulder said.

In another speech to the congress, M.W.U. president Cor de Jager said progress had been made in forging a super-union, but that it was vital for other influential organisations and individuals to assist it.

See Page 38

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(181)

Continental China closes plant

By Roy Cokayne

Dinnerware manufacturer Continental China is to close its factory in Rosslyn with the loss of about 500 jobs.

The loss of jobs is big blow to employment in the Rosslyn area, with motor manufacturing giant Nissan announcing earlier that it was slashing its 7 500 workforce by 1 200 — most of them

at its manufacturing plant in Rosslyn.

Continental China has been operating the factory — one of three in the country — for 25 years.

MD Bill Paverd says the date for the closure has not yet been finalised.

“We still have to check on orders and other commitments, but it will probably be within the next two months.”

NISSAN SA, third-largest player in the motor industry, is to lay off 1 200 workers across the board to cut costs.

The industry has been hard hit by the recession and vehicle sales fell to 334 777 last year from 352 629 in 1989.

The retrenchments are expected to cost Nissan R1-million in payouts.

They follow similar job losses in other sectors of the motor industry.

The steel and engineering layoffs rose by 52% last year to 25 200 from 16 600 in 1989. A total of 35 000 mineworkers lost their jobs last year.

Other divisions of the motor industry are expected to suffer.

The Nissan retrenchments represent 14% of the labour force of 7 550 and include hourly and monthly paid people on the marketing and manufacturing staffs.

Spending

Nissan public relations chief Nico Britz says that given the changing economy and the host of opportunities which will result from a new SA, the company has decided to streamline its structures and operations.

It will capitalise on these opportunities. The layoffs are intended to ensure that the company remains successful in the medium to long term.

Nissan will concentrate on exports, an increase in local content and a model restructure in its efforts to remain profitable.

Nissan's spending plan for the current year has been drawn up in consultation with holding company Sankorp and Sanlam, and its Japanese and Italian suppliers. To achieve its new strategy, it was necessary to trim expenses by cutting the wage bill.

Nissan was extremely profitable in 1989 and made a good profit last year, says Mr Britz.

Nissan fires 1 200 in cost-cutting bid

By DON ROBERTSON

The company increased market share last year, largely as a result of the launch of the Fiat Uno, but there are plans to revamp the model mix this year.

There has been a buy-down in vehicle purchases in recent years from luxury European cars to the more modest Japanese models. Medium-priced family cars have given way to cheaper models.

Nissan may drop several mid-range models. It will

also import the Nissan Maxima, which will initially be brought in fully built up.

The company has a large commitment to its local content programme and plans to spend about R500-million in the next two years.

Mr Britz says: "The Phase 6 local content programme is advantageous to Nissan and it is intended to further increase local content. This will cost more money for equipment."

The company also intends

to enlarge its export market which will also require additional finance.

"We believe that in the next six to 12 months, our export potential will increase, particularly after sanctions are lifted."

Employees with 10 years' service or more will be paid seven months' salary, including one month's notice. Those with four to six years will receive four months' pay and those with two years two months' salary.

The retrenchments have been negotiated with the National Bargaining Forum, Numsa and the Iron and Steel Union.

ADE sidelines top brass as the payroll is slashed

By CURT VON KEYSERLINGK

SOUTH AFRICA'S giant diesel engine producer Atlantis Diesel Engines (ADE) is cutting the number of its top executives by half.

Two of its seven directors have left and 20 of its 36 managers at the next level of seniority are either to go or take up less senior posts at ADE.

This follows retrenchment of junior staff that reduced the total complement from 2 771 to 2 150 late last year.

It is part of a plan to rescue a company that has never made profits and never produced at more than half capacity since it opened in 1981.

Unsold

ADE is financed by the Industrial Development Corporation and was established partly with the object of improving SA's self-sufficiency in diesel engines which were then considered to be of strategic importance.

Designed to produce 45 000 engines annually, ADE had its best year in 1984 when it sold 22 749. Because it held huge unsold stocks, it produced fewer than 15 000 engines in 1990. The figure for this year is expected to be even lower.

Further reductions among the company's 740 salaried staff will be announced next month after a study now being carried out, says managing director Fritz Körte.

Because so many managers have left, those that remain are handling widely diverse functions. For example, the managing director is now also



FRITZ KÖRTE: Looking for 20% savings

responsible for marketing; the commercial director for purchasing, finance and exports; and the corporate services director for personnel, information services, public affairs and administration.

Another cost-cutting effort is the merging of ADE's two production facilities — one produces Perkins and the other Daimler-Benz engines — under a single management structure.

Previously each was run separately by its own management team.

These and other measures are aimed at achieving a 20% reduction, in real terms, of ADE prices in the next two years.

Mr Körte says the retrenchments will achieve at least a 20% saving in personnel costs. But savings in other areas will be necessary to achieve a total of 20%.

Although licence restrictions make it

difficult to export complete engines progress is being made in sales of components — about R30-million last year. This will help to recover overheads by increasing plant use.

But ADE's exports are proving to be a two-edged sword. In terms of the Phase 6 local content programme for the motor industry, ADE's export sales have to be made through a motor vehicle assembler.

The vehicle assembler receives duty rebates on these exports, which allow him to increase the value of imported goods in his vehicle.

This is making it more easy for vehicle assemblers to import diesel engines and they do not need to buy them from ADE.

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Carpet

"Increasing our exports is like sawing off the branch we sit on," says Mr Körte.

There are signs that certain vehicle assemblers will use imported engines in certain models, something that was virtually impossible under the old local content programme when ADE held more than 99% of the diesel engine market.

The company is budgeting for a drop in its market share in the next few years and is asking the Government for a 20% increase in duties on vehicles with imported engines.

"We know this is not popular, but if the Government pulls the carpet from under our feet during our rationalisation programme we will never get this business right," says Mr Körte.

Creches oil business wheels

A small number of forward-thinking companies in South Africa is providing creches to alleviate the skills crisis by drawing skilled women with children back to the workplace.

Now the high-flying business-minded mother can breast-feed her baby in between making boardroom decisions, thanks to the latest movement towards in-house creches.

A small number of forward-thinking companies in South Africa is providing creches to alleviate the skills crisis by drawing skilled women with children back to the office.

Rivonia child care consultant and creche manager Dillys de Leiburne says the child-care facility is an important perk for a working mother, who can still be actively involved in her child's rearing.

"Breastfeeding in between working schedules keeps the bond between mother and child intact."

There is a chronic shortage of quality creches and the Government has largely left child-care in the hands of individuals who find it increasingly hard to fund adequate care, she says.

"The move to company creches is partly fuelled by hard facts of life. About 40 percent of the total labour force in South Africa is female and an increasing proportion of them are single mothers."

According to 1985 national census figures, 56 percent of all women between 15 and 64 were economically inactive, a large proportion with skills and academic qualifications.

Against this scenario are predictions that by the end of the century there will be a shortfall of more than 100 000 managers and 440 000 highly skilled employees.

Commerce and industry desperately needs the working mother, and companies are finally waking up to this, says Mrs de Leiburne.

"However, to get mothers back to work by providing a creche requires considerable planning and superior facilities. Companies also need to provide quality care which needs a high child/staff ratio.

"Many mothers feel guilty at having to work and leave their children in a creche. Our aim is to allay that guilt by giving them the very best quality child-care. The mother must have confidence in the fact that her child is in the right hands.

"The quality of the child-minder is very important. I look for the mother figure, someone with hu-



Care that counts . . . Dillys de Leiburne says in-houses creches will lure skilled women back to the workplace. 179

mour, warmth and patience in dealing with small children and someone who is capable of moulding their future," she says.

The legal requirements for running a creche are a ratio of one staff member for every eight children for under-twos and one in 15 for the over-twos.

However, for the best care in the younger category Mrs de Leiburne suggests the company creche provide one qualified member of staff who is either a nursing sister or a teacher for every eight children, assisted by

one nanny for every five children.

"It is particularly important to have a qualified nurse who is trained to look for symptoms of illness and to provide medical care. In all cases, a medical practitioner should be available on call," she says.

Detailed reporting procedures are also important in charting the health, development and general well-being of the child and in providing the mother with the feedback she needs.

ZINGISA MKHUMA

ON MONDAY

When you ask one of the world's leading jazz musicians to talk about his favourite subject, you're not going to hear about jazz.

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ster 5/2/91

9000 jobs lost in textile industry

Finance Staff

DURBAN — Fabric manufacturers are facing a crisis as a result of depressed demand caused by the recession and exacerbated by the rising volume of imports entering the country because of reduced tariff restrictions.

A war of words between the National Clothing Federation (NCF) and the Textile Federation (Texfed) continues in the wake of recent criticism by Frame Group executive chairman Mervyn King of aspects of the rag trade.

Texfed executive director Brian Brink said this week his industry faced a "disproportionate loss of demand" of close to 50 percent of normal levels.

Reacting to strongly-worded criticism by NCF chief Hennie van Zyl last weekend of Mr King and the management of Frame, Mr Brink said the problems facing textile manufacturers did not involve any one company or group of companies.

Sales volumes of fabric companies last year were down between 18 and 30 percent, with forward order books as much as 50 percent emptier than at the same time 12 months earlier.

About 9 000 jobs had been lost in the industry.

He listed the following contributory causes:

- Reduction of duties in 1989.
- The erosion of the effective-



Criticised . . . Mervyn King

ness of the import duty structure by the structural adjustment programme for the textile/clothing sector.

- A number of preferential trade agreements aimed specifically at textiles and clothing, which had further reduced the real level of duties.

- The lifting of import control on textiles in August 1989.

"All these factors, together with depressed domestic demand, have led to unacceptably higher import penetration rates and resulted in the industry operating at well below full capacity."

The textile industry could not compete with countries whose textile exports were heavily subsidised.

Numsa formulates demands

THE 220 000-strong National Union of Metalworkers of SA (Numsa) met at the weekend to formulate demands for this year's metal, vehicle assembly, motor and tyre and rubber sector wage negotiations.

The most important of these, the engineering industrial council negotiations, are scheduled to begin in mid-March and the parties are hoping they will be concluded earlier than normal — by the end of May.

The 350 delegates to the annual bargaining conference in Johannesburg, which was still in session at the time of going to press, heard regional and sector reports on wages and conditions.

Besides wages, issues on the conference agenda include the renegotiation of grading systems; the right to training of all workers and the setting up of modular training systems accessible to all workers; the setting up of training funds for re-trenched workers; improvements to job security; job creation schemes; and paren-

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tal rights.

In a statement last week Numsa said it planned to discuss worker rights and trade union rights in a new SA, and economic and socio-political issues which affected the bargaining environment.

The union said business had "conclusively demonstrated" it was not competent to run the economy and labour had a major role to play in its reconstruction.

Numsa said it would try to avoid a repeat of last year's drawn-out and frustrating negotiations by designing demands in such a way as to shorten the bargaining period needed to reach settlement or deadlock.

Last year Numsa initially demanded a R2-an-hour minimum increase in all sectors. The final settlement at the engineering industrial council was 67c for labourers and R1,29 for artisans.

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Ward 8

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Stayaway cost workers R7m in wages Seifsa

BIDAM 5/2/91

EMPLOYEES in the steel and engineering sector lost about R7m in wages as a result of Friday's work stayaway, Seifsa spokesman Hendrik van den Heever said yesterday.

He said there was an average 41% absenteeism rate in the industry.

The stayaway was best supported in the eastern Cape and the Border region where between 90% and 100% of workers did not report to work, employer organisations said.

In Port Elizabeth, all Seifsa-affiliated companies shut down, while East London companies reported absenteeism of more than 90%, Van den Heever said.

In the Transvaal, Wadeville was hardest hit by the stayaway.

Van den Heever said most employers intended to apply a no-work, no-pay policy. It seemed unlikely that employers would employ further disciplinary measures.

Sacob spokesman Gerrie Bezuidenhout said the stayaway had received a mixed measure of support in the PWV area, with Pretoria being the most affected.

He said there was total attendance in some regions of the Reef, while in other areas no workers at all had clocked in.

This was largely because only certain

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trade unions had supported the stayaway, Bezuidenhout said.

In Durban and Cape Town the stayaway received only minimal support, he said.

The ANC did not call for a stayaway in these areas. Formal stayaway calls were made only in the PWV, Border and eastern Cape and in certain western Transvaal towns.

Bezuidenhout said that although most Sacob affiliated employers had indicated they would apply a strict no-work no-pay policy, it seemed that some employers were planning stricter measures.

Effective

Cosatu information officer Neil Coleman said yesterday the stayaway response had been extensive.

Absenteeism had varied between 70% and 80% in the whole of the PWV area and had been higher on the East Rand than on the West Rand. The stayaway had also been effective in Klerksdorp and Stilfontein, except on local mines, he said.

Although Cosatu was waiting for further information, it appeared that employers were taking a no-work no-pay response.

Clampdown on leave claims

GILLIAN HAYNE

INLAND Revenue is clamping down on companies claiming deductions on employees' unused leave, and tax experts say employers, already strained by the current economic climate, could flounder under the added tax burden. (181)

KPMG Aiken & Peat tax partner Hennie Coetzee said assuming that each wage earner got two weeks' paid leave a year, Revenue could have lost billions of rands in incorrectly permitted tax deductions.

Companies are allowed to claim a tax deduction on their employees' unused leave — either taken as days or cash — on the grounds that they have a legal obligation to grant the leave at some future date.

Under those circumstances, the leave pay can be interpreted as an unconditional liability for the employer and can be claimed as a tax deduction.

Inland Revenue chief director Hennie Smit said yesterday in many cases the employers did not have an unconditional liability to pay their employees for leave not taken.

"The rules have not changed, but in the

past many employers did not disclose all the information, and were incorrectly allowed the deductions," he said.

In the 1990/91 tax forms, however, more stringent questions have been included to ensure full disclosure. If the employee stands to forfeit leave not taken or can take the leave in a future year, the leave pay is not unconditional.

Smit said companies should examine their employees' employment contracts to determine the extent of their liability.

Coetzee said: "Up to now almost all employers have successfully claimed provisions for leave pay as deductions in the determination of their taxable income. The Special Income Tax Court case (which was held last year and disallowed the deductions) may have major implications for some employers."

"We have approached the Commissioner with a request to grant employers relief which would allow the add-back to be spread over a number of tax years."

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Smit

Seifsa sets up supervisor training programme

EMPLOYER body Seifsa yesterday announced the launch of a new supervisors training programme, endorsed by itself and major trade unions, which aims to improve productivity and quality control in the metal and engineering industry.

Seifsa executive director Brian Angus told a presentation in Johannesburg yesterday that the Spanish government had contributed R90 000 towards the development of the programme which would be managed by management training consultants

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Clive Acton Associates.

He said although the National Union of Metalworkers (Numsa) had in principle agreed to the programme, it still had to give its full endorsement to the venture.

Nactu and the Confederation of Metal and Building Unions (CMBU) were among the unions that had fully endorsed the programme.

Seifsa said in a statement yesterday the role of the supervisor was

vitaly important if the metal industry and country as a whole were to demonstrate improved productivity and meaningful economic progress.

Clive Acton Associates MD Clive Acton said the programme's structure would include a steering committee and an education and training advisory committee.

The programme will cost employers R6 000 per supervisor.

Numsa and the CMBU were unavailable for comment yesterday.

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'Govt money' ~~(18)~~

ANC-bound (18)

Pretoria Correspondent

The SA Confederation of Labour (Sacol) has threatened mass action unless the Government reconsiders its financial assistance to homelands and neighbouring states.

Sacol secretary Nic Celliers yesterday said white workers paid "the highest income tax in the world" and had an interest in how that money was spent. *SW 7/11/91*

White workers feared that homeland governments would give SA Government money to the ANC.

Particularly disturbing was the R1 million given to the ANC by Namibia, in the light of SA's donation of R5 million to Namibia last year.

If the Government continued "giving away large sums of money", Sacol would be forced to protest strongly.

More strikes are predicted in 1991

By JOSHUA RABOROKO

TWO-THIRDS of the top 100 companies listed on the Johannesburg Stock Exchange have predicted that labour unrest and strikes would intensify this year.

Only nine percent foresee less labour unrest and fewer strikes, according to a report just released by the Bureau of Market Research of the University of South Africa.

In view of this, an overwhelming 84 percent of the executives understandably disagree with the perception that unions will play a smaller role in South Africa this year.

Politics

With regard to the view that the overall political situation will worsen in 1991, the top executives neither agree nor disagree.

About 37 percent of the executives agree while 35 percent disagree with this pessimistic scenario.

Forecast

Their viewpoint reflects the uncertainty about the political situation in South Africa.

The executives neither agree nor disagree that

overall there will be greater business confidence in South Africa in 1991, with 36 percent agreeing and 34 disagreeing.

A close correlation between politics and economics is clear. A lack of political confidence in South Africa diminishes business confidence in the country.

These predictions by the corporate executives of the 100 industrial companies clearly point to an economically, socially and politically turbulent business environment in 1991.

They forecast an average inflation rate of 13,5 percent, varying between 12,8 percent and 14,8 percent, for 1991.

The inflation rate for 1990 was about 14,3 percent.

Costly shutdown

MORE than 900 textile workers at South African Nylon Spinners (SANS) have vowed to continue their strike until the management accedes to their demand for a monthly wage increase of R200.

The company has offered a R172 across-the-board increase.

SANS workers in Bellville South are planning a march in the centre of Cape Town on Friday to highlight their grievances. *South 72-13/2/91*

The South African Clothing and Textile Workers Union (Sactwu) confirmed that an application was made for permission to march.

This week, the workers staged demonstrations outside their factory.

The strike began last month when wage talks collapsed at Conciliation Board level.

A subsequent strike ballot resulted in a majority vote in favour of the strike, with more than 80 percent in favour of the action.

The company's public relations officer, Ms Tessa Cerqueiro, confirmed that the dispute was still deadlocked after the two parties met on Wednesday.

Cerqueiro said the strike was "economically damaging" to the plant.

A statement released by SANS confirmed that workers in other shifts had joined the strike, resulting in a costly partial shutdown at the plant.

Only 35 percent of the workforce had reported for duty, SANS said.

Numsa involved in training scheme

■ The National Union of Metalworkers (Numsa) is one of several unions overseeing an innovative training programme for supervisors, foremen and chargehands in the giant metal industries.

Announced this week, the programme is to be managed by management training consultants Clive Acton Associates and has been endorsed by the Steel and Engineering Industries Federation (Seifsa) and metal unions.

Although Numsa has not formally endorsed it, it will sit with employers on the steering committee which will take strategic and financial decisions. Of all Cosatu's affiliates, it takes the keenest interest in training.

The programme, comprising six week-long workshops spread over a year, aims to improve productivity and quality and includes an industrial rela-

tions component.

It follows a Seifsa survey in 1987 which found that half the responding metal firms had trained less than half their supervisors.

Job losses rise as recession, pay increases take their toll

By DREW FORREST ^{Wimant} 8/2-14/2/91
MASSIVE job cuts facing workers as the recession deepens have been harshly highlighted in surveys by two industrial relations consultants.

One of the surveys, by Gavin Brown Industrial Relations, also implies that the rising cost of unionised labour is a factor. In a survey of 34 major unionised businesses employing 200 000 workers, it finds that a falling "head-count" is coupled with above-inflation wage increases.

"Many large employers are expecting to negotiate wage increases several points ahead of the inflation rate ... a very small number expect to contain wage increases to the rate of inflation."

Many firms gave improved productivity as a reason for demanning, suggesting, it adds, that rising union wages are forcing greater capital intensity and improved production methods.

Job security will feature high on bargaining agendas this year, it predicts.

Estimating that about 70 000 workers were retrenched last year — 30 000 in mining, 7 000 in clothing and 10 800 in the metal industries between July and October — Andrew Levy and Associates predicts a higher rate of redundancy outside agriculture in 1991 if the current economic climate persists.

The Steel and Engineering Industries Federation says metal industry job losses are currently running at 2 100 a month and that it expects no improvement in conditions this year.

Andrew Levy's survey of 200 firms employing 693 000 workers shows that construction was hardest hit in 1989/90, with over 30 percent of the workforce retrenched. The economic downturn was cited as a reason in 52 percent of all cases.

There was a 17,8 percent incidence of industrial action and unions succeeded in wringing concessions from employers — including relocation, longer notice periods, revised retrenchment packages and enhanced pension payouts — in many cases.

In the firms polled by Gavin Brown, up to 17 000 workers may lose their jobs this year. The survey suggests that construction, hit by high interest rates and a downscaling of both private and public sector projects, will shed a further 10 to 25 percent of its employees. Average union wage rises are forecast as the lowest of any industry.

Also under siege are timber, wood and paper, hit by falling offtake from mining and construction and diminished export volumes, and non-metal manufacturing. In both industries, employment is forecast as falling between five and 15 percent. In chemicals, affected by drought and falling demand, job losses could range between five and ten percent of the workforce.

Outlook bleak for engineering jobs

Cipren

1012/91

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DIFFICULT conditions in the mining industry – especially the gold mines – are now rapidly percolating through to other industries and indications are that thousands of workers in engineering firms and in the metals industry could lose their jobs this year.

According to the Steel and Engineering Industries Federation (Seifsa), industrial council figures show that about 25 200 workers lost their jobs last year compared to 16 600 the previous year.

The trend is expected to continue this year as steel and engineering firms suffer from declining demand and increased competition in their industries.

One of the most important reasons is declining orders from the mines. In the gold mining industry alone, some 35 000 mineworkers were laid off last year when mines or

MONEY TALK

shafts were closed to try to keep low-grade mines afloat.

A weak gold price, combined with rapidly rising costs as a result of South Africa's high inflation rate, are expected to cause the trend to continue this year.

It is worrying that mining companies are now reviewing new projects already approved with a view to cutbacks as the international economic situation deteriorates.

Policy analysis director of the Development Bank of Southern Africa (DBSA), Stef Coetzee, estimates that almost 42 percent of South Africa's potential workforce is unemployed. These are dangerous levels, and there is little hope of an improve-

ment as so few new jobs are being created.

He says the economy's labour absorption capacity has sunk to an all-time low of 12,5 percent between 1985 and 1990.

The magnitude of this slump becomes clear when one compares this figure to a capacity of almost 74 percent between 1965 and 1970.

Prospects seem bleak. Businessmen have become negative, with many of them more interested in trying to get money out of the country than in investing capital in new business undertakings.

We have a country with great resources, a massive labour surplus and sufficient capital but, because of mistrust and fear, we are going backwards economically. This attitude is influencing foreign investors, who regard South Africa as a high risk area.

Power to the people, cry unions

S-95 11/2/91

ELECTRICITY is a basic necessity for uplifting living standards, creating stability and prompting peace. Yet, 70 percent of the people of South Africa do not have electricity.

Research figures indicate that some 208 black townships with more than 20 million people, are only partly electrified or are without electricity.

Yet Eskom decided last year to make 4700 workers' jobs redundant, due to its streamlining and mothballing exercise.

In total, Eskom reduced its workforce from 66 000 in 1985 to 59 000 in 1990.

Eskom is adamant that most of its redundant workers took up offers of voluntary retrenchment or were deployed to other jobs. The fate of about 800 was still being discussed with the unions.

But the unions argue that voluntary retrenchments were part of the problem because Eskom was adding to the unemployment market.

With more managerial creativity, training and consultation with civic organisations and trade unions these work-

ers could be used to distribute power to townships that were in darkness, they said.

In the past, unions organising Eskom workers — the National Union of Metalworkers, National Union of Mineworkers of SA and the Electrical Workers' Union — said they had dealt with job redundancies at Eskom in the narrow sense, looking at retrenchments only.

Their current thrust links retrenchments to the broader problem of providing electricity for all. This would require wider consultation between Eskom, unions and civic organisations to find solutions for both problems which unions believe are interlinked.

Questioned

In the first instance, unions have questioned Eskom's role, which is limited only to supplying electricity as cost-effectively as possible.

The unions say that because of its important role in providing essential services in a new South Africa, the corporation's role should be extended so that it can ensure the affordable electrification

Unions organising workers at Eskom set out their objections to the operation of the parastatal and the structures by which it supplies electricity.

SHAREEN SINGH reports.

of all households, industries and agriculture.

Although Eskom had launched an "electricity for all" campaign in August 1987, the process of electrifying black households had taken place at a snail's pace due to numerous legal and capital constraints.

Eskom is a parastatal, but it is believed that Government involvement at present consists primarily in guaranteeing loans which are raised by Eskom. The corporation receives no State subsidy.

Currently the Electricity Council which controls Eskom consists mainly of representatives from big business and Government.

Unions believe fundamentally that this forum should have more democratic participation, in that trade unions organising Eskom workers and civic associations should

at least be represented on this council where joint solutions could be worked out.

The issue of State subsidy needs to be challenged in the Electricity Council, unions believe. They feel the State is evading its responsibility in ensuring that essential services were being provided.

At present, Eskom — bound by legal constraints — sells electricity to municipalities, on request, and not directly to consumers.

Municipalities then take responsibility for distributing to households through private contractors, at an estimated cost of R1 000 to wire a township house and a further R1 000 for the extension of power cables. This is beyond the reach of most township dwellers.

It should be Eskom's responsibility to provide electricity directly to households

and not the responsibility of local authorities, the unions say, and any legislation stopping this must be scrapped.

Black town councils have proven to be inefficient in providing services, they argue, and the existence of such structures is being challenged by civic associations.

The unions have proposed that Eskom establish work teams to extend cables to houses, instal metres and wire houses.

Dropped

These work teams should be primarily composed of workers made redundant in power stations and those retrenched after the closure of three coal mines that were supplying these power stations.

According to the unions, Eskom's argument that the demand for electricity has dropped due to the economic conditions becomes academic, considering that the vast majority of people do not have a power supply.

But electricity demand had dropped in the sense that industrial growth has been limited and industries generally

indirectly subsidise electricity in residential areas. The demand from black municipalities has also dropped because these municipalities, hit by rent and service charge boycotts cannot afford to buy electricity.

But the demand from residents has not dropped. The unions say that township dwellers stopped paying electricity bills because of inadequate services and astronomical electricity bills caused by faulty meters.

The Johannesburg Metropolitan Chamber, with representatives from business, civic associations, Eskom and the TPA among others, plans to discuss the formation of nonracial municipalities.

This could mean the possibility of bringing black and white residential areas under one municipality — for instance, Soweto and Johannesburg could unite.

Soweto residents would then have cheaper and more efficient access to services such as electricity because industries in Johannesburg would be indirectly subsidising the entire area rather than Johannesburg alone. □



Job creation in manufacturing slides

EMPLOYMENT creation in the manufacturing sector increased by an average of only 0,3% a year between 1980 and 1989, a report by the Industrial Development Corporation (IDC) said.

The report found that during the 1960s employment in manufacturing increased by an average 5,4% a year and by 3,0% during the 1970s.

The sector currently employs about 15,8% of all SA workers.

The marked drop in fixed investment in the manufacturing sector since 1980 posed a threat to the prospects for increasing employment creation in manufacturing.

The report said the manufacturing sector's output in 1988 was worth R123 307m.

The report noted a major influence on the manufacturing sector in the 1980s was the decline in the foreign value of the rand.

In 1980 the rand peaked at \$1,35 and in early 1984 the rand was about \$0,90. Since the beginning of 1989 the rand dropped to between \$0,42 and \$0,36.

Although this decline had had an adverse

VERA VON LIERES

effect on the cost of imported plant and machinery, it had also provided a significant export stimulus for locally manufactured products. (181) (23)

However, SA's export potential was inhibited by an adverse international environment manifested in boycotts and sanctions.

Financial boycotts and government's commitment to reduce foreign debt had placed severe pressure on the balance of payments (BoP), which had a negative influence on SA's growth potential in the 1980s.

Double digit inflation during the 1980s had erased the competitive advantage gained by the depreciation of the rand.

Expansion of production capacity in manufacturing and, as a consequence, employment creation in manufacturing would be depressed by current economic policy, the report said.

BIDOM 12/21/71

Workers protest lay-offs at firm

MEMBERS of the South African Chemical Workers Union picketed the offices of Twins Pharmaceutical at Isando yesterday to protest the retrenchment of 174 workers. *Sowetan 13/2/91*

Sacwu spokesman Mr Humphery Ndaba said Twins Pharmaceutical had unilaterally retrenched workers without consulting the union despite an agreement reached with them on November 22 last year.

Ndaba said it was agreed that 20 percent of the staff would work short time - that is not work one day in a week rather than retrench any workers.

He said it was suprising that Twins employed 150 temporary workers in December without informing the union and yet they had said economic considerations was the reason for the retrenchments.

Twins allegedly retrenched the 174 workers on January 18 and the remaining workers embarked on a work stoppage to demand their re-instatement.

Company spokesmen were not available for comment. - *Sapa.*

Cosatu takes on IDC over multi-shift plan

By DREW FORREST

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THE Congress of SA Trade Unions is to meet the Industrial Development Corporation (IDC) to complain about "the use of taxpayers' money to subsidise employer moves to a continuous shift system".

The IDC's "finance scheme for multi-shift production", introduced in May last year, was attacked at Cosatu's central executive committee (CEC) meeting at the weekend.

In its 1990 annual report, the IDC said research had shown that other than in process industries, very few local firms operated more than one shift. The finance scheme aimed to spur the optimal use of existing equipment to save foreign exchange and increase jobs with minimal new investment, it said.

The unions have long objected to continuous shifts as disrupting workers' social lives and posing a potential health and safety risk. Alleged lack of consultation on multi-shift systems has also been a flashpoint.

At the CEC, Cosatu also agreed that its constitutional campaign, as well as focusing on demands for a constituent assembly and interim government, should push for the inclusion of worker rights, such as the right to strike, in the constitution. A campaigns conference next month would decide on forms of action.

Rising job cuts were also raised in the CEC. Stressing that Cosatu needed a "retrenchment strategy", it decided to make retrenchments a focus of this year's living wage campaign, in addition to low pay, central bargaining and race and sexual discrimination.

Retrenchments at Philips

■ Seventy workers are to be axed at two plants of SA Philips in what unionists say is part of a global rationalisation exercise by the Dutch-based firm.

National Union of Metalworkers shop steward Omar Parker says Philips plans to cut 45 000 jobs worldwide. He said 56 jobs would go at SA Philips' Wadeville plant and 14 at Martindale, where the canteen operation may be farmed out to a contractor.

Although the Dutch labour movement was split on "Operation Centurion", Parker said shop stewards hoped to establish contact with it. They were also seeking Numsa head office support for a national campaign, which they hoped would go international.

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Blanket of hope as workers dream of re-opening mill

Star 16/2/91

DESPERATE workers in Harrismith have a dream — to re-open the Free State town's 60-year-old blanket factory and start producing blankets again, says South African Clothing and Textile Workers Union regional secretary, Mr Jabu Gwala.

About 1100 workers who were retrenched on November 30 are looking at options to re-start the Frame Group-owned blanket mill which is standing empty.

Leading community members believe this would be a solution to the rising unemployment in the area, which is being exacerbated by refugees from the Natal violence.

Chairman of the 42 Hill township's chamber of commerce, Samuel Motaung, believes it would be possible to re-open the blanket factory with the help of big business.

Research

"Once big business had helped initially the workers could establish the running of the factory," Mr Motaung said.

Democratic Party leader in the town, Mr Cas Human, echoed the workers hopes when he said the answer would be to re-open the mill under joint worker management control, coupled with careful market research and a "buy South African" campaign.

The factory closure meant almost 20 percent of the 42 Hill township's breadwinners lost their jobs. This was just one of the Frame company's recent casualties caused by the textile industry slump.

Sactu and Frame managed to negotiate reasonable retrenchment packages for most of the workers, but many have been working on factory

PAT DEVEREAUX

looms for years and few have other skills.

"The factory workers are hoping ideally to buy back the factory and start producing blankets again. In two weeks shop stewards from each region will meet in Durban to discuss this issue," said Mr Gwala.

A similar project was set up with the co-operation of the Frame Group, according to manager of the Durban based Zenzeni co-operative, Mr Glen Cormack. The co-operative, funded by Frame as part of a retrenchment deal, started in 1989 and it now employs more than 270 workers and produces boiler suits, dust coats and T-shirts.

Harrismith mayor, Dr Mike van Niekerk, admitted that the factory closure had left a huge gap in the town.

"At this stage all I can say is that the chamber of commerce and our National Party MP, Mr Paul Farrell, are looking into the unemployment situation in our town.

Chairman of Harrismith's chamber of commerce, Mrs Pannie Human, said after the factory closed down "most white employees had been accommodated". But she could not give figures for how many blacks had been re-employed or re-trained.

She said that Harrismith's chamber of commerce had investigated running a few re-training projects in conjunction with the 42 Hill township's chamber of commerce last year "but these had fizzled out".

Mrs Human denied rumours that Harrismith could become a ghost town as a result of the factory closure.

Toyota to S/Times 17/12/91 buck job losses

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Business Times Reporter

WHILE several motor manufacturers are laying off staff, Toyota SA's R7-million investment to raise production of Corollas from 175 a day to 220 will create 1 200 jobs this year, says chief executive Bert Wessels.

About 500 jobs will be at Toyota and the rest at component suppliers.

Mr Wessels says: "With the market still dropping there will be tremendous pressure on some manufacturers to cut overheads by reducing staff.

"In the medium to long term this could spell disaster for the industry because it will lose trained people. Other negative aspects of mass layoffs are diminished worker morale and a drop in quality."

Toyota is investing another R300-million in projects to increase local content and R700-million in tooling to produce new models in the next five years.

The first major project will be for SA manufacture of cylinder heads, camshafts, connecting rods and machined crankshafts for Toyota's Y series four-cylinder engines. It is expected to save about R60-million a year in foreign currency.

Jubilation as deadline moved

By Waghied Misbach

STRIKING workers at a major textile company in Cape Town were in a jubilant mood this week when their company withdrew their deadline for workers to return to work or face dismissal.

More than 800 striking South African Nylon Spinners (Sans) workers had been given until this Thursday to return to work.

But on Wednesday afternoon, as Sans workers were preparing to apply to the Supreme Court to halt the dismissals, Sans management withdrew the ultimatum, it was announced in a lawyer's letter to the workers and the South African Clothing and Textile Worker's Union. The company has instead extended the deadline to February 28.

The letter, read out to more than 500 workers at the Sactwu offices in Cape Town, also stated that workers who missed the new deadline would be allowed to reapply as new employees only.

Face saving

Union organiser Mr Andre Kriel dismissed the Sans letter as "face saving". He said the company had no right to dismiss workers and was merely trying to divide them.

The company this week maintained that 50 percent of the workforce had returned to work. The union disputed this figure.

The Sans workers' key demand is for a monthly increase of R200. The company has offered R172 across the board, a 14,5 percent increase on 1990 salaries.

The strike began on February 1 when pay talks collapsed at conciliation board level. A strike ballot resulted in a majority vote in favour of the strike. Demonstrations at the plant in Bellville continued this week.

Sans have maintained throughout the strike that the action would have "long-term repercussions" on the export trade and was "economically damaging" to those textile companies almost entirely dependent on Sans products.

Withholding tax plan abandoned Barend

B/Pay 20/2/91

BILLY PADDOCK

CAPE TOWN — Government had for the time being abandoned plans to impose withholding tax on interest and there was no question of such a tax on dividends, Finance Minister Barend du Plessis said during the mini-Budget yesterday.

He also said measures to level the playing field between banks and building societies and life offices could not be ready in time for the 1991/92 Budget.

However, the search to change the savings pattern would continue.

Because government was not imposing the withholding tax (10%) on interest, individuals would continue paying the marginal tax rate of 44%.

Du Plessis said the Jacobs Committee on the Promotion of Equal Competition for Funds in Financial Markets had given serious attention to a uniform low withholding tax on individuals interest income with a view to boosting savings of this kind.

"Two potential gaps have emerged, however, with adverse implications for the personal tax base: the reclassification as interest income of other income (such as rent), and so-called arbitrage practices," he said.

To counter this would mean serious intervention in existing financial practices — for instance, if interest expenditure by companies were no longer to be tax-deductible as an operating cost.

Another means of countering arbitrage as a consequence of different tax rates on normal income, interest and dividends for individuals in the wake of a low-rate tax on

interest, would be to introduce a withholding tax on individuals' dividend income too, he said.

But this would be jettisoning a tax principle — to eliminate double taxation — adopted in the last Budget, Du Plessis said.

Du Plessis said it was imperative positive real rates of interest and tax dispensations for the several returns on individual



● DU PLESSIS

investments be maintained, while the framework of financial requirements in which different financial intermediaries competed for savings, should not distort the flow and application of savings among those institutions.

Introducing the Part Appropriation Bill providing for interim expenditure for the period April 1 to July, Du Plessis said it was estimated that R24,7bn was needed.

Central government and the Administrations for Own Affairs required R20,6bn and the provinces R4,1bn.

'Top 100 increased staff by just 0,1%'

B/Pay 20/2/91

Political Staff

(18)

CAPE TOWN — The Top 100 Johannesburg Stock Exchange-listed companies increased dividends last year by 21,3% but only increased employment by 0,1% during 1990, the Labour Research Service (LRS) has found.

Some of the largest Top 100 not only chose to grant shareholders significantly larger dividend payments but also cut employment during 1990.

"Employment creation should be a major concern for South African companies," the Cape-based LRS said.

"Instead of expanding employment opportunities and making economic growth a priority, these companies and directors preferred to keep shareholders happy with large dividend payments."

Profits of the Top 100 companies increased by 15,8%, just above the average 1990 inflation rate of 14,3%.

Despite the recession, the Top 100 companies managed to increase sales by 18,3% during 1990.

"Sales per worker rose by 17,3%. This suggests that workers' productivity has improved at the Top 100 companies."

LRS said the average increase in profits of the 245 companies surveyed in the 16 industrial sectors on the JSE was 25% and those listed in the engineering sector recorded, on average, a 45% increase in profits, the largest in the 16 sectors, during 1990.

"Profits increases for some of the big five conglomerates might have been poor in 1990, but they still earned large returns on their shareholders' investment.

"Anglo American earned the largest return in 1990 of 24%.

"Barlow Rand's profit attributable to shareholders fell in 1990 by 14,2%, but it still managed to earn a very respectable return on shareholders' investment of 22,4%."

"Cutbacks, retrenchments and rationalisation helped manufacturing firms to make their large profit increases," LRS said.

Strikes at mills halt ⁽¹⁸¹⁾ maize meal deliveries

Star 22/2/91
By Willie Mashau

THOHOYANDOU — Strikes by workers at three milling companies have brought deliveries of maize meal in the Zoutpansberg district and parts of Venda to a halt.

The strike started on Monday when workers at two Zoutpansberg milling companies and Louis Trichardt roller mills gathered at one of the mills to demand the recognition of a workers' union. Police arrived and teargassed them, according to the Louis Trichardt chairman of the Food and Allied Workers Union (Fawu), Wilson Ramuageli.

Louis Trichardt police confirmed the incident.

In a letter handed to the Brenner families, who own the mills, workers demanded:

- Reinstatement of dismissed workers who had joined Fawu.
- A pension fund.
- Better working conditions and the implementation of workers' compensation funds.
- Overtime allowances and an end to forcing drivers with code 8 licences to drive extra-heavy-duty trucks.
- An increase in the present minimum of R265 a month.

The manager of the mills, W F Ludick, yesterday refused to talk to The Star.

JSE firms 'place profit above jobs'

Star 22/4/91
By Shareen Singh

The top 100 JSE-listed industrial companies produced a 21,3 percent increase in dividends last year, but only increased employment by 0,1 percent, according to Labour Research Services.

Some of the biggest companies chose to grant shareholders significantly larger dividend payments and cut employment during 1990, LRS said.

Employment creation should be a major concern for South African companies, it added.

But instead of expanding employment opportunities and making economic growth a priority, "these companies and their directors preferred to keep shareholders happy with large dividend payments", the research body said.

Profits of the top 100 companies increased by 15,8 percent, just above the average 1990 inflation rate of 14,3 percent. Despite the recession, these companies managed to increase sales by 18,3 percent.

Sales per worker rose by 17,3 percent, suggesting improved worker productivity.

Listed companies in the engineering sector recorded, on av-

erage, a 45 percent increase in profits last year — the largest increase in profits of the JSE sectors surveyed.

Profit increases for some of the big five conglomerates might have been poor in 1990, the LRS said, but they still earned large returns on their shareholders' investment. Anglo American earned the largest return of 24 percent.

Barlow Rand's profit attributable to shareholders fell by 14,2 percent in 1990, but the company still earned "a very respectable" 22,4 percent return on shareholders' investment.

Barlow Rand group public relations manager John Cammell said the company had not increased its dividend payout.

Despite a 14,2 percent decline in attributable profit for 1990, the total wealth created by the group increased by 6,3 percent to R8,5 billion. Of this, 54 percent was distributed to employees compared with 49 percent of R8 billion in 1989. The proportion distributed to shareholders remained unchanged at 4 percent, he said.

A spokesman for the South African Chamber of Business, of which most of the top 100 companies are members, said the organisation was studying the report and may respond later.

UNIONS and employers are gearing up for the country's most important industrial council pay talks — in the giant metal and engineering industries — amid employer fears that they may prove even tougher than last year.

The talks, covering 380 000 workers and involving 14 unions and the Steel and Engineering Industries Federation, dragged on for five months last year and industry-wide strike action was narrowly averted.

This weekend, the largest union party, the National Union of Metalworkers, is to hold its annual bargaining conference. Some 350 delegates will finalise demands for industrial council talks not only for the metal, but also for the auto assembly, motor and tyre and rubber sectors.

Besides wages, Numsa said in a statement, issues covered would include

Unions, Seifsa gear up for crucial wage talks

the renegotiation of grading systems, the right to training for all workers and the creation of modular training systems accessible to all, compensation for the acquisition of skills, the establishment of training funds for retrenched workers, improvements to job security, job creation schemes and parental rights.

Union sources say while wages are still a central issue, Numsa will be shifting its focus towards job creation and the restructuring of the metal industry. "It is Numsa's view that business has conclusively demonstrated

it is not competent to run the economy and that labour has a major role to play in the reconstruction of the South African economy," the statement said.

To avoid a repeat of what Numsa describes as last year's "drawn-out and

mandating system — last year it was

frustrating negotiations", employers and unions agreed on a number of measures at a pre-negotiation conference last month.

All union demands are to be in by March 4, while the unions are to distinguish between "core demands", on which settlement must be reached to reach an agreement, and "other demands", which may be dealt with outside the main forum. Each union will submit a maximum of six core demands.

It seems likely Numsa will change its

mandating system — last year it was

saddled with the R2-an-hour demand of its bargaining conference throughout the talks. Employers gave between 67c and R1,29.

The union said it was giving serious consideration to the fuller involvement of its membership in the bargaining process.

The state of the metal industries augurs ill for the talks. Seifsa News comments that many employers expect "an even bumpier ride" than last year.

Industrial council figures show that reported retrenchments are running at 2 100 a month, as against 1 300 in 1989.

"Employment levels... are expected to decrease in the year ahead," Seifsa has said. "Factors such as the Gulf war, low gold price, political uncertainty in South Africa, lack of foreign investment and high labour costs will almost certainly exacerbate the poor business conditions in our industry."



Saturday ban protest

FIRMS that fit exhaust systems and tyres to cars met this week to plan a campaign against restrictions on Saturday work.

The meeting follows a Business Times report last week about a summons served on Safe-T-Tyres for aligning wheels to which it fitted tyres on a Saturday.

Marketing director Hylton Epstein says: "After the report we received scores of phone calls of support from the public and the trade. We have met competitors and decided to launch petitions to be signed by the public and our staff members to have the law scrapped.

"The public wants the service and many of our employees welcome the chance to earn more by working on Saturdays."

Under an agreement between the trade and the National Industrial Council for the Motor Industry firms may sell and fit tyres on a Saturday and balance the wheels — but they may not align them.

The agreement, which has the force of law, also bans the fitting of exhaust systems on Saturdays.

Many exhaust and tyre fitment centres, including the biggest, have been breaking the law for years and several have been prosecuted. They appear to regard the fine — usually a few hundred rands — as an unavoidable business cost, says an industrial council spokesman.

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By CURT VON KEYSERLINGK

The council has 24 inspectors in the Southern Transvaal to monitor motor firms and prepare charges against offenders.

The spokesman says about 15 firms are prosecuted each month for working on Saturdays and there are enough contraventions to keep double the number of inspectors occupied.

To change the law the firms must come to a new agreement with trade unions that work under the auspices of the council. But the difficulty is that after years of campaigning, the unions won a five-day week.

Although many of their members would now like to work legally on Saturdays the unions are not likely to agree unless certain conditions, considered unacceptable to employers, are met.

One union will not agree to the change unless its members receive triple pay for Saturday work.

Motor Industries Federation executive director Vic Fourie says the law should be such that each employer can decide, in consultation with his staff, the hours he remains open, that a fair rate of overtime be paid and that staff who do not wish to work overtime not be penalised.

5 Times 24/2/71

Anglo still cutting HQ staff numbers

BLOOD LETTING at Anglo American's head office is not over.

Anglo says fewer than 150 staff members will be retrenched, but some head-office sources say the number may be nearly 300.

A briefing given to one employee was that 240 would be laid off, but she believes management is not giving the true numbers.

Anglo says that its annual budget review "has reflected the overall state of the economic climate and in particular the very difficult conditions of the gold mines, to which Anglo's head office provides services".

Resort

If the gold price continues to fall and Middle East peace prospects improve, more retrenchments at Anglo and other mining houses could follow.

Anglo has taken several steps to cut costs, including a zero nominal increase in the budget after provision for salary and wage rises. Retrenchment is the last resort, says Anglo.

It has also taken employees seconded to subsidiaries outside Johannesburg off its books. Their pay has been debited to the subsidiaries.

An Anglo spokesman says cost containment is a continuous exercise.

"The reduction in staff numbers — whether through attrition, early retirement or, most regrettably, re-

By DIRK TIEMANN

trenchment — at Anglo's head office is thus not complete. Exercises are still in progress in a number of departments."

One is the architectural division, which was slimmed down last October. Four architects were put on early retirement, as were many administrative staff.

A 58-year-old architect says the package he received was good. He now repairs and cleans swimming pools.

"The mines were going to do more township development, but this did not materialise. We had just completed Western Deep. The architectural department which numbered about 110 in October 1990 now employs about 90."

Disaffected employees say the lay-offs come at a time when construction of a head-office building at 55 Marshall Street is going ahead.

Anglo says greater managerial efficiency, productivity and cost reduction are the reasons for going ahead with construction.

"The building will accommodate the major operating divisions under one roof. At present they are in different buildings."

Apparently two head-office buildings will become vacant as soon as the new one is completed.

Anglo says they will be sold or let "depending on the

most sensible business judgment at the time".

Pressure for cost reduction and enhanced efficiency is greater now than in 1989.

"The project is on schedule and within budget."

The cost of the building in 1989 prices was R180-million. It has risen to R200-million. Talk is that 900 people were to be housed in the building, but only 700 will move in.

An Anglo spokesman says the plan is to accommodate 900, but the project has a three-year lead time and projections are difficult.

Cars

Cost-cutting measures already announced by Anglo include the change of its company car scheme to an allowance, which means employees must buy their own vehicles. The idea is to achieve a cash-based remuneration package. This will be implemented on March 1.

Flagship cars are being downgraded and only top executives will drive a Mercedes-Benz.

Anglo says the advantages of car allowances are that individuals will be given greater flexibility and responsibility for organising their own affairs.

An attractive part of the Anglo employment package is a 7% housing bond. Retrenched staff are given six months to transfer their bond, during which Anglo's 7% is charged.

Metalworkers union ¹⁸¹ to limit wage demands

By Shareen Singh

The National Union of Metalworkers decided at a weekend meeting to limit demands for annual wage negotiations to core issues, reflecting a shift in the union's collective bargaining approach. SA 25/2/91

It was decided at the three-day meeting attended by 350 delegates from the union's 10 regions to limit demands to wages, job security and job creation, training, job grading and child care leave.

The decision to limit demands to core issues was aimed to ensure that wage negotiations can be

finalised well before the expiry dates of the current agreements.

The delegates agreed to refer certain other demands to Cosatu, to be raised at negotiations with national employer groups and the State.

These demands included public holidays, job creation projects, trade union rights and hours of work.

Delegates pointed out that business in South Africa had not been competent in directing and building the economy. Investment had been dropping for several years and economic growth was negative, resulting in massive job losses.

Metal union lays down its demands

Sowetan 27/2/91

WITH annual negotiations in the metal industry looming, the National Union of Metalworkers of South Africa has decided on six core demands for national collective bargaining.

These will be limited to wages, job security, job creation, training, job grading and parental leave, the union said in a statement.

About 350 delegates from the union's 10 regions - representing workers in the engineering, iron, steel, metallurgical, auto assembly, motor, tyre and rubber industries - met at the weekend to discuss the demands.

The industry decided to make an early start with preparations for ne-

gotiations in an attempt to conclude the process by May 31.

"This might lead to an earlier settlement than last year, but many employers predict an even bumpier ride," Steel and Engineering Industries' Federation of South Africa said in an editorial in *Seifsa News*.

Trade union and employer demands are to be submitted to the National Industrial Council by March 4.

The unions were asked to distinguish between "core" and "other" demands.

Union delegates agreed to refer other demands to Cosatu, who will raise them for negotiation with national employer groups and the Government.

These demands concerned public holidays, job creation projects, trade union rights and working hours.

Delegates agreed to demand urgent and "very large investment and job creation projects and measures against job loss".

This will be pursued through campaigns by Numsa and Cosatu. -
Sowetan Correspondent

It is that time of year again when workers' strike action costs employers millions of rands in revenue and the talk in the boardroom shifts to mechanisation. But are people really being replaced by high-tech machinery or are employers just blowing off steam? **Waghied Misbach** investigates:

MACHINES do not go on strike, take time off or need good working conditions to keep them working happily.

It is the ideal situation to increase productivity while keeping staff wage costs at a minimum, employers maintain.

But the above scenario is an employer's utopia. The reality is that South Africa has an extremely fragile economy which discounts the possibility of widespread mechanisation, experts argue.

Massive retrenchments, a natural consequence of mechanisation, would mean workers would have no income and would thus be unable to buy the products made by the machines that replaced them — a vicious cycle, experts say.

Employers reply that situation can be solved by increasing training. But the sad state of black education and the low wages of parents will ensure their children remain unskilled.

Recession

Figures from the Manpower Minister Mr Pietie du Plessis in 1989 indicated that by the year 2000, there would be a shortage of 200 000 skilled workers if the two percent annual growth rate continues.

But the current recession in the economy has meant industry as a whole has cut spending on training.

On top of all that, skills training is not taking place in the crucial technical fields. Reports indicate that 10 percent of South Africa's manpower is being trained in a technical field, while 75 percent would be required to meet future manpower requirements.

The manufacturing sector, which experts consider will take over from the shrinking mining industry, has shown little growth in productivity or provided the expected jobs. This is despite capital intensity in the manufacturing industry growing steadily for more than three decades.

South 28/2-6/3/91
Mechanisation: Bosses' Utopia (181)



UNWANTED? Farmworkers such as these must fear for their jobs with the increasing mechanisation of their industry

PIC: PAUL WEINBERG

Experts maintain that the government has been encouraging capital-intensive, rather than labour-intensive growth. Capital-intensive investments like Iscor (iron and steel), Sasol (synthetic fuels) and Armscor (ammunitions) were established by the government from 1924 onwards. Foreign investors also played their part. By 1975 there were almost 700 subsidiaries of American and European companies.

"The bottom line is that manufacturing has not generated growth in output or productivity, despite the increase in capital intensity, and has not created new jobs," says a report from Interfund, an influential London-based fundraising consortium.

At Iscor, 1 800 jobs will be lost at the steel giant's Pretoria works due to its rationalisation and modernisation programme, according to reports. The modernisation programme aims to change "technologically-obsolete processes".

According to the Steel and Engineering Industries Federation (Seifsa), the metal industry is expected to cut 37 000 jobs from a total of 387 000. Strikes over wages have exacerbated the situation. In the first half of 1990, strike actions resulted in the loss of almost 1.2m workdays.

But while strike action is usually the spark, it is not the sole reason for the increasing boardroom talk of mechanisation. Mr Colin McCarthy, executive director of the Chamber of Commerce, says strikes are not the reason for employers' increasing talk of capital-intensive production.

He argues there is a myriad of factors involved, competition with cheaper overseas markets being one of the major reasons.

McCarthy says labour unrest merely accelerates unproductivity.

Inflation rises because people are asking too much in wages for the same level of production. That is why South Africa's inflationary rate is 14 percent, compared to that of Europe's average of three percent, McCarthy maintains.

To counter businesses closing down, McCarthy believes trade unions and employers have to work together to increase production and thus worker's wages.

"It does not mean working harder, but working smarter." A researcher for the South African Labour Development Research Unit

(Saldru) at UCT disputes McCarthy's assumptions.

"All this is being blamed on the poor worker again. Studies that have been undertaken in the informal sector of the clothing industry in parts of Cape Town have shown workers get much higher wages because the management layer of the equation has been cut out."

He argues, however, that mechanisation is part of the broader problem of unemployment in the country, where the total level of employment has risen by only six percent in the period 1980-1988.

"The growth in overall employment can be contrasted with the estimated annual increase in the number of jobseekers of over three percent.

"That means it makes it extra difficult for new job seekers to get jobs. The political implications of the problem is enormous," he said.

In industries where mechanisation seems most likely to happen, it is not financially viable.

In the motor industry, for example, mechanisation will be profitable only if at least 2 000 cars are produced daily. The entire motor manufacturing industry, which consist of seven major companies, produce between 1 300 and 1 500 cars daily, according to 1988 figures.

Viable

The clothing industry is in a similar position. McCarthy says the clothing industry is still very labour intensive; mechanisation would not be viable.

The agricultural sector seems to be the most hard hit of all industries in terms of loss of jobs, according to Interfund.

It reports that the Central Statistical Services (CSS) estimate that employment fell by 9.5 percent in 1988.

This sector employs the most people — 600 000 on 65 000 farms — with another 600 000 employed as casual labour.

"The employment implications of the shift to mechanised, large-scale agricultural production have been drastic," reports Interfund.

"On highly-mechanised farms, wage increased 250 percent, but the number of workers permanently employed fell."

On the Anglo American Corporation's Sotseveld farms, for example, labour usage fell from 34,1 to 1.8 workers for each 100 hectares.

Everyone seems to agree that mechanisation is important for the development of the South African economy, but the government's resources are strained.

The backlog in investments and technology will require billions for a competitive economy.

Already, social spending to correct the imbalances of apartheid will amount to about R75bn

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had also been affected.
(vu) spokesperson, Mr
Food and Allied Work
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South 282 - 6/3/91

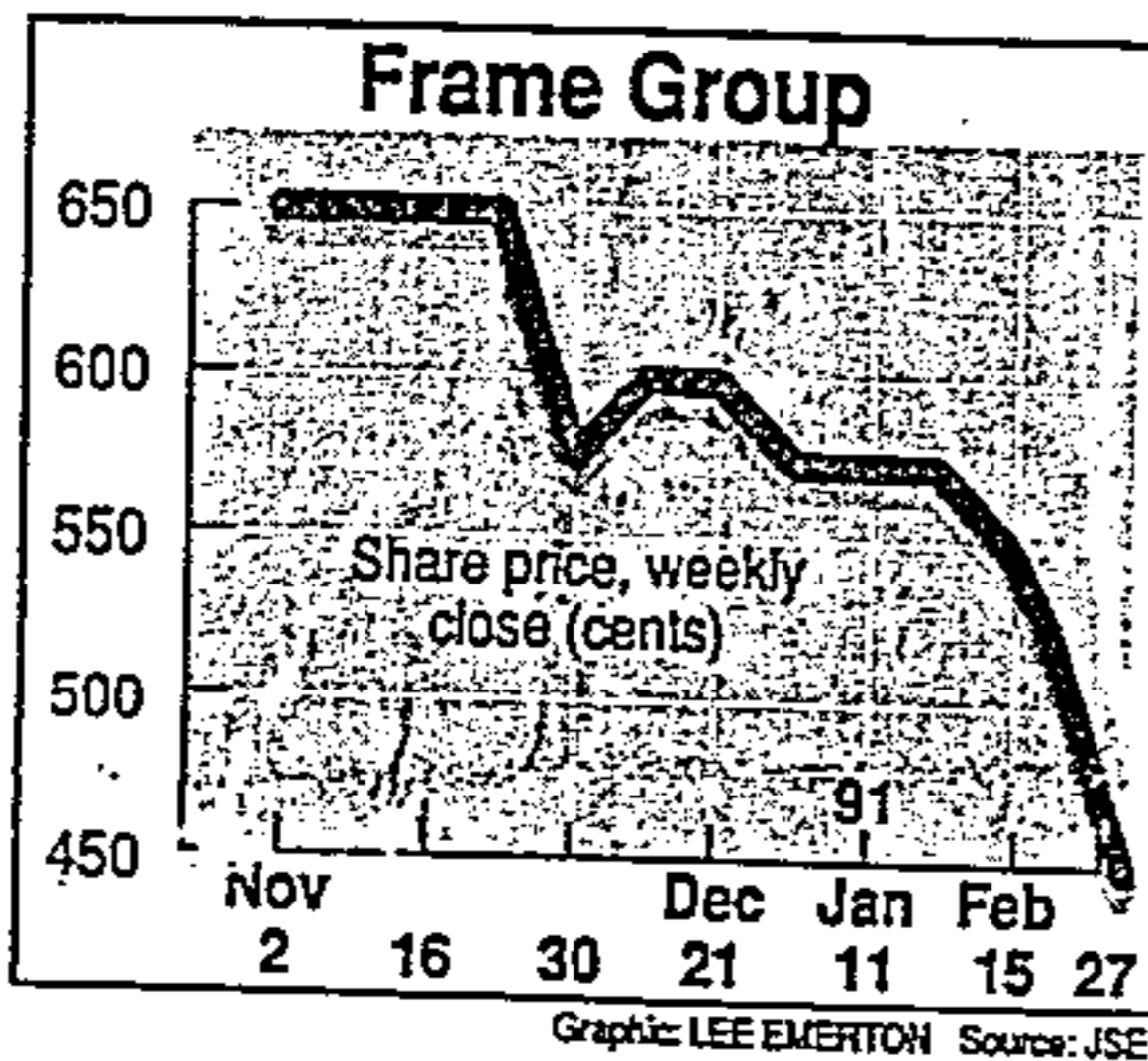
A WORKER dismissed recently for wearing a Pan Africanist Congress T-shirt has been awarded R5 000 in an out-of-court settlement.

Christopher Lewis, an employee at Peninsula Packaging in Cape Town, was awarded the amount after his union, the South African Chemical Workers Union (Sacwu) threatened to take the company to the Industrial Court, said Sacwu's spokesperson, Mr Peter Roman, on Wednesday. (181)

Roman described the settlement as a victory for Sacwu.

The company was not available for comment.

Strikes cost Frame Group R30m



ROBERT LAING

THE Frame Group has reported a R30m loss of profit due to strikes. (181)
 Write-offs and difficult trading conditions contributed to an interim loss of 257,5c a share compared with earnings of 64c at the 1989 interim stage. (181)
 The six months to end-December were described as the most difficult trading period in its 26-year history.
 Retrenchments and the write down of stocks and assets cost R19,5m.

□ To Page 2

Frame Group

Turnover of R371,8m (R457,8m) was converted into an operating loss of R38,9m compared with a profit of R34,5m in the same period in 1989.

Attributable earnings plummeted by 503% to a loss of R48,8m (profit: R12,1m).

The group's interim report said strikes, government's loosening of import protection, high interest rates and the recession had put the textile industry into a crisis.

These factors resulted in subsidiary Frame Textile Corporation suffering an operating loss of R31,6m (profit of R18,1m).

Frame said the strike in July, which involved about 11 000 workers at four of the textile group's centres, cost it R30m.

Cheaper imports, SA's oversupply of

blankets and the recession caused sales volume to drop 30%.

Management said the "dramatic downturn" in sales volume cancelled the group's efforts to reduce its stock holding.

Group borrowings amounted to R220m (R158m) at end-December.

The slump in the blanket business resulted in Frame Waverley Textiles showing a loss of R9,1m (1989 profit: R7,7m).

Directors said the second half should produce better results.

Consolidated Frame Textile made an attributable loss of R79,6m (profit: R20,8m), translating into a loss of 141,6c a share (earnings: 37,2c).

□ From Page 1

Numsa members cash in on share deal

MORE than 4 800 National Union of Metalworkers of SA (Numsa) members stand to collect more than R400 each from the proceeds of a preferential offer of Iscor shares acquired when Iscor was privatised and listed on the JSE in 1989.

Rand Merchant Bank (RMB) financed the workers' purchase of preferentially allocated shares and underwrote the purchase price. *by Day 11/3/91*

The shares were sold in December 1989, after the listing. RMB was repaid the amount it had advanced and the net profit of R1,6m, equivalent to 22c a share, was invested.

VERA VON LIERES

In the past 15 months the R1,6m has earned interest of R400 000.

At the end of 1989 Bobby Marie, Numsa's spokesman, said the money would be invested for the workers' collective interests.

However, early last month the union instructed RMB to distribute the profit and accrued interest to those members who had applied for shares.

Union spokesman Bernie Fanaroff yesterday confirmed the union had decided to distribute the proceeds of the sale among members.

Numsa explains share deal

NUMSA official Bernie Fanaroff has disputed the accuracy of an article, "Numsa members cash in on share deal" (Business Day, March 1), dealing with the liquidation of a R1.9m fund created from the proceeds of the sale of Iscor shares. *SDay 5/3/91 (181)*

Fanaroff said the article was distorted by the omission of the explanation that "the liquidation of the fund was decided on by Numsa because rival unions were using it to stir up conflict in Iscor plants". Elaborating yesterday, Fanaroff said the background to the decision was the incidents of violence since September at the Iscor plant and hostels in Vanderbijlpark, and other violent incidents involving Iscor employees in the Newcastle area.

Numsa spells out 1991 pay demands

THE National Union of Metalworkers of South Africa (Numsa) last night announced its 1991 national wage demands, which include a R2-an-hour or 25% across-the-board increase and job security demands.

The union will also seek joint control over job creation schemes, and paid training for retrenched workers in the engineering, motor and tyre industries.

Other demands include 20 days' annual paid child-care leave for both parents in all sectors. Numsa also wants March 21 as a paid holiday for engineering workers.

A Numsa statement said the union would demand an increase of R2 an hour or 25% — whichever is the greater — for

employees in all four sectors. (181)

It said the demands were limited in number to facilitate the speedy completion of bargaining which starts in the engineering and auto industries on March 15 and in the tyre industry on March 14.

"Although wages are a key demand, the other demands concentrate primarily on employment security, job creation and training," the statement said.

Numsa believed workers should have an increasing say in "economic and industrial strategy at all levels".

BIPCA 5/1/91



Same again, Louis

Luyt hops back into the beer market by launching brewery

MARCIA KLEIN

LOUIS Luyt is back in the beer business. The rugby supremo has challenged beer giant SA Breweries by announcing his intention to build a brewery.

The new plant, situated in Randfontein, has already been acquired.

In an interview yesterday, Luyt said his brewery would have "a couple of hundred million rands in turnover".

He had been planning the brewery for the past eight years.

Luyt said there would be "a substantial foreign investment" in the brewery.

However, he would control the company and

his beer interests would be incorporated into one of his existing companies.

He would not say which major international beer brands might come to SA via his new brewery, but said "well-known brands" would be marketed. An announcement of the brands would be made towards the end of the year.

The Transvaal rugby chief said his "biggest mistake" in business had been to sell his previous interests in the beer industry.

He sold Louis Luyt Breweries, which produced Luyt Lager, to Anton Rupert's Oude Meester in July 1973. He said: "I have been

^{8/10 Day 6/3/91} there before and I understand the industry and the consumer market."

Although he would make no comments on SAB, he said the danger of a monopoly was that it was always vulnerable to attack.

Construction of the new brewery would begin in the next two to three months, and production was expected to start in January 1992. About 450 to 500 people would be employed.

The brewery would be housed on a 10,5 ha site, which allowed for considerable expansion. All the required infrastructure had already been established, including electricity and efficient equipment.

Luyt said: "Randfontein was chosen as it by far the best access to all the target market coupled with its city council's ability to take quick decisions and its co-operation in respects."

"With sanctions going, mammoth enterprises must be looking at SA which is the best growing market for beer in the world". SA's beer consumption was half that of Britain, but within five years SA's would surpass the UK's, he said.

With his entry into the market, "overseas enterprises would think twice before moving in".



Numsa steps up wage campaign

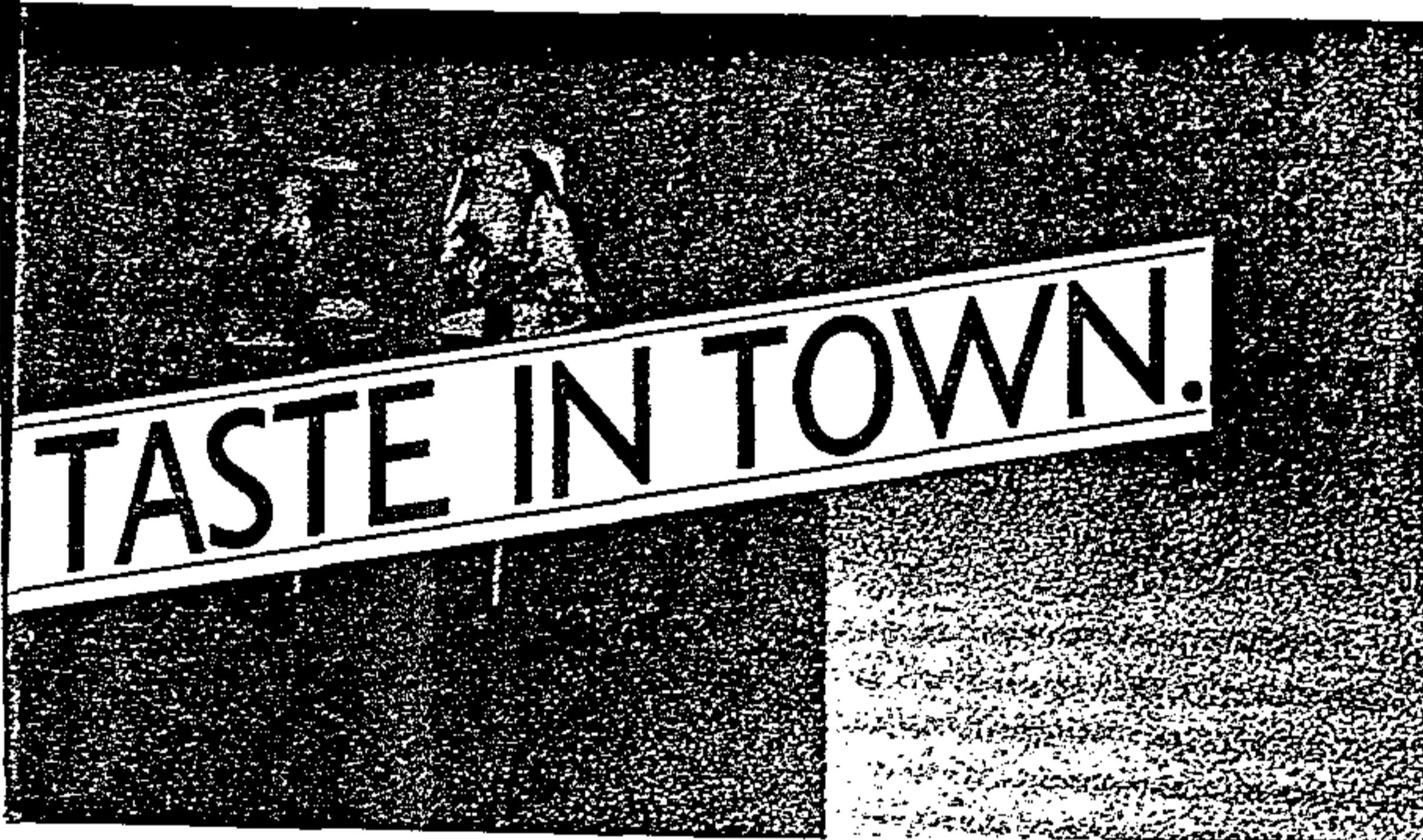
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THE National Union of Metalworkers of South Africa will this year press for a R2-an-hour or 25 percent across the board increase as part of its national wage demands.

In a statement issued on Monday night, Numsa said although wages were a key demand in 1991, demands

concerning employment security, job creation and training would also feature high.

"The union, therefore, believes that workers and their unions must increasingly have a say in economic and industrial strategies at all levels," Numsa argued. - Sapa.



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(181)

Philips workers protest against dismissal

By Shareen Singh

an end to retrenchments

Dismissed Philips SA workers yesterday demonstrated outside the company's head office in Randburg and at its Martindale, Johannesburg, plant demanding

The company employed sub-contracting companies to take on work in three departments, which resulted in the retrenchment of about a 100 workers, it was disclosed yesterday.

A further 54 production line workers were retrenched at the company's Wadeville plant.

Fedics, XPS and Armed Response had taken over the services of canteen, transport and security respectively.

Stew 7/3/91
A spokesman for the National Union of Metalworkers, Omar Parker, said that if the company instituted proper training programmes for its internal staff to be more efficient, it would not require outside services.

Numsa gears up for wage talks

South Africa - 13/3/91

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By Wagheed Mischach

THE country's largest industrial council bargaining, affecting tens of thousands of workers, is set to start later this month after proposals were finalised this week.

The central committee of the National Union of Metal Workers of South Africa (Numsa), representing about 243 000 workers, approved proposals for

industrial bargaining put forward by Numsa's National Bargaining Conference (NBC) last month.

Demands this year have predictably centred on wages, but includes demands on employment security, job creation and training.

Numsa has demanded, among others, that retrenched workers be entitled to paid training and jointly controlled job creation schemes.

The union's national organiser, Jeff Schreiner, said Numsa intended making job security and training the focus of its

campaigns as widespread retrenchments are expected in the metal industry.

Numsa has limited their demands to "facilitate a speedy completion to the bargaining" in the four sectors — engineering, motor, auto and tyre.

Bargaining starts in engineering and auto industries on March 15 and in the tyre industry on March 14.

Centralised bargaining, adopted for the first time last year by Numsa, initially met with opposition from workers.

The Mercedes Benz plant in East Lon-

don (MBSA) ground to halt when 500 workers, which included half of Numsa's shopstewards, staged a sit-in protest against the national bargaining forum for the motor industry last year.

The workers argued that plant level negotiation resulted in greater gain.

Schreiner said, however, that workers were not opposed to centralised bargaining as such, but wanted "supplementary bargaining" included.

He said that MBSA was an exception in the industry.

Please Re

Unionists seek 18% wage hike

6/10 am 7/13/91
THE Confederation of Metal and Building Unions (CMBU) has submitted national pay proposals which include a demand for an 18% increase on basic wage rates.

The current hourly minimum wage in the metal and engineering industries is R4,18. The top wage is R9,50.

The CMBU also proposed that overtime exceeding 10 hours a week be paid at double the normal rate.

Director of the 90 000-strong CMBU Ben Nicholson said yesterday demands included increases to pension fund contributions, review of the notice period for short-time work and Workmen's Compensation Act cover for all employees.

The National Union of Metalworkers (Numsa) will demand an across-the-board increase of R2 an hour or 25% — whichever is greater — for employees in all four sectors of the industry.

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VERA VON LIERES

22
Nactu's 30 000-member Metal and Electrical Workers' Union (Mewusa) is demanding a R1,50 an hour increase.

Spokesman Tomi Oliphant said Mewusa would pursue its demand for a minimum hourly rate of R6 for the lowest-grade workers.

It would also demand a 40-hour week and push for an end to wage differentials among the various grades.

Other demands include March 21 as a paid holiday; increases in shift and living-out allowances; and improved severance pay.

Mewusa is also tabling demands involving the training of operatives and artisans.

The first round of negotiations are scheduled for March 15.

Seifsa proposals include more overtime, less leave

THE Steel and Engineering Industries Federation (Seifsa) has, for the third consecutive year, tabled its own proposals for metal industry council talks, scheduled to start this week.

They include an increase in permissible overtime from 10 hours a week to 60 hours in any four-week cycle for non-site work and 80 hours for site work to a maximum of 20 hours a week. The overtime proposals are expected to encounter strong resistance from the unions, many of which argue for less overtime as a method of job creation.

Seifsa warned yesterday that metal industry workers were being retrenched at the rate of 2 100 a month and that many union demands were unrealistic.

Other core employer proposals include the right to deduct two days' sick leave if it is found that employees are abusing sick

VERA VON LIERES

leave arrangements.

A Seifsa statement said the federation would seek to impose greater penalties for unauthorised absence and that employees dismissed for misconduct and re-employed by the same employer within 30 days should not be regarded as having been continuously employed.

The statement said most of the 12 registered trade unions in the industry had demanded amendments to the Main Agreement. Demands for wage increases ranged from 16% to 167%. Other union demands included a four-hour reduction in the 44-hour work week without loss of pay, an increase in employer and employee contributions to pension funds, non-scheduled employees to be covered by the Main Agreement, a minimum of four weeks'

severance pay for each year of service, and 20 days' child care leave a year for all employees.

Seifsa said employers were hard-pressed to cope with the escalating cost of labour and low levels of productivity.

Despite deteriorating economic conditions and retrenchments, trade unions had submitted a large number of demands. It was unrealistic to expect employers to meet all of them.

Last week the National Union of Metalworkers (Numsa) called for a R2-an-hour across-the-board increase — or 25%, whichever was the greater. It proposed a minimum rate of R4,50 an hour in the motor industry.

Numsa also tabled proposals on job security and training, including the establishment of jointly controlled job creation schemes and union access to company information.

Overtime the issue in Seifsa demands

w/ Mail 8/3-14/3/91.

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COUNTER-DEMANDS on overtime tabled by the 3 500-member Steel and Engineering Industries Federation (Seifsa) in vital metal industrial council talks are certain to hit stiff trade union resistance.

Seifsa has tabled its own proposals for the third year on the trot. They were leaked to *The Weekly Mail* this week after key union parties to the council publicised their demands.

Seifsa envisages a sharp increase in permissible overtime from the current 10 hours a week to 60 hours over a four-week cycle for non-site work and 80 hours for site work, with a maximum of 20 hours in any one week.

Employer calls for a scrapping of the 10-hour limit last year were rejected by unions, which called for reduced overtime to save jobs. Metal industry retrenchments are currently running at 2 100 a month.

Other Seifsa "core" demands this year include the right to deduct an additional shift, for leave pay and bonus qualification purposes, for unauthorised absences, and that workers fired for misconduct and rehired within 30 days should not be regarded as continuously employed.

In proposals for negotiation outside

In the run-up to the annual wage talks in the metal industries, which begin next week, employers and unions are squaring up for a tough round of negotiations, reports
DREW FORREST

the main forum, it also calls for a ban on industrial action, and compulsory arbitration, in respect of essential workers such as boiler attendants and security personnel.

This week the National Union of Metalworkers unveiled its demands for central wage talks covering some 600 000 workers in the metal, motor, auto and tyre sectors.

A key Numsa aim is to build unity and equalise conditions across and within sectors.

To this end, it calls for a R2-an-hour guaranteed personal increase (or 25 percent, whichever is greater) and the scrapping of area wage differentials in all four industries.

To help line up minimum rates, it proposes a rise to R4,50-an-hour in motor, but the retention of the status quo in auto and tyre.

The R2 demand, the same as last year, represents a hike of between 21 and 44 percent in metal.

Pointing to what unions actually won last year (67c at the bottom) manage-

ments insist the final award will be nowhere near the figure demanded.

A further Numsa demand is for the inclusion of an estimated 40 000 non-scheduled workers — for example, office staff — under the metal agreement.

Twenty days' paid child-care leave a year is another cross-sector demand.

As steps towards industrial restructuring, initiated in last year's talks, Numsa has tabled far-reaching proposals for job security, job creation and training common to all sectors.

Its basic demand is for paid training for all workers, and to facilitate operator training it calls for no more than five job grades per industry — in metal there are currently 13.

Key demands include:

- The establishment of industry funds to train all workers, under joint employer-union control, to which employers would contribute 10c a worker an hour. In the metal sector, this would realise R80-million a year.

- The right of all retrenched to training, for which 10 percent of the industry funds would be earmarked.

- The establishment of jointly controlled job creation schemes.

- Union rights to information on the operation and plans of companies.

Talks in metal and auto start on March 15 and in the tyre sector on March 14.

Wildcat strike finds favour with Eastern Cape workers

Special Correspondent

181
CPren
10/3/91

THE Eastern Cape is the area of South Africa hardest hit by strikes and labour unrest precisely because it is highly politicised and its workforce militant.

During a recent national stayaway organised by the ANC and Cosatu, businesses in the Eastern Cape were worst affected and most factories brought to a standstill.

Large car manufacturers in the Eastern Cape and their suppliers are most affected by the disruptions.

The National Union of Metal Workers (Numsa) met recently to formulate demands for this year's wage negotiations in the metal and car industries.

Should this year's negotiations be similar to negotiations of the past, it will mean car manufacturers will have to prepare themselves for an extremely uncertain period during which production will be repeatedly disrupted and profits negatively affected.

The Labour Relations Unit at the University of Port Elizabeth investigated the nature and dynamics of strikes in the Eastern Cape, and released a number of findings.

While the main cause of strikes in other parts of the country is mainly differences over wages, in the Eastern Cape it revolves around disciplinary matters and dismissals.

Research by the Unit shows that 29 percent of all strikes were caused by dismissals and disciplinary matters, while only 16 percent were caused by wage disputes.

According to the unit the majority of strikes in the Eastern Cape were a transgression of statutory and non-statutory procedures about which employers and employees had agreed.

Research has shown that most strikes are caused by breaking recognition agreements, which form the basis for the relationship between employers and trade unions.

These findings explain much of the labour unrest at the Mercedes Benz plant in East London and Volkswagen plant in Uitenhage as well as the actions taken by management.

The management of both concerns insisted that Numsa undertake not to break agreements on procedures any longer.

The finding of the labour consultants – that trade union leaders have become more sophisticated in their negotiations but still have little understanding of their implications – is reflected in the attitude of Eastern Cape workers.

Judy Parfitt, a lecturer at the Labour Relations Unit at UPE, said research has shown that workers prefer illegal action to legal strike action.

"Only nine percent of the 127 strikes in 1989 took place according to prescribed procedures, while the rules were ignored in 85 percent of the strikes. Strikes were called before the statutory channels for solving disputes were fully utilised," she said.

The Labour Relations Unit found that workers in the Eastern Cape don't take prescribed procedures into consideration.

As things stand, employers in the Eastern Cape might be correct to ask if it is worth negotiating procedures with trade unions when such agreements are being ignored.

Anglo denies talks with ANC on jobs for exiles

Star 12/31/91

Anglo American had never held talks with the ANC or any other political organisation regarding the employment of returning exiles, spokesman James Duncan said yesterday.

He was responding to a report that ANC officials had held talks with Anglo American in a bid to secure jobs for their returning members.

Mr Duncan was quoted as saying the company would be "happy to assist with job

placements".

Mr Duncan conceded that Anglo had discussed the matter with a number of intermediaries, some of whom might have been representing the ANC.

ANC spokesman Aziz Pahad said yesterday that the ANC had contacted a number of companies and employers to ask them to consider employing returning exiles. — Political Staff.

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Seifsa, unions to meet over wages

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Sowetan 12/3/91

THE annual wage negotiations in the metal industry, which start on Friday, will take place against a background of declining economic conditions and escalating costs of labour and low productivity.

At a Johannesburg media briefing yesterday, the Steel and Engineering Industries Federation said South Africa was a high-wage country compared with its competitors on the international market.

"With labour becoming expensive and (our) technology lagging behind, some South African products are becoming increasingly uncompetitive in the international markets," said executive director Mr Brian Angus.

Seifsa said an estimated 28 000 employees were retrenched last year.

Angus said, however, that the number could be much higher as the figures did not include administrative and sales staff.

He said despite the deteriorating economic conditions and the alarming num-

ber of retrenchments, trade unions had submitted wage increases of up to 167 percent.

The negotiations between 12 unions representing 273 203 workers and 9 000 companies employing more than 360 200 people represented more than a third of the total manpower engaged in manufacturing activity in South Africa, said Seifsa.

Besides wages, trade unions are expected to demand a 40-hour working week without loss of pay. This featured prominently in last year's talks.

The National Union of Metalworkers' demand for centralised bargaining is presented against the background of increasing employer demands for exemption from the main agreement on an industrial sector and regional basis.

Angus said employers were demanding a move away from the main agreement towards sector and regional agreements because of specific economic circumstances in certain areas. - Sapa.

SCHEDULE

I Refund Item	II Tariff Item	III Code	C. D.	IV Description	V Extent of Rebate	VI Extent of Refund	Annotations
609.05				By the substitution for Note (h) of the following: “(h) “mining” the process by which useful minerals are obtained from the earth’s surface or crust, both by surface mining or by underground mining, including the metallurgical processes necessary to recover metals or minerals from the ores or materials mined and the rehabilitation of the surface of any open-cast mine, but does not include exploration or prospecting operations;”			

Note.—The definition of “mining” is extended to include “the rehabilitation of the surface of any open-cast mine”. The amendment has retrospective effect to 29 December 1989.

BYLAE

I Korting- item	II Tarief- item	III Kode	T. S.	IV Beskrywing	V Mate van Korting	VI Mate van Terugbetaling	Annotations
609.05				Deur Opmerking (h) deur die volgende te vervang: “(h) “mynbou” die proses waardeur bruikbare minerale verkry word van die aarde se oppervlakte of kors, deur beide bo- of ondergrondse mynbou, met inbegrip van die metallurgiese prosesse wat nodig is om metale of minerale te herwin van die erts of materiale wat ontgin is en die rehabilitasie van die oppervlakte van enige groefmyn, maar sluit nie eksplorasië of prospekter werksaamhede in nie;”			

Opmerking.—Die omskrywing van “mynbou” word uitgebrei om “die rehabilitasie van die oppervlakte van enige groefmyn” in te sluit. Die wysiging het terugwerkende krag tot 29 Desember 1989.

DEPARTMENT OF MANPOWER

No. R. 522

15 March 1991

(181) LABOUR RELATIONS ACT, 1956

MOTOR INDUSTRY.—AMENDMENT OF PENSION FUND AGREEMENT

I, Eli van der Merwe Louw, Minister of Manpower, hereby in terms of section 48 (1) (a) of the Labour Relations Act, 1956, declare that the provisions of the Agreement (hereinafter referred to as the Amending Agreement) which appears in the Schedule hereto and which relates to the Undertaking, Industry, Trade or Occupation referred to in the heading to this notice, shall be binding, with effect from 1 April 1991 and for the period ending 1 February 1996 upon the employers' organisations and the trade unions which entered into the Amending Agreement and upon the employers and employees who are members of the said organisations or unions.

E. VAN DER M. LOUW,
Minister of Manpower.

DEPARTEMENT VAN MANNEKRAG

No. R. 522

15 Maart 1991

WET OP ARBEIDSVERHOUDINGE, 1956

MOTORNYWERHEID.—WYSIGING VAN PENSIOENFONDSOORENKOMS

Ek, Eli van der Merwe Louw, Minister van Mannekrag, verklaar hierby, kragtens artikel 48 (1) (a) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings van die Ooreenkoms (hierna die Wysigingsooreenkoms genoem) wat in die Bylae hiervan verskyn en betrekking het op die Onderneming, Nywerheid, Bedryf of Beroep in die opskrif by hierdie kennisgewing vermeld, met ingang van 1 April 1991 en vir die tydperk wat op 1 Februarie 1996 eindig, bindend is vir die werkgewersorganisasies en die vakverenigings wat die wysigingsooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasies of verenigings is.

E. VAN DER M. LOUW,
Minister van Mannekrag.

SCHEDULE**THE NATIONAL INDUSTRIAL COUNCIL FOR THE
MOTOR INDUSTRY****MOTOR INDUSTRY PENSION FUND****AGREEMENT**

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

South African Motor Industry Employers' Association

and the

South African Vehicle Builders' and Repairers' Association

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

Motor Industry Employees' Union of South Africa

and the

National Union of Metalworkers of South Africa

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

being the parties to the National Industrial Council for the Motor Industry,

to amend the Motor Industry Pension Fund Agreement published under Government Notice No. R. 7 of 2 January 1981, as amended and renewed by Government Notices Nos. R. 1581 of 30 July 1982, R. 2319 of 26 October 1984, R. 358 of 28 February 1986, R. 1724 of 15 August 1986, R. 1800 of 21 August 1987, R. 1687 of 19 August 1988, R. 1483 and R. 1484 of 29 June 1990.

1. CLAUSE 2.—SCOPE OF APPLICATION OF AGREEMENT

(1) The terms of this Agreement shall be observed throughout the Republic of South Africa (excluding the area occupied by the Cape Explosives Works Ltd, Somerset West) by all employers in the Motor Industry who are members of the employers' organisations and by—

(a) all members of the Motor Industry Employees' Union of South Africa, including apprentices; and

(b) all journeymen members of the National Union of Metalworkers of South Africa who are validly in possession of a Grade CA or CAE membership card issued to them prior to 1 January 1984.

(2) Notwithstanding the provisions of subclause (1), in the case of journeymen who are members of the National Union of Metalworkers of South Africa and their employers (in respect of such journeymen), the terms of this Agreement shall be observed only in the Province of Natal, the Cape Province and the Magisterial Districts of Alberton, Barberton, Benoni, Bethal, Boksburg, Brakpan, Brits, Ermelo, Germiston, Heidelberg (Transvaal), Johannesburg, Kempton Park, Klerksdorp, Krugersdorp, Lichtenburg, Middelburg (Transvaal), Nelspruit, Pietersburg, Piet Retief, Potchefstroom, Pretoria [including those portions of the Magisterial District of Odi and Moretele which, prior to 1 June 1972 (Government Notice No. 872 read with Government Notices Nos. 893 and 894 of 26 May 1972,) fell within the Magisterial District of Pretoria], Randburg, Randfontein, Roodepoort, Rustenburg, Springs, Standerton, Vanderijlpark, Vereeniging, Witbank, Bloemfontein (including those portions of the Magisterial Districts of Jagersfontein and Petrusburg which, prior to the publication of Government Notice No. 1106 of 26 July 1963, formed part of the Magisterial District of Bloemfontein, but excluding that

BYLAE**DIE NASIONALE NYWERHEIDSRAAD VIR DIE
MOTORNYWERHEID****PENSIOENFONDS VIR DIE MOTORNYWERHEID****OOREENKOMS**

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

South African Motor Industry Employers' Association

en die

South African Vehicle Builders' and Repairers' Association

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

Motor Industry Employees' Union of South Africa

en die

National Union of Metalworkers of South Africa

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

wat die partye is by die Nasionale Nywerheidsraad vir die Motornywerheid,

om die Ooreenkoms vir die Pensioenfonds vir die Motornywerheid, gepubliseer by Goewermentskennisgewing No. R. 7 van 2 Januarie 1981, soos gewysig en hernieu deur Goewermentskennisgewings No. R. 1581 van 30 Julie 1982, R. 2319 van 26 Oktober 1984, R. 358 van 28 Februarie 1986, R. 1724 van 15 Augustus 1986, R. 1800 van 21 Augustus 1987, R. 1687 van 19 Augustus 1988, en R. 1483 en R. 1484 van 29 Junie 1990, te wysig.

1. KLOUSULE 2.—TOEPASSINGSBESTEK VAN OOREENKOMS

(1) Hierdie Ooreenkoms moet oral in die Republiek van Suid-Afrika (uitgesonderd die gebied geokkupeer deur die Cape Explosives Works Ltd, Somerset-Wes) nagekom word deur alle werkgewers in die Motornywerheid wat lede van die werkgewersorganisasie is en deur—

(a) alle lede van die Motor Industry Employees' Union of South Africa, met inbegrip van vakleerlinge; en

(b) alle vakmanlede van die National Union of Metalworkers of South Africa wat in besit is van 'n geldige lidmaatskapkaart graad CA of graad CAE wat voor 1 Januarie 1984 aan hulle uitgereik is.

(2) Ondanks subklousule (1) moet hierdie Ooreenkoms, in die geval van vakmanne wat lede is van die National Union of Metalworkers of South Africa en hul werkgewers (ten opsigte van sodanige vakmanne), nagekom word net in die provinsie Natal, die Kaapprovinsie en die landdrostdistrikte Alberton, Barberton, Benoni, Bethal, Boksburg, Brakpan, Brits, Ermelo, Germiston, Heidelberg (Transvaal), Johannesburg, Kempton Park, Klerksdorp, Krugersdorp, Lichtenburg, Middelburg (Transvaal), Nelspruit, Pietersburg, Piet Retief, Potchefstroom, Pretoria [met inbegrip van daardie gedeeltes van die landdrostdistrikte Odi en Moretele wat voor 1 Junie 1972 (Goewermentskennisgewing No. 872, gelees saam met Goewermentskennisgewing Nos. 893 en 894 van 26 Mei 1972), binne die landdrostdistrik Pretoria geval het], Randburg, Randfontein, Roodepoort, Rustenburg, Springs, Standerton, Vanderbijlpark, Vereeniging, Witbank, Bloemfontein (met inbegrip van daardie gedeeltes van die landdrostdistrikte Jagersfontein en Petrusburg wat voor die publikasie van Goewermentskennisgewing No. 1106 van 26 Julie 1963 deel uitgemaak het van die landdrostdistrik Bloemfontein, maar

portion of the Magisterial District of Bloemfontein which, prior to the publication of Government Notice No. 2076 of 19 November 1971, fell within the Magisterial District of Thaba Nchu) and Kroonstad (including that portion of the Magisterial District of Hennenman which, prior to the publication of Government Notice No. 790 of 30 May 1963, formed part of the Magisterial District of Kroonstad).

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2. CLAUSE 3.—DEFINITIONS

Insert the following definition for the definition "pensionable remuneration":

" 'pensionable remuneration' means the amounts which an employer would normally and/or regularly pay to an employee, either weekly or monthly in respect of the ordinary hours required to complete either a full normal week or months, as the case may be, and does not include any remuneration which an employee who is employed on a piece-work basis receives over and above the amount which he would have received if he had not been employed on such basis, but shall include commission received on the sale of goods: Provided, however, that all remuneration received in excess of R6 000,00 per month is excluded;"

Signed at Cape Town, on behalf of the parties, this 7th day of November 1990.

T. NIEUWOUDT,
President of the Council.

W. DE KLERK,
Vice-President of the Council.

H. C. L. LOOCK,
General Secretary of the Council.

uitgesonderd daardie gedeelte van die landdrostdistrik Bloemfontein wat voor die publikasie van Goewermentskennisgewing No. 2076 van 19 November 1971 binne die landdrostdistrik Thaba Nchu geval het) en Kroonstad (met inbegrip van daardie gedeelte van die landdrostdistrik Hennenman wat voor die publikasie van Goewermentskennisgewing No. 790 van 30 Mei 1963 deel uitgemaak het van die landdrostdistrik Kroonstad).

2. KLOUSULE 3.—WOORDOMSKRYWING

Voeg die omskrywing "pensioengewende besoldiging" in:

" 'pensioengewende besoldiging' die bedrag wat 'n werkgewer gewoonlik en/of gereeld aan 'n werknemer betaal, of weekliks of maandeliks, ten opsigte van die gewone ure wat nodig is om of 'n volle gewone week of maand, na gelang van die geval, te voltooi, en omvat dit nie die besoldiging wat 'n werknemer wat in diens is op 'n stukwerk-grondslag ontvang bo en behalwe die bedrag wat hy sou ontvang het indien hy nie op so 'n grondslag in diens was nie, maar omvat dit kommissie wat ontvang word op die verkoop van goedere: Met dien verstande egter dat alle besoldiging van meer dan R6 000,00 wat per maand ontvang word, uitgesluit word;"

Namens die partye op hede die 7de dag van November 1990 te Kaapstad onderteken.

T. NIEUWOUDT,
President van die Raad.

W. DE KLERK,
Vise-president van die Raad.

H. C. L. LOOCK,
Hoofsekretaris van die Raad.

PHYTOPHYLACTICA

This publication deals with plant pathology, mycology, microbiology, entomology, nematology, and other zoological plant pests. Four parts of the journal are published annually.

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

The journal is obtainable from the above-mentioned address at R10 plus GST per copy or R40 per annum, post free (Other countries R12,50 per copy or R50 per annum).

PHYTOPHYLACTICA

Hierdie publikasie bevat artikels oor plantpatologie, mikologie, mikrobiologie, entomologie, nematologie en ander dierkundige plantplae. Vier dele van die tydskrif word per jaar gepubliseer.

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

Die tydskrif is verkrygbaar van bogenoemde adres teen R10 plus AVB per eksemplaar of R40 per jaar, posvry (Buitelands R12,50 per eksemplaar of R50 per jaar).

6/10/91 12/3/91

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Absenteeism follows Alexandra violence

INDUSTRIAL areas surrounding Alexandra reported widespread absenteeism yesterday after weekend violence in the township.

A random survey of companies in the Wynberg area showed attendance varied between zero and 100%.

Companies which reported partial work attendance or a total stayaway from

VERA VON LIERES

work included the Wynberg Group, Wynberg Brake & Clutch Centre and Wynberg Bearing Centre.

A spokesman for Dan Perkins Toyota Wynberg said although all employees had reported for work, the company was sending staff home early.

Management was work-

ing out contingency plans for today, he added.

Other companies in the area to report a 100% staff attendance were Wynberg Auto Services, Wynberg Exhaust & Accessories and Wynberg Motor Trimmers.

A spokesman for Wynberg Exhaust & Accessories said yesterday the company had also decided to send staff home early.

Resizing IT division the 'key to survival'

TO MAINTAIN their competitive edge, companies are downsizing, right-sizing, and resizing as they restructure their operations. *By Tom Iy 14/3/91*

Vice president and chief information officer for US-based Armco Steel, Tom Lutz, who is discussing these issues at a seminar in Johannesburg on March 18, explains that companies are faced with the need to cut costs and to do things in a new way to survive and succeed.

Information Technology

MELANIE SERGEANT

"Traditionally, organisations are structured on what they have done in the past, and must now restructure or resize their operations.

"Studies in the US show that in most cases, reducing staff and still continuing to do things the traditional way doesn't work.

"In the 80s, Fortune 500 companies cut out 3.2-million jobs. Yet it's believed that today there is still 25% fat in these companies. *(181)*

"Companies are realising that to compete on a global basis, they must get more results from fewer people. Resizing means putting the right talent in the right place.

"In the 90s, it seems we must take another 25% of people out of business — not to cut costs, but to make companies more responsive; larger companies are more resistant to change."

Companies most successful at resizing are those which take on new cultures to fit in with changes. Staff must continually change and learn to do new jobs.

Lutz reckons a problem for many is that they try to streamline things that should not be a concern.

IT is a tool to help companies resize in the right way, but IT is often one of the slowest things to change.

The computer systems put in place to support the way the company works are often built for the "old style" of doing things.

"IT staff say it will take five years to rewrite their old systems, but companies can't survive waiting for IT, so one of the first departments which should be resized is the IT division.

"The answer could be to move work which needs to be done here to outside companies."

Lutz says one company which had a system development cycle of four to five years has seen this fall to seven to nine months by outsourcing development and maintenance of critical systems.

He argues that the single hindrance to matching the changing organisational structure of companies is the resistance to change of IT staff.

"Downsizing of IT departments which was predicted in the 80s hasn't happened. We've moved more of the Information Systems function to users, but IT staffing is the same size.

"My company has seen the number of its minicomputers rise from 10 to 40, and PCs from about 25 to 5 000, and its mainframe computing load has increased by 30%.

"We're restructuring the IT architecture to match our business needs — and this doesn't necessarily mean less cost, but rather increasing productivity."

Broad range of careers are on offer

THE forestry and forest products industry offers a broad range of careers in some of SA's largest and most successful companies.

Forestry research also offers many opportunities, says Forestry Council promotion committee chairman Bruce Mackenzie.

He says the well-trained and experienced forest and forest products professional is employable almost anywhere in the world where trees are grown.

The manpower required in this industry includes:

□ Degreed people such as forest scientists, forest engineers, wood scientists (in the spheres of pulp milling and paper manufacture, and sawmilling), botanists,

geneticists, entomologists, plant pathologists, ecologists and production scientists (including aspects such as logging and transport).

□ People with diplomas in tree growing, analytical-chemistry, chemical engineering, pulp and paper technology and solid wood processing (sawmilling.)

□ People skilled in the construction of roof trusses, timber frame housing, special flooring and specially engineered wood products, many of which are computer designed, as well as skilled salesmen, computer programmers and operators, administrative personnel and qualified artisans such as mechanics,

electricians and plumbers.

The sector is becoming ever more competitive in respect of salary levels.

There are three institutions where education can be obtained at degree and national diploma level, all three open to all.

Science

□ The University of Stellenbosch offers degree courses in forest science, forest science-nature conservation, wood science and forest science-engineering. As the forestry faculty at Stellenbosch is the only one of its kind in the country, some lectures are given in English, and exams may be written in

English or Afrikaans to accommodate English-speaking students who make up a substantial portion of the total.

□ The Saasveld School of Forestry at George offers the national diploma courses in forestry and in wood production engineering, in which academic semesters are backed by practical semesters on a forestry estate or at a timber processing plant.

□ The Natal Technikon offers the national diploma in pulp and paper technology, in which academic semesters are backed by periods of practical training at the pulp and paper mills.

Blowan 14/3/91

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Pay settlement levels 'continue to increase'

WAGE settlement levels continued to increase between November 1990 and last month, with the average increase negotiated continuing at over 17%, say industrial relations consultants Andrew Levy and Associates.

The consultants' February edition of Bargainers' Bulletin says this happened despite unions dropping their opening demands.

A survey of early 1991 private sector negotiations found that unions were coming to the bargaining table with fewer peripheral demands and dropping these at an early stage of talks.

After wages, job security was unions' top priority while they still tended to avoid productivity bargaining.

The report says lowered opening demands should not be interpreted as indicating an easier bargaining environment.

It says this is rather "a tactic which generally heralds a tough round of negotiations". *B Day 14/3/91*

Most companies no longer have to grant larger increases to lower paid workers to keep up with various minimum levels. "Gone are the days of conscience payouts," the report concludes.

Management tended to table counter-demands, often at an early stage of the negotiation process. Employers also attempted to persuade unions to agree to clauses limiting absenteeism.

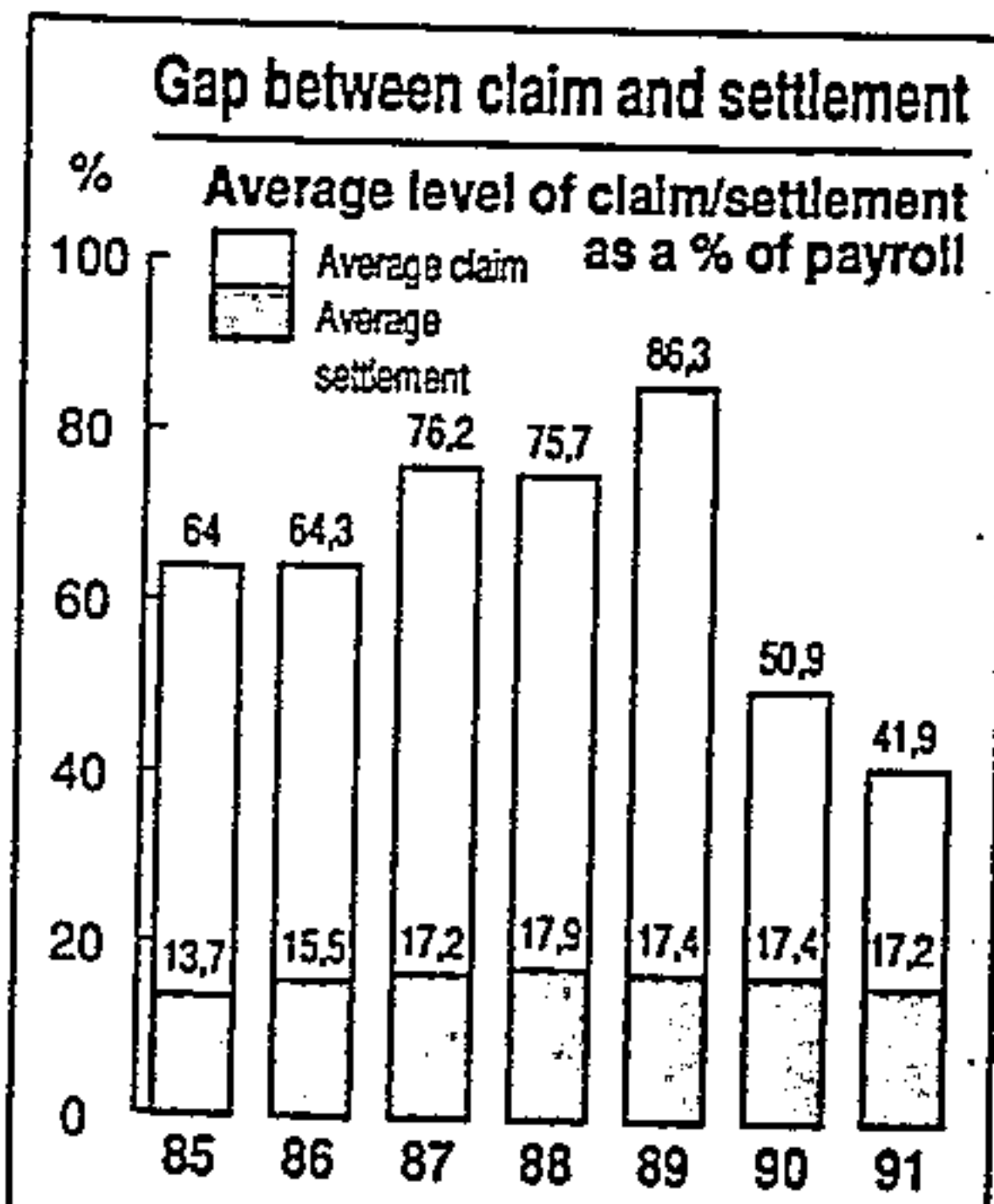
VERA VON LIERES

The average negotiating time was shorter in February this year (72 days) than in February 1990 (86 days).

Between November 1990 and February 1991, 48,6% of agreements were reached only after some form of union action.

The most popular forms of industrial action were overtime bans (49,3%), go-slows (30,2%) and work stoppages (12,6%).

Strike action accounted for only 7,9% of recorded industrial action.



Graphic: FIORA KRISCH Source: ANDREW LEVY & ASSOCIATES

Seifsa calls for union restraint over wages

EMPLOYERS in the metal and engineering industries have called for union restraint in view of poor economic conditions prevailing in the industry.

The Steel and Engineering Industries' Federation of SA (Seifsa) said in a statement at the weekend that negotiating parties had made good progress in motivating their various demands at the opening round of annual wage negotiations in the industry held in Germiston on Friday.

Seifsa said representatives of the industry's 12 trade unions presented more than 30 demands for changes to the main agreement.

These included wage increases ranging from 16% to 167%, demands to reduce the working week

from 44 to 40 hours without loss of pay, and a number of demands related to training and security of employment.

Employers presented six proposals for changes to the agreement and called for union restraint.

Seifsa executive director Brian Angus stressed that metal industry workers were being retrenched at the rate of 2 100 a month.

He said employers were hard-pressed to cope with the escalating costs of labour and low levels of productivity and that SA products were becoming increasingly uncompetitive in international markets.

The parties agreed to continue talks on March 26.

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Workers laid off

THE South African steel industry is under such heavy pressure that 100 steel workers are laid off every day. *Sowetan*
19/3/91

Mr Hendrik van den Heever, spokesman for the steel and engineering federation Seifsa, said the main reason for the industry's woes were a reduction in orders from its traditional parastatal clients such as Armscor.

The industry also faced hardship due to the slump experienced by South African mining companies.

Moreover, the low productivity of South African workers meant that the steel industry in this country could not compete financially with foreign markets, Mr van den Heever said. - *Sapa*.

Airports to be commercialised

GEORGE — SA's nine state airports could be fully commercialised by next year, Transport Minister George Bartlett said yesterday.

Bartlett said state airports would not be privatised but would probably continue to be run on a commercial basis by companies owned 100% by the state.

Bartlett was speaking at a ceremony at which George's P W Botha Airport received the Airport of the Year award.

He said full privatisation of airports was "a long way off" and that commercialisation under state control was the preferred means of making them profitable concerns.

"Airports have to offer all user airlines equal service opportunities and accommodation in landing slots, ground facilities and passenger and baggage handling services," he said.

Bartlett said a task group comprising the Directorate of Civil Aviation and other parties with interests in the commercialisation of airports had been convened to investigate several possible models.

Bartlett said full commercialisation

LINDEN BIRNS

could be expected within the next year.

In terms of the commercialisation proposals, separate companies would be set up each responsible for one of the nine state airports.

"These companies, with independent trading accounts, will be accountable for the failure or success of each airport which will have to be run according to sound business practices," he said.

Bartlett likened the proposed model to the UK's previous state-controlled Airport Authority, and said the new structures would probably resemble state corporations similar to Eskom, Iscor and Sasol.

He added that the Transport Department had been preparing for the change in airport management and had called for nominations of people to sit on an Air Services Licensing Council which would be charged with implementing new policies.

SAA CE Gert van der Veer said the airline was not going to make a nomination as it was not prudent for airport users to be put in a position where they would be granting themselves licences.

'Major health care challenges face SA'

PRETORIA — The provision of an equitable non-discriminatory health care system was one of the major challenges facing the health care sector, National Health and Population Development director-general Coen Slabber said yesterday.

Speaking at the SA Nursing Council AGM, Slabber

GERALD REILLY

said other challenges were AIDS, the unacceptably high population growth, rapid urbanisation, the low economic growth rate and shortage of funds.

It was decided that the future health care system had to be based in primary health care and had to pro-

vide an equitable service accessible to all.

And Nursing Council president Wilma Kotze said there was reason for grave concern about the shortage of nurses particularly in the fields of intensive care and cancer.

She said the number of nurses had risen by 2% last year.

Delegates will discuss union issues

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THE Nactu-affiliated Metal and Electrical Workers' Union (Mewusa), representing 26 000 workers, is to hold its national congress in Johannesburg this weekend.

Mewusa general secretary Tomi Oliphant said yesterday about 350 delegates from various regions countrywide would meet to discuss a range of issues.

Mewusa is one of the 12 unions involved in negotiations in the metal and engineering industries.

It is demanding a R1,50-an-hour across-the-board increase for all employees and a minimum hourly rate of R6 for the lowest grade workers.

It is also demanding a 40-hour week and pushing for wage differentials between various grades to be eliminated.

Other demands include March 21 as a paid public holiday; an increase in shift allowances; and a minimum four weeks severance pay per year of service.

The union has also tabled demands on the training of operatives and artisans which, it says, is one of its main demands.

The next round of talks in the metal and engineering industry will take place early next week.

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OFFER TO MINORITY SHAREHOLDERS:

A Rubicon speech, says Cosatu

^{13/12/91}
COSATU described the Budget as Finance Minister Barend du Plessis' "Rubicon" and said it was a "bitter disappointment for workers and their families".

The labour federation said last night social spending in fact remained at the same percentage (38%) as last year.

It criticised Du Plessis for shifting the tax burden onto ordinary people and off the shoulders of the large corporations.

"There was no vision of a new economic growth path, or an overall economic development strategy which would create jobs for our people, address critical social needs and lay the basis for the development of our manufacturing sector.

"There is also no movement in the direction of restructuring and developing our moribund manufacturing sector. Barend du Plessis has attacked workers for lack of productivity, but has totally failed to give workers any incentive to produce."

The National Council of Trade Unions (Nactu) said the allocation of resources and social spending continued to discriminate between the races — as evidenced by spending on social pensions.

^{18/12/91}
 VERA VON LIERES
and PETER DELMAR

Nactu general secretary Cunningham Ngcukana said money allocated for housing was far from adequate and government had not indicated how it would intervene in fighting unemployment except for the distribution of food parcels — which Nactu rejected as an inadequate proposal.

Institute of Personnel Management (IPM) executive director Dani Mitchell said the Budget went a long way towards addressing critical issues relating to human resources.

Mitchell said the IPM looked forward to the increased capital expenditure on the building of schools, but called for the rationalisation of the education system into a single non-racial entity.

The IPM welcomed the increase in social spending and hoped the tax concessions to manufacturers and entrepreneurs would result in growth and job creation.

It also welcomed the further separation of the taxation of married women and the cuts in the maximum marginal tax rate.

Numsa homes in on training

B/pau 2/3/91

THE National Union of Metalworkers (Numsa), in its first round of national wage negotiations in the automobile, tyre and rubber and manufacturing industries, has proposed major social and training investments to stimulate the economy.

It says this is "the only way of reversing the catastrophic trends towards higher unemployment".

Last week's talks in the three industries were held to give employers and unions the chance to motivate proposals.

Numsa said in a statement yesterday if business and government continued to pursue present policies, these could lead only to a disastrous rise in unemployment which would make political or economic stability impossible.

In its motivations, Numsa proposed urgent investment in electrification of all houses at affordable rates. It also proposed housing, education and training for all.

"It is Numsa's view that ample capital is available in SA, a prob-

VERA VON LIERES

lem being that the capital is not being directed to productive investment."

Numsa said there were various mechanisms, including taxation, prescribed investments, negotiations and nationalisation to unlock this capital.

There was also an urgent need for coherent policies for technology development, exploitation of markets, education, technical and commercial training, and other policy areas which were vital for the development of industrial capacity and employment.

181 Skills

Numsa said there was a need for a higher level of productivity in the manufacturing industry, particularly for capital productivity.

Where labour productivity was concerned, the union believed this could be raised only "by an intensive and large investment in technical training".

Training programmes needed to

include paid training for all workers; formal education components; the recognition of prior skills gained through experience and the restructuring of production to use these greater number of workers.

These policies would require business to accept major changes, including the need for state intervention in industrial strategy.

Business also needed to accept that all industrial strategy, including technology policy, investments, and training strategies had to be negotiated with unions.

Numsa is calling for a R2-an-hour across-the-board increase — or 25% — whichever is the greater.

It has proposed a minimum rate of R4,50 an hour in the motor industry.

Numsa also tabled important proposals for job security and training, including the establishment of jointly controlled job creation schemes and union rights to company information.

Another demand was for the inclusion of non-scheduled workers under the Main Agreement.

Mercedes workers' sacking fair

By Shareen Singh

SPV
22/3/91

The dismissal of 521 employees who occupied the Mercedes-Benz plant during a strike last year was fair, according to an arbitration award (181) (388)

Mercedes-Benz management dismissed the workers after they had occupied the com-

pany's manufacturing plant in East London between August 16 and September 2 during a lengthy illegal strike which cost the company millions. (181) (388)

The arbitrator found that the employees who occupied the plant had been guilty of misconduct and that the company's decision to dismiss them was fair.

He ruled that the employees

were in breach of agreed collective procedures and that their conduct was not conducive to a continuing employment relationship.

The methods used by the workers to achieve their demands were illegitimate, in defiance of their union and in violation of a Supreme Court order, the arbitrator found.

Top companies invited to conference on exiles

THE MDs of 250 top SA companies have been invited to a meeting next month to discuss the training and employment of exiles.

Perm MD Bob Tucker initiated the meeting, according to the latest issue of Finance Week.

It will take place on April 25 at the Perm's head office, the financial magazine reports.

The meeting will examine ways to assist exiles and company representatives will have an opportunity to discuss the issue with the heads of political organisations' repatriation departments as well as the National Co-ordinating Committee of the Repatriation of SA Exiles (NCCR).

Companies invited reportedly include Volkswagen, Liberty Life, BMW, the PG Group, Nampak and Anglo American.

Anglo American spokesmen are on record as having expressed support for efforts to find exiles jobs on their return, but

8/Day 22/3/91
Business Day Reporter

have also raised doubts about their ability to do so.

Skilled people would be placed if they met employment specifications, an Anglo spokesman said.

The Consultative Business Movement (CBM) is involved in the meeting.

~~18/~~ Organisers ~~18/~~

Invitations would be sent to the movement's 80 members, a CBM spokesman said last night.

Separate to the meeting, the CBM was trying to raise funds to pay the salaries of two full-time organisers, who would assist with the repatriation process under the auspices of the NCCR.

The two organisers, who would be employed for six months, would try to find exiles jobs and establish training facilities, the CBM spokesman said.

35 000 could lose jobs in steel-related industries ¹⁸¹

Business Day Reporter

MORE than 35 000 hourly paid employees will be retrenched this year in steel-related industries as the most severe conditions since 1986 take their toll, says Mike McDonald, chief economist at the Steel and Engineering Industries Federation (Seifsa).

A report in the latest Engineering Week says this represents a 30% increase on last year's figure of 27 000 and a 220% increase on the 16 000 retrenched in 1989.

Between 7 000-8 000 are expected to be dropped from the Mossgas payroll alone.

Seifsa executive director Brian Angus said many companies had put their workforces on short time and others were liquidating. Economic difficulties were not likely to begin clearing up until next year.

McDonald said his 35 000 estimate was conservative. Also, it represented only hourly paid employees.

This excluded salaried support staff such as white collar workers, technicians, inspectors and probably most store clerks.

McDonald said: "It appears retrenchments of white collar workers is widespread at the moment".

Engineering Week said that so far this year 3 500 employees in the steel industry had been laid off.

A look at some of the industry's main customers confirmed the difficult conditions. Parastatals such as Mossgas, Eskom, Armscor and Transnet had slashed capex to a minimum.

The building industry — another major source of work — was also in difficulty.

Seifsa economist Charles Martin estimated that steel consumption in the building industry would drop 10%-15% this year compared with last year.

Major gains for workers from 'destructive' unions

Business Day Reporter

SA LOST more man-days due to industrial action over the last five years than during the previous 75 years, says industrial relations researcher Duncan Innes.

Writing in the Innes Labour Brief, he said this could be interpreted as evidence that unions had played a purely destructive role in SA's economic life.

However, if union actions had damaged the economy, they had also brought considerable financial benefits to black workers. Employment had fallen significantly over the last five years, while 1,4-million new workseekers entered the labour market.

Innes said many commentators had argued that "rising wages place too big a financial burden on companies, which are then forced to retrench".

He said, however, a situation of falling employment was hardly favourable for trade union activity.

Unions functioned best in an expanding economic environment as recessionary conditions generally weakened their bargaining positions.

The continuation and even intensification of conflict in management-union relations could only make an already bad situation worse.

Certain key phases detectable in the evolution of black unionism suggested 1990 could prove to be an important turning point — ushering in a more constructive era in employer-union relations.

Innes said perhaps the most significant indication of this shift emerged out of the struggle waged around the Labour Relations Amendment Act (LRAA).

The unions' dual strategy of rendering aspects of the Act unworkable while simultaneously opening discussions with employers around their grievances eventually produced the agreement now serving as the basis for the forthcoming legislative changes.

The most significant aspect about government's decision to enact new legislation based on this agreement was that it represented "the first real example of a tripartite approach to labour legislation involving all racial groups on a representative basis".

If future political legislation could be based on a similar model of tripartite agreements "we may even be able to express a degree of optimism for the future of our country", Innes said.

SA 'will need more than cheap labour'

181
B/day 26/3/91
SOMERSET WEST — SA could not hope to enter the highly competitive world market on the strength of cheap labour alone, an internationally renowned economist said yesterday.

Prof Alice Amsden of the New School of Social Research opened a high-level discussion on pressure groups and policy at the Wits University Economic Initiative on Policy and Development in Sub-Saharan Africa.

She and Prof Deepak Lal of University College, London, used the examples of Taiwan, Korea and Japan extensively to illustrate trends in late industrialisation.

Amsden said there was no single factor which could be identified as the determinant for more rapid growth in certain countries than in others.

Late industrialisation, however, was an exclusive process of growth through borrowed technology and through learning.

Devaluation

"The real hero of late industrialisation is the production engineer," Amsden said. It was he who knew how borrowed technology worked and how to go about adapting and improving it, and how these aspects affected the real competitive component.

Unlimited labour supply and concurrent constant downward pressure on wages was another property of late industrialisation.

Japan, Korea and Taiwan were classic examples illustrating that low wages alone could not make them competitive and how, for instance, repeated devaluation of exchange rates were necessary.

What had made them better than other countries, though, was their manner of subsidy allocation which differed markedly from the "give-away" principles applied in India and SA.

Subsidies in East Asia were generally given on the principal of reciprocity. This-

demanding substantial performance in exchange, such as high standards of production, training of labour in exchange for low wages, re-investment of profits in production rather than the export of capital or re-investment in real estate, hotels or other non-productive havens.

The result was firm discipline on capital and labour.

Another discernible property of late industrialisation was that there was no distinction to be drawn between import substitution and export growth.

"These two are totally interlinked," Amsden said. "In Korea, a classic example, no foreign cars were seen for 25 years and no Korean cars were seen in foreign countries for 25 years.

"But ultimately you got the exports..."

On the the question of whether SA could really compete in the world on the basis of market prices, she said: "The answer is: in some (products), but in most, not. Too much has been spent on research and production development."

There was no doubt governments played a persuasive role in the East Asian champion economies, mostly controlling all the financial markets, interest rates and prices.

What characterised their success was the seriousness with which development was regarded — the resources committed to gather the necessary intelligence on which was the right industry and what were the optimal world production techniques to be employed in it.

"The world is a tremendously competitive place," she said. SA could not think it was able to enter the world market on the strength of cheap labour alone.

It depended largely on the extent to which resources were directed at identifying profitable industry sectors and techniques which would allow a "leapfrog" to the world's technological frontier. — Sapa.

15/12/84 27/3/85

Unions turn down Seifsa wage offers

PETER DELMAR

THE Steel and Engineering Industries Federation (Seifsa) tabled wage offers of between 7% and 10% at yesterday's second round of national negotiations and indicated that there was little room for movement on its part. (181) (190)

Seifsa executive director Brian Angus said in a statement that management hoped the unions would accept the offer, which he described as a "seribus" one.

The offer was rejected by all 12 unions yesterday.

The National Union of Metalworkers of SA (Numsa) has demanded a 25% across-the-board increase.

Angus appealed to the unions to help complete negotiations before June when the industry's main agreement expires.

Seifsa's offer applies to 13 job categories. Labourers have been offered 10%, while the 7% applies to artisans.

Seifsa agreed attention would be given to the issues of training and job creation. The employer federation also urged unions to agree to a joint AIDS education programme.

Numsa has demanded joint control over job creation schemes and paid training for retrenched workers.

Another of its demands is an improvement in child care leave.

Star 24/3/91

Steel unions reject Seifsa wage offer

By Shareen Singh

Twelve unions involved in wage negotiations in the steel engineering industry this week rejected the employers' wage offer which, they claim, is well below the inflation rate and lower than what employers had offered last year.

The employer body, the Steel Engineering Industries Federation (Seifsa), tabled a wage offer ranging from 7 to 10,5 percent.

This amounts to increases in the various wage categories ranging from 39c an hour for labourers to 67c for artisans.

The proposed increases would raise wage rates in the industry to R4,57 and R10,17 an hour for labourers and artisans respectively.

Seifsa informed trade unions at the wage talks that employers would approach wage negotiations this year differently.

In the past, employers tended to make a number of wage offers during the course of negotiations, but this would not be the case this year and Seifsa urged the unions to take the employer offer seriously.

Retrenched

Seifsa agreed with the unions that attention must be given to training and job creation in the industry, where an average of 2 000 workers a month were retrenched since the beginning of this year.

The biggest union in the industry — the National Union of Metalworkers, with a registered membership of about 113 000 — demanded a lower percentage wage than it did last year.

In 1990 the union had asked for 24,1 percent at the top and 56,2 percent at the bottom. This year the union demanded 21,1 percent and 47,8 percent respectively, Seifsa said.

bling and punitive interest rates are forcing more and more companies to the wall? The short answer is: not very well.

Take the gold mining industry for example. Chamber of Mines senior GM Johann Liebenberg notes that the industry is fighting for survival. At the current gold price and rand-dollar exchange rate levels, about 18 of SA's gold mines are operating at a loss. About 40 000 jobs were lost on gold mines last year and if the gold price hovers at its current level, a further 45 000 retrenchments can be expected this year. He predicts total gold mining employment, if the current trend holds, could soon contract from some 550 000 workers a few years ago to around 350 000.

What has been the National Union of Mineworkers (NUM)'s response to this? NUM has yet to table its demands for the current round of bargaining, but the Council of Mining Unions (CMU) representing skilled mine workers has come in with a demand for a 20% across-the-board increase — the same figure it has put on the table for the last three years. (The CMU settled for 13,5% last year.) Liebenberg says he's disappointed at this because their demand "does not seem to take into account the circumstances in the national economy and mining industry."

By contrast, since the no-win miners' strike of 1987, negotiations with the NUM have been "sophisticated" with full compliance with the provisions of the Labour Relations Amendment Act. Last year, gold miners managed to wrest an average increase of 14,5% (much higher on some mines) from mine owners. It must be said, though, that the chances of them doing the same this year in the deteriorating circumstances gold mines now find themselves in, are not good.

Though he's not heard from the NUM directly, Liebenberg says he senses some economic realism is permeating union thinking. He says union negotiators appear to be

aware that the situation being faced by mines is not a short-term cyclical downturn, but a longer-term fundamental restructuring of the industry. "One hopes that they now accept that there is a trade-off between jobs and higher packages. They can't have both."

He stresses that if wage increases are anything like last year's, there's going to be a lot more retrenchment on the mines.

Having said that, he notes that "if we were to grant increases purely on the level of the gold price, there wouldn't be any increases at all this year. We have to take socio-economic conditions into account, what our wage increases will do to the national economy, the inflationary pressures on our workers and so on. We will have to see what the traffic will bear this year."

This appears to indicate that the mines, like other major employer groups, may well be prepared to sacrifice some short-term financial expediency for the greater economic good of an emergent new SA. Yet for every "social contract" protagonist, there are others who will venture that employers are coming to the end of their "conscience" money. After years of granting their unionised employees above-inflation increases in an honest attempt at equalising incomes, without any concomitant productivity gains, they are losing patience.

They are entering into wage negotiations in good faith — trade unionism in SA is, after all, an established fact of life — but they're tabling some fairly onerous counter-demands of their own. Among these are, looking to higher productivity by linking bonuses to absenteeism (a sore point among employers with the mass protests season about to start) and insisting that unions subscribe to a code of conduct during the negotiating process.

For their part, unions are not keen to put productivity improvements on the agenda. Their rationale, quite logically, is that higher productivity will ultimately mean fewer jobs.

And where productivity gains have been wrung from unions, they have often been Pyrrhic victories — accompanied as they invariably are by retrenchment clauses which stipulate that "no permanent employee will be retrenched as a result of improved productivity."

With such entrenched positions evident on both sides, it looks like the 1991 bargaining season is going to be a tough one. In short, expectations on the part of union members are high, yet management is being asked to justify granting increases substantially above inflation.

Erica Jankowitz of Andrew Levy & Associates observes that unions are coming in with a host of peripheral demands — such as Numsa's call for paternity benefits and job security guarantees — but are dropping them quite early in the negotiations in order to focus more strongly on the wage issue. Jankowitz expects settlements this year to range between 16,5% to 16,9% — still substantially above inflation estimated at around 13% for 1991.

In addition, she says, there is a tendency for industrial action — overtime bans, go-slows and work stoppages being the most popular — to accompany wage bargaining. "In February last year, 40% of settlements processed reported industrial action, whereas this year, 48,6% of agreements were reached after some form of industrial action."

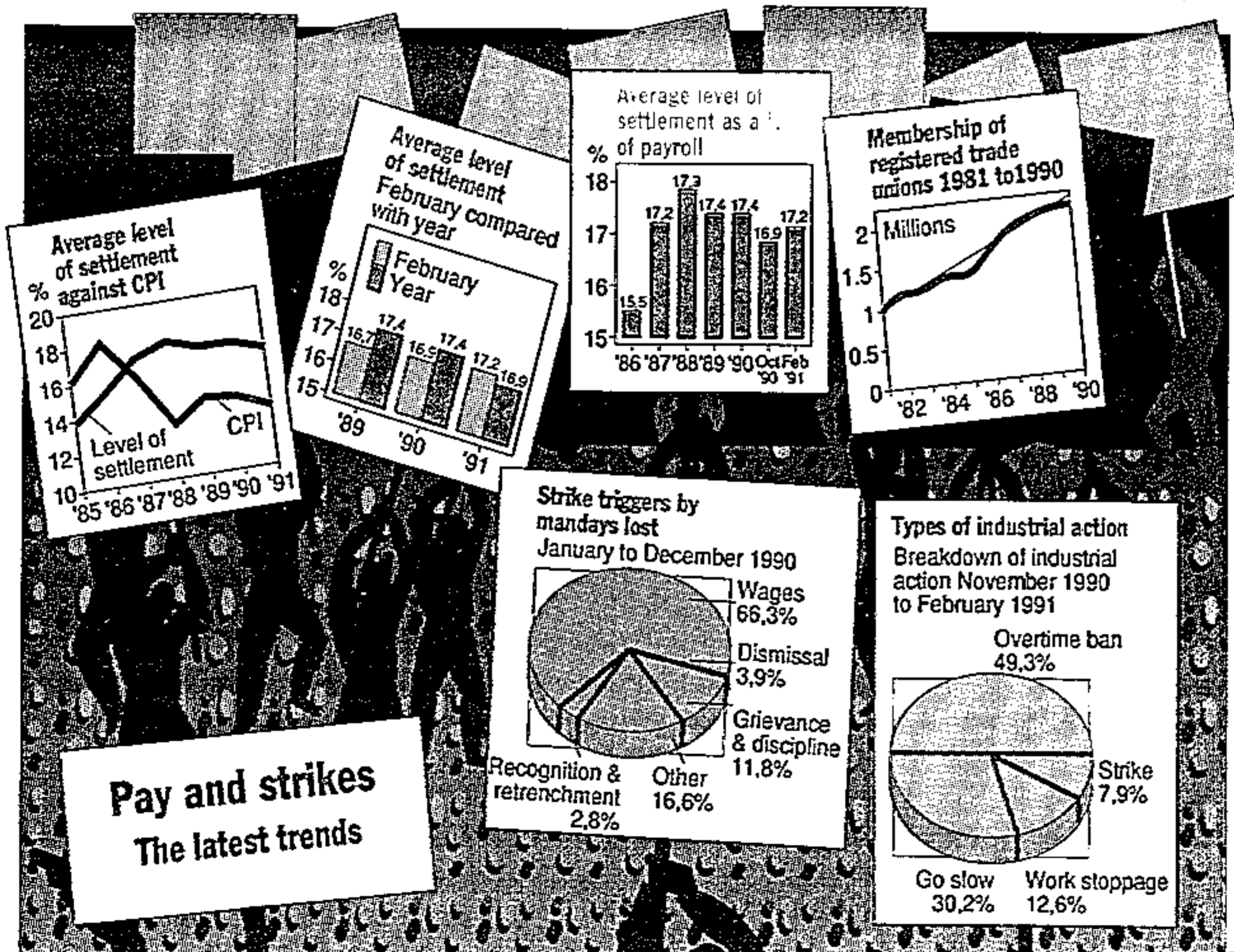
It's possible that most unions will stop short of strike action, though. Last year, more than 4m man-days were lost through strikes — the most strike-prone year since the labour turbulence of 1987. Though there were some nasty and protracted strikes among them — OK Bazaars, Southern Sun and Nampak — unions came away with few major concessions.

Jankowitz argues that widescale retrenchments — an estimated 41% of the economically active population is now unemployed — and the need to protect existing jobs with built-in job security agreements, have bowed unions somewhat. But she stresses that the combative mood unions are in doesn't rule out strikes entirely. Last year, 66% of strikes were wage related.

In the current industrial relations climate, she cautions employers not to indulge in "parachute" bargaining. If employers table low counter-offers and plead inability to pay on the basis that a higher wage settlement will force them out of business, they had better be able to back up their claims.

The Cape Town-based Labour Research Service recently castigated companies quoted on the JSE for last year achieving profits on average 20% up on the previous year, yet creating only 0,01% more jobs. Their argument is that companies prefer to reduce their work force and post good profits, which benefit shareholders, rather than save or create more jobs which would benefit workers.

Is this true? It's a charge employers may find themselves having to rebut in the hard period that lies ahead.



Unions defy layoff threat

SI Times 31/3/91

By DON ROBERTSON (181)

THE SECOND round of wage negotiations between the Steel Engineering Industry Federation of SA (Seifsa) and trade unions this week was unsuccessful in spite of the threat of more layoffs.

Seifsa, which has indicated that it will take a tougher stand this year, offered its 360 000 employees a wage increase ranging from 7% to 10,5%.

The 12 trade unions demanded increases of between 16% and 167%.

The unions made 30 demands for changes to the main wage agreement, including a reduction in the working week to 40 hours from 44 hours.

Employers were prepared to consider only six.

Earlier this week, Seifsa chief economist Mike McDonald warned that 35 000 hourly paid employees could be laid off this year as the worst trading conditions since 1986 gripped the industry.

In discussions this week, Seifsa executive director Brian Angus said he was concerned about the number of retrenchments taking place — about 2 100 a month.

Mr Angus said several companies had put their workers on short time and many others had

gone into liquidation.

Employers have offered increases ranging from 39c an hour for labourers to 67c an hour for artisans.

This would be an increase to R4,57 an hour and R10,17 an hour respectively.

Seifsa has agreed that more attention must be given to training and development and job creation in the industry, but suggests that these matters be discussed separately.

The current wage agreement ends at the end of May. Seifsa insists that a new agreement must be concluded before then.

Negotiations will continue on April 11.

DEPARTMENT OF MANPOWER

No. R. 705

5 April 1991

181 LABOUR RELATIONS ACT, 1956**CLOTHING INDUSTRY, EASTERN PROVINCE.—
RE-ENACTMENT OF MAIN AGREEMENT**

I, Eli van der Merwe Louw, Minister of Manpower, hereby—

(a) in terms of section 48 (1) (a) of the Labour Relations Act, 1956, declare that the provisions of the Agreement which appears in the Schedule hereto and which relates to the Undertaking, Industry, Trade or Occupation referred to in the heading to this notice, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 30 April 1991, upon the employers' organisation and the trade union which entered into the Agreement and upon the employers and employees who are members of the said organisation or union; and

(b) in terms of section 48 (1) (b) of the said Act, declare that the provisions of the Agreement, excluding those contained in clauses 1 (1) (a), 2, 3, and 9 shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 30 April 1991, upon all employers and employees, other than those referred to in paragraph (a) of this notice who are engaged or employed in the said Undertaking, Industry, Trade or Occupation in the areas specified in clause 1 of the said Agreement.

E. VAN DER M. LOUW,
Minister of Manpower.

SCHEDULE**INDUSTRIAL COUNCIL FOR THE CLOTHING
INDUSTRY, EASTERN PROVINCE****MAIN AGREEMENT**

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

**Eastern Province Clothing Manufacturers'
Association**

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

South African Clothing and Textile Workers' Union

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

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

1. SCOPE OF APPLICATION OF AGREEMENT

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

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

(b) in the Magisterial Districts of Port Elizabeth (including that portion which was, in terms of Government Notice No. 1515 of 4 October 1963, transferred to the Magisterial District of Hankey), East London and in that portion of the Magisterial District of Uitenhage which was, in terms of Government Notice No. 1687 of 5 September 1975, transferred from the Magisterial District of Port Elizabeth.

DEPARTEMENT VAN MANNEKRAG

No. R. 705

5 April 1991

WET OP ARBEIDSVERHOUDINGE, 1956

**KLERASIENYWERHEID, OOSTELIKE PROVINSIE—
HERBEKRAGTIGING VAN HOOFOOREENKOMS**

Ek, Eli van der Merwe Louw, Minister van Mannekrag, verklaar hierby—

(a) kragtens artikel 48 (1) (a) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings van die Ooreenkoms wat in die Bylae hiervan verskyn en betrekking het op die Onderneming, Nywerheid, Bedryf of Beroep in die opskrif by hierdie kennisgewing vermeld, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 April 1991 eindig, bindend is vir die werkgewersorganisasie en die vakvereniging wat genoemde Ooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasie of vereniging is; en

(b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalings van die genoemde Ooreenkoms uitgesonderd dié vervat in klousules 1 (1) (a), 2, 3, en 9 met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 April 1991 eindig, bindend is vir alle ander werkgewers en werknemers as dié genoem in paragraaf (a) van hierdie kennisgewing wat betrokke is by of in diens is in genoemde Onderneming, Nywerheid, Bedryf of Beroep in die gebiede in klousule 1 van die genoemde Ooreenkoms gespesifiseer.

E. VAN DER M. LOUW,
Minister van Mannekrag.

BYLAE**NYWERHEIDSRAAD VIR DIE KLERASIENYWERHEID,
OOSTELIKE PROVINSIE****HOOFOOREENKOMS**

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

**Eastern Province Clothing Manufacturers'
Association**

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

South African Clothing and Textile Workers' Union

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

wat die partye is by die Nywerheidsraad vir die Klerasienywerheid, Oostelike Provinsie.

1. TOEPASSINGSBESTEK VAN OOREENKOMS

(1) Hierdie Ooreenkoms moet, behoudens subklousule (2) hiervan, in die Klerasienywerheid nagekom word—

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

(b) in die landdrostdistrikte Port Elizabeth (met inbegrip van daardie gedeelte wat ingevolge Goewermentskennisgewing No. 1515 van 4 Oktober 1963, na die landdrostdistrik Hankey oorgeplaas is), Oos-Londen en in daardie gedeelte van die landdrostdistrik Uitenhage wat ingevolge Goewermentskennisgewing No. 1687 van 5 September 1975, vanaf die landdrostdistrik Port Elizabeth oorgeplaas is.

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

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

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

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

181 2. PERIOD OF OPERATION OF AGREEMENT

This Agreement shall come into operation on a date to be fixed by the Minister of Manpower in terms of section 48 (1) of the Act and shall remain in force for the period ending 30 April 1991, or for such period as may be determined by him.

3. SPECIAL PROVISIONS

The provisions of clauses 7 (3) (f), 23, 24, 25 and 29 of the Agreement published under Government Notice No. R. 2005 of 14 September 1979, as amended and re-enacted by Government Notices Nos. R. 671 of 27 March 1981, R. 2271 of 23 October 1981, R. 1743 of 20 August 1982, R. 243 of 4 February 1983, R. 2420 of 4 November 1983, R. 511 of 16 March 1984, R. 1053 of 25 May 1984, R. 2572 of 23 November 1984, R. 2818 of 20 December 1985, R. 2495 of 6 November 1987, R. 320 of 26 February 1988, R. 2562 of 15 December 1988 and R. 102 of 19 February 1990 (hereinafter referred to as the "Former Agreement") as further extended, renewed, amended or re-enacted from time to time, shall apply to employers and employees.

4. GENERAL PROVISIONS

The provisions contained in clauses 3 to 7 (3) (e), 7 (3) (g) to 22 and 26 to 28 of the Former Agreement, as further extended, renewed, amended or re-enacted from time to time, shall apply to employers and employees.

5. CLAUSE 4 OF THE FORMER AGREEMENT.—WAGES

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

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

	<i>Wages per week R</i>
Foreman.....	283,60
(b) Designer:	
Qualified.....	369,70
Learners—	
first 26 weeks.....	109,65
second 26 weeks.....	131,70
third 26 weeks.....	160,75
fourth 26 weeks.....	181,96
fifth 26 weeks.....	205,45
sixth 26 weeks.....	225,85
seventh 26 weeks.....	247,90
eighth 26 weeks.....	270,79
ninth 26 weeks.....	288,43

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

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

(a) Dat sy dienskontrak slegs met 'n maand kennisgewing beëindig mag word;

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

2. GELDIGHEIDSDUUR VAN OOREENKOMS

Hierdie Ooreenkoms tree in werking op die datum wat die Minister van Mannekrag kragtens artikel 48 (1) van die Wet vasstel, en bly van krag vir die tydperk eindigende 30 April 1991 of vir die tydperk wat hy bepaal.

3. SPESIALE BEPALINGS

Die bepalings soos vervat in klousules 7 (3) (f), 23, 24, 25 en 29 van die Ooreenkoms gepubliseer by Goewermentskennisgewing No. R. 2005 van 14 September 1979, soos gewysig en herbekragtig is deur Goewermentskennisgewings Nos. R. 671 van 27 Maart 1981, R. 2271 van 23 Oktober 1981, R. 1743 van 20 Augustus 1982, R. 243 van 4 Februarie 1983, R. 2420 van 4 November 1983, R. 511 van 16 Maart 1984, R. 1053 van 25 Mei 1984, R. 2572 van 23 November 1984, R. 2818 van 20 Desember 1985, R. 2495 van 6 November 1987, R. 320 van 26 Februarie 1988, R. 2562 van 15 Desember 1988 en R. 102 van 19 Januarie 1990 (hierna die "Vorige Ooreenkoms" genoem) soos verder verleen, hernieu, gewysig of herbekragtig van tyd tot tyd, is van toepassing op sowel werkgevers as werknemers.

4. ALGEMENE BEPALINGS

Die bepalings soos vervat in klousules 3 tot 7 (3) (e), 7 (3) (g) tot 22 en 26 tot 28 van die Vorige Ooreenkoms soos verder verleen, hernieu, gewysig of herbekragtig van tyd tot tyd, is van toepassing op sowel werkgevers as werknemers.

5. KLOUSULE 4 VAN DIE VORIGE OOREENKOMS.—LONE

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

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

	<i>Loon per week R</i>
(a) Voorman.....	283,60
(b) Ontwerper:	
Gekwalifiseer.....	369,70
Leerlinge—	
eerste 26 weke.....	109,65
tweede 26 weke.....	131,70
derde 26 weke.....	160,75
vierde 26 weke.....	181,96
vyfde 26 weke.....	205,45
sesde 26 weke.....	225,85
sewende 26 weke.....	247,90
agste 26 weke.....	270,79
negenste 26 weke.....	288,43

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	Wages per week R
(c) Grader:	
Qualified.....	257,43
Learners—	
first 26 weeks.....	108,39
second 26 weeks.....	120,57
third 26 weeks.....	132,96
fourth 26 weeks.....	139,93
fifth 26 weeks.....	163,90
sixth 26 weeks.....	177,55
seventh 26 weeks.....	189,73
eighth 26 weeks.....	200,86
ninth 26 weeks.....	214,72
(d) Marker-in:	
Qualified.....	189,73
Learners—	
first 26 weeks.....	108,39
second 26 weeks.....	118,37
third 26 weeks.....	127,50
fourth 26 weeks.....	137,79
fifth 26 weeks.....	154,66
(e) Band-knife cutter:	
Qualified.....	189,73
Learners—	
first 26 weeks.....	108,39
second 26 weeks.....	118,47
third 26 weeks.....	127,50
fourth 26 weeks.....	137,79
fifth 26 weeks.....	154,66
(f) Cutter-out:	
Qualified.....	163,48
Learners—	
first 26 weeks.....	108,39
second 26 weeks.....	115,11
third 26 weeks.....	119,73
fourth 26 weeks.....	124,98
fifth 26 weeks.....	130,98
(g) Layer-up:	
Qualified.....	125,40
Learners—	
first 26 weeks.....	108,39
second 26 weeks.....	111,33
third 26 weeks.....	114,06
fourth 26 weeks.....	116,58
(h) Specialised presser:	
Qualified.....	181,12
Learners—	
first 26 weeks.....	108,39
second 26 weeks.....	114,90
third 26 weeks.....	119,31
fourth 26 weeks.....	124,98
fifth 26 weeks.....	130,65
sixth 26 weeks.....	135,90
seventh 26 weeks.....	148,78
eighth 26 weeks.....	155,08
ninth 26 weeks.....	159,28
(i) Examiner:	
Qualified.....	151,09
Learners—	
first 26 weeks.....	124,98
(j) Machinist, presser, trimmer, factory clerk, embroidery machinist and cloakroom attendant:	
Qualified.....	147,73
Learners—	
first 26 weeks.....	108,39
second 26 weeks.....	111,54
third 26 weeks.....	115,95
fourth 26 weeks.....	120,78
fifth 26 weeks.....	124,56

	Loon per week R
(c) Gradeerder:	
Gekwalifiseer.....	257,43
Leerlinge—	
eerste 26 weke.....	108,39
tweede 26 weke.....	120,57
derde 26 weke.....	132,96
vierde 26 weke.....	139,93
vyfde 26 weke.....	163,90
sesde 26 weke.....	177,55
sewende 26 weke.....	189,73
agte 26 weke.....	200,86
negende 26 weke.....	214,72
(d) Merker:	
Gekwalifiseer.....	189,73
Leerlinge—	
eerste 26 weke.....	108,39
tweede 26 weke.....	118,37
derde 26 weke.....	127,50
vierde 26 weke.....	137,79
vyfde 26 weke.....	154,66
(e) Bandmessnyer:	
Gekwalifiseer.....	189,73
Leerlinge—	
eerste 26 weke.....	108,39
tweede 26 weke.....	118,47
derde 26 weke.....	127,50
vierde 26 weke.....	137,79
vyfde 26 weke.....	154,66
(f) Snyer:	
Gekwalifiseer.....	163,48
Leerlinge—	
eerste 26 weke.....	108,39
tweede 26 weke.....	115,11
derde 26 weke.....	119,73
vierde 26 weke.....	124,98
vyfde 26 weke.....	130,98
(g) Laagmaker:	
Gekwalifiseer.....	125,40
Leerlinge—	
eerste 26 weke.....	108,39
tweede 26 weke.....	111,33
derde 26 weke.....	114,06
vierde 26 weke.....	116,58
(h) Gespesialiseerde parser:	
Gekwalifiseer.....	181,12
Leerlinge—	
eerste 26 weke.....	108,39
tweede 26 weke.....	114,90
derde 26 weke.....	119,31
vierde 26 weke.....	124,98
vyfde 26 weke.....	130,65
sesde 26 weke.....	135,90
sewende 26 weke.....	148,78
agte 26 weke.....	155,08
negende 26 weke.....	159,28
(i) Ondersoeker:	
Gekwalifiseer.....	151,09
Leerlinge—	
eerste 26 weke.....	124,98
(j) Masjienwerker, parser, afwerker, fabrieksklerk, borduurmasjienwerker en kleedkamerver- sorgers:	
Gekwalifiseer.....	147,73
Leerlinge—	
eerste 26 weke.....	108,39
tweede 26 weke.....	111,54
derde 26 weke.....	115,95
vierde 26 weke.....	120,78
vyfde 26 weke.....	124,56

	Wages per week R		Loon per week R
(k) Progress examiner:		(k) Vorderingsondersoeker:	
Qualified.....	149,62	Gekwalifiseer	149,62
Learners—		Leerlinge—	
first 26 weeks.....	115,32	eerste 26 weke	115,32
(l) Despatcher:		(l) Versender:	
Qualified.....	142,52	Gekwalifiseer	142,52
Learners—		Leerlinge—	
first 26 weeks.....	116,58	eerste 26 weke	116,58
(m) Checker in knitting section:		(m) Nasiener vir die breiseksie:	
Qualified.....	124,35	Gekwalifiseer	124,35
Learners—		Leerlinge—	
first 26 weeks.....	108,39	eerste 26 weke	108,39
second 26 weeks.....	111,33	tweede 26 weke.....	111,33
third 26 weeks	115,11	derde 26 weke	115,11
(n) General worker:		(n) Algemene werker:	
Qualified.....	119,94	Gekwalifiseer	119,94
Learners—		Leerlinge—	
first 26 weeks.....	108,39	eerste 26 weke	108,39
second 26 weeks.....	111,33	tweede 26 weke.....	111,33
(o) Steambox pleater:		(o) Stoomkasplooiër:	
Qualified.....	151,93	Gekwalifiseer	151,93
Learners—		Leerlinge—	
first 26 weeks.....	108,39	eerste 26 weke	108,39
second 26 weeks.....	114,90	tweede 26 weke.....	114,90
third 26 weeks	119,31	derde 26 weke	119,31
fourth 26 weeks	124,77	vierde 26 weke	124,77
(p) Plain sewer:		(p) Gewone naaldwerker:	
Qualified.....	124,98	Gekwalifiseer	124,98
Learners—		Leerlinge—	
first 26 weeks.....	108,39	eerste 26 weke	108,39
second 26 weeks.....	109,96	tweede 26 weke.....	109,96
third 26 weeks	111,54	derde 26 weke	111,54
fourth 26 weeks	114,06	vierde 26 weke	114,06
fifth 26 weeks.....	116,58	vyfde 26 weke.....	116,58
(q) General assistant.....	138,63	(q) Algemene assistent	138,63
(r) Cleaner.....	120,78	(r) Skoonmaker	120,78
(s) Tea maker	120,78	(s) Teemaker	120,78
(t) Watchman	149,62	(t) Wag.....	149,62
(u) Motor vehicle driver:		(u) Motorvoertuigdrywer:	
(i) Driver of a motor vehicle, the unladen mass of which—		(i) Drywer van 'n motorvoertuig waarvan die onbelaste massa—	
(aa) does not exceed 453 kg	148,99	(aa) hoogstens 453 kg is	148,99
(ab) exceeds 453 kg but does not exceed 2 722 kg.....	162,01	(ab) meer as 453 kg maar hoogstens 2 722 kg is.....	162,01
(ac) exceeds 2 722 kg but does not exceed 4 536 kg.....	182,17	(ac) meer as 2 722 kg maar hoogstens 4 536 kg is.....	182,17
(ad) exceeds 4 536 kg.....	218,71	(ad) meer as 4 536 kg is	218,71
(ii) Part-time motor vehicle driver	138,63	(ii) Deelydse motorvoertuigdrywer	138,63
(v) Clicker:		(v) Perssnyer:	
Qualified.....	260,29	Gekwalifiseer	260,29
Learners—		Leerlinge—	
first 26 weeks.....	108,39	eerste 26 weke	108,39
second 26 weeks.....	119,73	tweede 26 weke.....	119,73
third 26 weeks	131,28	derde 26 weke	131,28
fourth 26 weeks	149,20	vierde 26 weke	149,20
fifth 26 weeks.....	162,20	vyfde 26 weke.....	162,20
sixth 26 weeks.....	172,72	sesde 26 weke.....	172,72
seventh 26 weeks.....	185,11	sewende 26 weke.....	185,11
eighth 26 weeks.....	197,08	agste 26 weke	197,08
ninth 26 weeks.....	208,42	negende 26 weke	208,42
(w) Beader.....	151,09	(w) Randvormer.....	151,09
(x) Chlorinator.....	128,34	(x) Chloreerder	128,34
(y) Compounder.....	162,22	(y) Menger	162,22
(z) Dipper.....	162,22	(z) Indoper	162,22
(aa) Glove turner.....	181,12	(aa) Handskoenomdopper	181,12
(ab) Mouldmaker.....	155,29	(ab) Vormmaker.....	155,29
(ac) Packer	128,34	(ac) Verpakker	128,34
(ad) Quality product co-ordinator	213,67	(ad) Gehalteproduktkoördineerder.....	213,67

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(ae) A supervisor shall be paid the qualified rate applicable to the employees being supervised, plus 33½ per cent.

Provided that—

(i) a trainee supervisor shall serve a probationary period not exceeding six months and shall be paid the qualified rate applicable to the employees being supervised, plus 10 per cent;

(ii) a trainee supervisor, who is not considered suitable for promotion after completion of the probationary period, shall return to his former position at his former wage.”

(2) Delete subclause (3).

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

“(6) Notwithstanding anything to the contrary contained herein, the wage of an employee, who—

(a) immediately prior to the date on which this Agreement comes into operation, is in receipt of a wage higher than that prescribed for the class of work on which he is engaged shall, with effect from the date on which this Agreement comes into operation, be increased by an amount equal to the difference between the wage prescribed in the Agreement published under Government Notice R. 102 of 19 January 1990, and the wage prescribed in this Agreement for the class of work on which he is engaged.”

6. CLAUSE 13 OF THE FORMER AGREEMENT.— ANNUAL PAID LEAVE AND PAID PUBLIC HOLIDAYS

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

“(1) (c) In addition to the leave referred to in subclause (1) (a) and (1) (b), every employer shall grant two days paid occasional leave and the days to be taken as occasional leave shall be decided by the employer in consultation with the union/employees: Provided that an employee who is required by his employer to work on the shift immediately preceding and/or following any of the two days referred to in this subclause and who absents himself from work on such shift or shifts, shall not be paid for such occasional leave not worked unless he was absent with the permission of the employer or on account of sickness which is certified by a registered medical practitioner.”

(2) Substitute the following for subclause (7) (a):

“(7) (a) Good Friday, Easter Monday, Workers' Day, Ascension Day, Republic Day, Day of the Vow, Christmas Day and New Year's Day shall be holidays on full pay: Provided that—

(i) whenever an employee works on any of these days, his employer shall pay him remuneration at a rate of not less than his ordinary remuneration in respect of the total period worked on such day, in addition to the remuneration to which he would have been entitled had he not so worked;

(ii) an employee who is required by his employer to work on the shift immediately preceding and/or following any of the public holidays referred to in this subclause and who absents himself from work on such shift or shifts, shall not be paid for such holiday not worked unless he was absent with the permission of the employer or an account of sickness which is certified by a registered medical practitioner.”

(3) Substitute the following for subclause (9):

“(9) In the event of Republic Day falling on a Friday, no work shall be performed after 15h30 on the day immediately preceding such Friday and the employees shall receive full pay in respect of the remaining hours normally worked on Thursday afternoons: Provided that where work is performed

(ae) 'n Toesighouer moet betaal word teen die skaal vir gekwalifiseerdes wat van toepassing is op werknemers wat onder toesig staan, plus 33½ persent.

Met dien verstande dat—

(i) 'n leerling-toesighouer sal 'n proeftyd van hoogstens ses maande moet uitdien en betaal moet word teen die skaal vir gekwalifiseerdes wat van toepassing is op werknemers wat onder toesig staan, plus 10 persent;

(ii) 'n leerling-toesighouer wat na voltooiing van die proeftyd nie vir promosie geskik beskou word nie, sal na sy vorige posisie moet terugkeer teen sy vorige loon.”

(2) Skrap subklousule (3).

(3) Vervang subklousule (6) deur die volgende:

“(6) Ondanks andersluidende bepalings hierin, moet die loon van 'n werknemer wat—

(a) onmiddellik voor die datum waarop hierdie Ooreenkoms in werking tree 'n hoër loon ontvang as dié wat voorgeskryf word vir die klas werk waarin hy werksaam is, met ingang van die datum waarop hierdie Ooreenkoms in werking tree, verhoog word met 'n bedrag wat gelyk is aan die verskil tussen die loon voorgeskryf in die Ooreenkoms wat by Goewermentskennisgewing R. 102 van 19 Januarie 1990, gepubliseer is en die loon wat in hierdie Ooreenkoms vir die klas werk waarin hy werksaam is, voorgeskryf word.”

6. KLOUSULE 13 VAN DIE VORIGE OOREENKOMS.— JAARLISE VERLOF EN VAKANSIE DAE MET BESOLDIGING

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

“(1) (c) Benewens die verlof in subklousule (1) (a) en (b) bedoel, moet elke werkgewer twee dae geleentheidsverlof met besoldiging toestaan, en die dae waarop geleentheidsverlof geneem moet word, moet deur die werkgewer in oorleg met die vakvereniging/werknemers bepaal word: Met dien verstande dat 'n werknemer wie se werkgewer van hom vereis om te werk op die skof onmiddellik voor en/of na enigeen van die twee dae in hierdie subklousule bedoel en wat die skof of skofte van sy werk af wegbly nie betaal moet word nie vir sodanige geleentheidsverlof wat hy nie voor gewerk het nie, tensy hy afwesig was met die verlof van sy werkgewer of weens siekte wat deur 'n geregistreerde mediese praktisyn gesertifiseer is.”

(2) Vervang subklousule (7) (a) deur die volgende:

“(7) (a) Goeie Vrydag, Paasmaandag, Werkersdag, Hemeelvaartsdag, Republiekdag, Geloftedag, Kersdag en Nuwejaarsdag is vakansiedae met volle betaling: Met dien verstande dat—

(i) wanneer 'n werknemer op enigeen van hierdie dae werk, sy werkgewer hom minstens sy gewone besoldiging ten opsigte van totale tydperk op sodanige dag gewerk, moet betaal benewens die besoldiging waarop hy geregtig sou gewees het as hy nie aldus gewerk het nie;

(ii) 'n werknemer wie se werkgewer van hom vereis om te werk op die skof onmiddellik voor en/of na enigeen van die openbare vakansiedae in hierdie subklousule bedoel en wat die skof of skofte van sy werk af wegbly, nie betaal moet word vir sodanige vakansiedag wat hy nie gewerk het nie, tensy hy afwesig was met die verlof van sy werkgewer of weens siekte wat deur 'n geregistreerde mediese praktisyn gesertifiseer is.”

(3) Vervang subklousule (9) deur die volgende:

“(9) Ingeval Republiekdag op 'n Vrydag val, moet geen werk na 15h30 op die dag onmiddellik voor sodanige Vrydag gedoen word nie en die werknemers moet die volle loon ontvang vir die oorblywende ure wat hulle gewoonlik op Donderdagmiddae werk: Met dien verstande dat waar daar na 15h30

after 15h30 on such afternoon the employees shall, in addition to their ordinary wages, be paid at overtime rates for all time worked after 15h30 on that day: Provided further that the provisions of this subclause shall not apply in respect of an employee who is absent from work during the morning work period of the day immediately preceding Republic Day."

**7. CLAUSE 20 OF THE FORMER AGREEMENT.—
COUNCILS FUNDS**

(18) Substitute the expression "15 cents" for the expression "ten cents".

**8. CLAUSE 21 OF THE FORMER AGREEMENT.—
WELFARE FUND**

(1) In the heading to this clause substitute the expression "Supplementary Benefits Fund" for the expression "Welfare Fund".

(2) In subclause (2) insert the following new paragraphs:

"(d) are entitled to a grant when proceeding on confinement leave in terms of clause 30";

(e) lose earnings as a result of proceeding on compassionate leave/paternity leave in terms of clause 31."

(3) Delete subclause (3) (b).

(4) Substitute the following for subclause (4):

"(4) An employee who has been employed in the Industry for not less than 13 weeks and who has been absent from work on account of short-time shall be entitled to 50 per cent of his actual daily wage: Provided that no benefits shall be paid to an employee who earns the equivalent of four days' wages in any week, irrespective of the number of days such an employee may work during that week: Provided further that the amount paid to an employee shall not be in excess of 10 days in any period of 12 consecutive calendar months."

(5) In subclause (5)—

(a) substitute the expression "50 per cent of his actual weekly wage" for the expression "not less than R4 per calendar week";

(b) delete proviso (ii).

(6) In subclause (6), substitute the figure "R20" for the figure "R6" and the expression "24 months" for the expression "12 months".

(7) Insert the following new subclause after subclause (6) (bis):

"(6) (ter) An employee who has been a member of the Fund for 13 weeks and who proceeds on compassionate/paternity leave in terms of clause 31 shall be entitled to claim leave pay."

**9. CLAUSE 29 OF THE FORMER AGREEMENT.—
PROCEDURES**

Substitute the following for clause 29:

"Every employer shall negotiate at plant level with the union procedures relating to grievances, discipline, retrenchment and the functioning and training of shop stewards."

10. Insert the following new clause 31:

"31. COMPASSIONATE/PATERNITY LEAVE

(1) Compassionate/paternity leave amounting to three days per year shall be granted to an employee as follows:

(a) In the event of the death of a close relative. In this regard, 'close relative' shall mean spouse, child of an employee, and mother and father of an employee or his spouse;

(b) in the event of the confinement of an employee's wife.

op so 'n middag gewerk word die werknemers benewens hul gewone lone teen die tariewe vir oortydwerk betaal moet word vir al die tyd wat hulle na 15h30 op daardie dag gewerk het: Voorts met dien verstande dat hierdie subklousule nie van toepassing is nie op 'n werknemer wat van die werk afwesig is gedurende die oggendwerkperiode van die dag onmiddellik voor Republiekdag."

**7. KLOUSULE 20 VAN DIE VORIGE OOREENKOMS.—
FONDSE VAN DIE RAAD**

Vervang die uitdrukking "tien sent" deur die uitdrukking "15 sent".

**8. KLOUSULE 21 VAN DIE VORIGE OOREENKOMS.—
WELSYNSFONDS**

(1) In die opskrif van hierdie klousule vervang die uitdrukking "Welsynsfonds" deur die uitdrukking "Aanvullende Bystandsfonds."

(2) In subklousule (2) voeg die volgende paragrafe in:

"(d) geregtig is op 'n toelae wanneer hulle ingevolge klousule 30 met kraamverlof gaan;

(e) verdienste verloor as gevolg daarvan dat hulle ingevolge klousule 31 met deernis-/vaderskapverlof gaan."

(3) Skrap subklousule (3) (b).

(4) Vervang subklousule (4) deur die volgende:

"(4) 'n Werknemer wat minstens 13 weke in die Nywerheid werksaam en weens korttyd van sy werk afwesig was, is op 50 persent van sy werklike dagloon geregtig: Met dien verstande dat geen bystand betaal moet word aan 'n werknemer wat in 'n bepaalde week die ekwivalent van vier dae se loon verdien nie, afgesien van die getal dae wat sodanige werknemer gedurende daardie week werk: Voorts met dien verstande dat die bedrag wat aan 'n werknemer betaal word, vir hoogstens 10 dae mag wees in 'n tydperk van 12 agtereenvolgende kalendermaande."

(5) In subklousule (5)—

(a) vervang die uitdrukking "minstens R4 per kalenderweek" deur die uitdrukking "50 persent van sy werklike weekloon";

(b) skrap voorbehandsbepaling (ii).

(6) In subklousule (6), vervang die syfer "R6" deur die syfer "R20" en die uitdrukking "12 maande" deur die uitdrukking "24 maande".

(7) Voeg die volgende nuwe subklousule in na subklousule (6) (bis):

"(6) (ter) 'n Werknemer wat 13 weke lid van die Fonds was en wat ingevolge klousule 31 met deernis-/vaderskapverlof gaan, is daarop geregtig om verlofbetaling te eis."

**9. KLOUSULE 29 VAN DIE VORIGE OOREENKOMS.—
PROSEDURES**

Vervang klousule 29 deur die volgende:

"Elke werkgewer moet op fabrieksvlak met die vakvereniging prosedures beding in verband met griewe, dissipline, personeelvermindering en die funksie en opleiding van werkwinkelvertegenwoordigers."

10. Voeg die volgende nuwe klousule 31 in:

"31. DEERNIS-/VADERSKAPVERLOF

(1) Deernis-/vaderskapverlof wat drie dae per jaar behoort, moet soos volg aan 'n werknemer toegestaan word:

(a) In die geval van die afsterwe van 'n bloedverwant.

In hierdie verband, beteken 'bloedverwant' gade, kind van 'n werknemer, en moeder en vader van 'n werknemer of sy gade;

(b) in die geval van die bevalling van 'n werknemer se vrou.

(2) Payment for such leave shall not be made by the employer but from the Supplementary Benefits Fund."

This Agreement signed at Port Elizabeth, on behalf of the parties this 18th day of October 1990.

E. W. BAILEY,
Chairman.

L. MAASDORP,
Vice-Chairman.

B. J. WILSON,
Secretary.

No. R. 706

5 April 1991

LABOUR RELATIONS ACT, 1956

**CLOTHING INDUSTRY, EASTERN PROVINCE.—
RE-ENACTMENT OF PROVIDENT FUND
AGREEMENT**

I, Eli van der Merwe Louw, Minister of Manpower, hereby—

(a) in terms of section 48 (1) (a) of the Labour Relations Act, 1956, declare that the provisions of the Agreement which appears in the Schedule hereto and which relates to the Undertaking, Industry, Trade or Occupation referred to in the heading to this notice, shall be binding, with effect from the Second Monday after the date of publication of this notice and for the period ending 30 April 1991 upon the employers' organisation and the trade union which entered into the Agreement and upon the employers and employees who are members of the said organisation or union; and

(b) in terms of section 48 (1) (b) of the said Act, declare that the provisions of the Agreement, excluding those contained in clauses 1 (1) (a), 2 and 3 shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 30 April 1991 upon all employers and employees, other than those referred to in paragraph (a) of this notice who are engaged or employed in the said Undertaking, Industry, Trade or Occupation in the areas specified in clause 1 of the said Agreement.

E. VAN DER M. LOUW,
Minister of Manpower.

SCHEDULE

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

PROVIDENT FUND

AGREEMENT

in accordance with the provisions of the Labour Relations Act, Act No. 28 of 1956, made and entered into by and between the

Eastern Province Clothing Manufacturers' Association (hereinafter referred to as the "employers" or the "employers' organisation"), of the one part, and the

South African Clothing and Textile Workers' Union (hereinafter referred to as the "employees" or the "trade union"), of the other part,

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

(2) Betaling vir sodanige verlof moet nie deur die werkgewer gemaak word nie maar deur die Aanvullende Bystandfonds."

Hierdie Ooreenkoms is namens die partye op hede die 18de dag van Oktober 1990 in Port Elizabeth onderteken.

E. W. BAILEY,
Voorsitter.

L. MAASDORP,
Ondervoorsitter.

B. J. WILSON,
Sekretaris.

No. R. 706

5 April 1991

WET OP ARBEIDSVERHOUDINGE, 1956

**KLERASIENYWERHEID, OOSTELIKE PROVIN-
SIE.—HERBEKRAGTIGING VAN VOORSORG-
FONDSOORENKOMS**

Ek, Eli van der Merwe Louw, Minister van Mannekrag, verklaar hierby—

(a) kragtens artikel 48 (1) (a) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings van die Ooreenkoms wat in die Bylae hiervan verskyn en betrekking het op die Onderneming, Nywerheid, Bedryf of Beroep in die opskrif by hierdie kennisgewing vermeld, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 April 1991 eindig, bindend is vir die werkgewersorganisasie en die vakvereniging wat genoemde Ooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasie of vereniging is; en

(b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalings van die genoemde Ooreenkoms uitgesonderd dié vervat in klousules 1 (1) (a), 2 en 3 met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 April 1991 eindig, bindend is vir alle ander werkgewers en werknemers as dié genoem in paragraaf (a) van hierdie kennisgewing wat betrokke is by of in diens is in genoemde Onderneming, Nywerheid, Bedryf of Beroep in die gebiede in klousule 1 van die genoemde Ooreenkoms gespesifiseer.

E. VAN DER M. LOUW,
Minister van Mannekrag.

BYLAE

**NYWERHEIDSRAAD VIR DIE KLERASIENYWERHEID,
OOSTELIKE PROVINSIE**

VOORSORGFONDS

OOREENKOMS

ooreenkomstig die Wet op Arbeidsverhoudinge, Wet No. 28 van 1956, gesluit deur en aangegaan tussen die

Eastern Province Clothing Manufacturers' Association (hierna die "werkgewers" of die "werkgewersorganisasie" genoem), aan die een kant, en die

South African Clothing and Textile Workers' Union (hierna die "werknemers" of die "vakvereniging" genoem) aan die ander kant,

wat die partye is by die Nywerheidsraad vir die Klerasienywerheid, Oostelike Provinsie.

Agencies confirm slump is hitting job opportunities

B/Day 8/14/91
EMPLOYMENT agencies specialising in professional, secretarial, marketing, sales and clerical positions have experienced a drop of nearly 50% in the number of people being taken on, compared with March last year, a Business Day survey has found.

The survey, conducted among leading personnel agencies in Johannesburg, found there had been a drop of between 40% and 50% in the formal economic sector as the recession continued and thousands of people were laid off.

However, Browns Personnel Consultants MD Morris Walsh said although the employment rate had declined by nearly 50% from July last year to January this year, there was a huge shortage of skilled people in the engineering and technical fields.

The agency specialises in recruiting for the technical, production and manufacturing side.

Increased

Walsh said SA was starved of technicians and engineers and needed a huge influx in the area.

Drake Personnel MD Grant Chaney said the agency was experiencing an increased demand on the industrial side.

In addition, there was a growth in temporary employment.

This, he predicted, would become a future trend.

Kelly Services MD John Dawkins said the situation was particularly bleak for matriculants, graduates and army-leavers.

However, while many companies were retrenching staff, firms would generally bend over backwards to accommodate "good" staff. Job opportunities were still available in more skilled areas.

Dawkins, in a statement, offered advice on ways of cutting down the

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VERA VON LIERES
risk of retrenchment included making oneself indispensable to the company by taking on as many extra responsibilities as possible; having pride in the company's products and services; keeping up with company developments; cultivating an ability to get on with people; and looking for better and less expensive ways of doing things.

He said most companies were cutting staff complements to the stage where every person in the company had to be productive. Training programmes were being discontinued. However, many companies still had training schemes, especially for black employees.

Professional Assignment Group chairman Sidney Catton said although the situation was bleak, and the formal employment sector was not providing sufficient jobs, the small business sector was gaining momentum.

He said typical SA companies were not taking a long-term view of the situation and employees lost to the formal sector were unlikely to return when the economy picked up.

Quest Personnel Group executive assistant Lyn Palmer said the type of jobs available at the moment were for people well qualified in their fields.

She said employees tended to place job security above financial improvement when considering a move.

Staff Plan spokesman Claire Colander said the situation generally was bleak and companies tended to employ people with qualifications and job experience.

Cresta Personnel MD Marie Devreux said although the agency was still finding positions for qualified people, since about October last year it had become difficult to place graduates.

Scene set for tense pay talks

(181)
Notes
5/Day 9/4/91
1986

VERA VON LIERES

ANNUAL wage negotiations in the tyre and vehicle industries were set to be "tough and tense", National Union of Metalworkers (Numsa) official Les Kettledas said yesterday.

The second round of negotiations, covering about 60 000 workers, took place last week. Meetings were held for major tyre and vehicle manufacturers to respond to union demands tabled last month.

Kettledas said industry employers said last week wage increases would have to be substantially below the inflation rate. Numsa rejected this position.

Numsa demands included:

- Training for all workers;
- Industry funds to finance training of retrenched workers; and
- Job creation schemes to be established and administered by senior employer and union representatives.

Rights

Numsa said longer-term planning at industry level, in which unions played a central role, was urgently required.

The union said employers should finance planning, including research and development; agree on a code of basic worker rights; and negotiate investment decisions, work organisation and productivity with unions.

Automobile employers' caucus chairman Dave Kirby said that last week's meeting gave employers an opportunity to present their position. The industry was "not finding it easy".

A key issue in this year's negotiations would be job security, he said. Wage offers had not yet been tabled but the parties had decided on central issues around which to negotiate.

The third round of talks will take place next week.

Numsa, employers. set for tough talks

By Shareen Singh

There were early indications that annual wage negotiations in the tyre and car industries would be tough and tense, the National Union of Metalworkers (Numsa) said yesterday.

At the second round of wage talks last week, employers in the industry stated that wage increases needed to be substantially below the current inflation rate and offered a 7 percent increase. *See 9/4/91.*

Numsa warned that wage increases below the inflation rate were unacceptable and would not be negotiable. The union was demanding R2 an hour across-the-board increase — the same as its opening demand last year.

Central to the negotiations this year were Numsa's demands on employment security and training. It proposed that all workers be trained and that industry funds be set up to finance training. It also called for job creation schemes.

The next round of negotiations takes place next week.

Crisis is looming ¹⁸¹ for new job seekers

¹⁸² GERALD REILLY ¹⁸³

PRETORIA — Only one in 10 of the more than 300 000 people entering the job market this year was likely to find a job in the formal sector if economic trends continued, Volkskas chief economist Adam Jacobs said yesterday.

He was commenting on the latest Central Statistical Service (CSS) employment figures in mining and quarrying, manufacturing, and construction.

These show that more than 70 000 jobs were lost in the three major employment areas last year. ¹⁸⁴ *Day 11/4/91*

In December 1989 employment in mining and quarrying was 702 382. By the end of last year it had dropped to 660 000.

Manufacturing's total employment declined by 14% to 1,4-million and in construction the work force decreased from 412 600 to 398 700.

The employment slide continued this year. In January manufacturing jobs decreased by a further 0,3% and construction by 1,3%.

Official figures show the formal sector's ability to absorb entrants into the job market was 73,6% between 1965 and 1970.

Between 1985 and 1989 it hit a low of 12,5% and could drop to one in 10.

Jacobs said only one in every eight new entrants to the labour market could find permanent work in the formal sector.

Seifsa wage offer rejected

By Shareen Singh

Employers and unions in the metal industry failed to reach agreement at the third round of wage negotiations yesterday, despite an improved wage offer.

The Steel Engineering Industries Federation (Seifsa), the employer

body, said the revised wage offer provided for increases ranging from 8 to 11,6 percent.

In earlier talks, employers had offered increases ranging from 7 to 10,5 percent.

The proposed new increase would raise rates to R4,62 and R10,26 an hour for labourers and artisans respectively.

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12/4/91

12/4/91

SSS

Tyre bosses offer seven percent

■Tyre manufacturers Firestone, Gentyre and Tycon have responded to union wage demands in industrial council talks with a "measly" opening offer of seven percent, according to the National Union of Metalworkers. (181)

Numsa has demanded a guaranteed personal increase of R2 an hour and the retention of the current R5,50 minimum in the tyre talks, one of four industry pay negotiations involving the

w/mant 12/4 - 18/4/91.

union. w/mant 12/4-18/4/91 (181)

At the same time automobile employers, meeting Numsa last week for the second round of talks, warned that pay rises this year would have to be substantially below the inflation rate.

Numsa said it told employers that below-inflation rises were unacceptable and non-negotiable.

In a statement, it also said it had urged longer-term planning at industry level, in which unions would be "central players".

Employers should finance planning, including research and development, agree to a code of worker rights and negotiate on investment decisions, manning levels, work organisation and productivity.

Edworks pegs hopes on major changes

BID 03
18/14/91

MARCIA KLEIN

FSI subsidiary Edworks is undergoing major changes to turn its losses at the December year-end into profits.

During the past two months the company introduced a "hands on management team" and cut back on certain service divisions, resulting in about 60 retrenchments.

Edworks, which covers Pick-a-Pair, Marcello and Koko stores, incurred a trading loss of R11.4m in the year to end-December.

CE Hilton Nowitz said in an interview yesterday that Edworks' rate of progress had not been as fast as anticipated since it was bought by FSI following its provisional liquidation in June 1989. The company had not expanded since then — it remained with 270 stores — and its progress had been limited.

Although 60 people were retrenched, Nowitz said this had no implication for the stores or for the company's 1 400 workers. Retrenchments resulted mainly from the closure of head office departments, including property, marketing and printing.

Nowitz said the group's strength lay in the location of its stores, and with the long-term aim of expanding the business, new stores would open during the next few years.

A major problem with previous management was a lack of footwear expertise and a lack of knowledge of what was going on at lower levels. However, Nowitz said Edworks' problems were inherent in the business.

Edworks had reassessed all the areas which needed to be addressed, including market identity, margins, overheads, and particularly, the lack of systems.

Nowitz said the company was in a strong position in terms of future growth because of its new management team, backing and sound locations, and he expected a significant turnaround.

He said that FSI had made a commitment in terms of employing top management to help improve profits and "get back to basics".

Strike continues

THE nationwide strike by 800 members of the Transport and General Workers Union at Waste-Tech entered its second week yesterday with the union and management still deadlocked over wage increases and work conditions. *Sweeten 18/4/71*

Management at Waste-Tech has threatened to charge the union for intimidation against its temporary work staff in the Johannesburg depot. *(182) (181)*

A union spokesman said they would investigate the alleged incidents but also said the company's actions were "provocative".

The union spokesman said the company had failed to respond to the union's proposals to end the impasse, instead employing "scab labourers" to undermine the union.

Strike threat as talks fail

18/1
18/1

Sowetan
18/4/91

THE Building Construction and Allied Workers Union has reached a deadlock in their wage negotiations with Mondi Timbers.

The company has refused to budge from their offer of a 13 percent wage increase.

"As we have now deadlocked at the conciliation board, we are left with no option but to ballot for a strike. We have reached a point whereby we cannot tolerate exploitation from any angle.

"We would definitely consider asking our co-workers in the same industry to support our rightful action," BCAWU general secretary Mr Vusi Thusi said.

Dispute

The union has now informed the Department of Manpower that the dispute has not been resolved.

The department will refer the matter to its director-general in terms of the Labour Relations Act.

A company representative said: "We maintain that the 13 percent wage increase across the board is the final offer and we are not going to budge."

The dispute started when management set up pre-conditions for wage increases. These were that:

* It would refuse to negotiate wages on an across-the-board percentage;

* Bonus would only be offered if there were no stayaways and labour unrest; and that

* Workers should work for lost time.

The union demanded a 30 percent increase across the board, a minimum wage of R18 a day, a 13th cheque, 18 percent night shift allowance, 18 days leave above the statutory paid holidays.

It also demanded that February 23, March 21 and June 16 be paid holidays.

Mondi Timbers offered only half of these demands. The union re-

ferred the matter to the Independent Mediation services of South Africa and the company stood by its final offer except to increase wages by 1 percent to 13 percent.

The union now says the 13 percent wage increase could be accepted only if the company reopened the canteen and workers stop paying for accommodation.

-
Sowetan Correspondent.

N-BUSINESS

Investment the

key - UF chief

By JOSHUA RABOROKO

Sweetan 18/4/91

EVEN an acceptable political solution and the lifting of sanctions would not of their own bring an automatic influx of investment on the scale South Africa needed, a leading industrialist said this week.

Speaking at the launch of the R2,5 million Cape Town Job Creation Project, trustee of the Independent Development Trust and chairman of the Urban Foundation Mr Mike Rosholt said before that could materialise the new government would have to persuade potential investors that its economic system was sound and acceptable.

He said the private sector in turn would have to demonstrate it could provide adequate returns.

He said: "Our recovery, initially at least, will have to be internally driven. This will result in a measure of employment creation by the private sector.

"But sad to relate, history shows that on the whole, large businesses have not created meaningful numbers of new jobs in recent years - this is an international, not just a South African phenomenon.

This was partly due "to the fact that particularly in the manufacturing sector they have had to resort to increased mechanisation to remain competitive in international markets".

"In contrast, history has shown that small business

has had a very good record in job creation, both in the formal and informal sector," Rosholt said.

Businessmen, by and large, were not particularly adept at politics and were unable to contribute meaningfully in that sphere.

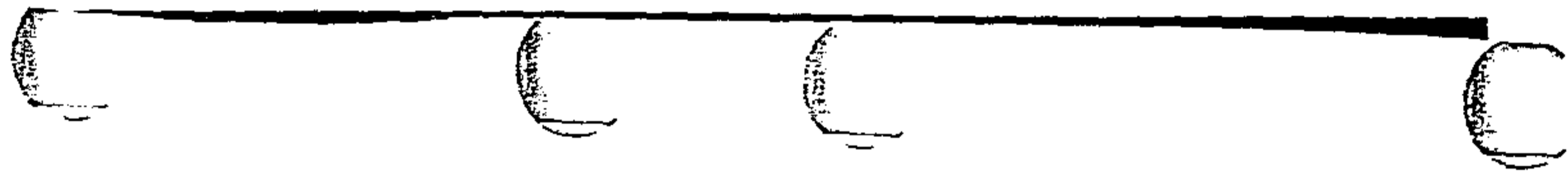
But they had a tremendous responsibility to promote socio-economic progress which alone could tackle the issues of poverty and deprivation in this country, without which the stability and growth "we see so desperately need will not be attainable".

"The end of apartheid does not mean that all South Africa's problems will be over. No political solution, however perfect, will work unless it is matched by a strong economy, which will in turn provide the funds for really significant social investment."

He said in Cape Town alone, the population growth rate was already seven percent and 30 000 new jobs were needed a year to meet the expectations of a population which could conceivably double to five million by the year 2000.

"There is no easy or quick solution. Certainly the State, by ditching necessary fiscal disciplines and endangering longer term recovery, could produce projects calling for considerable employment."

Mr Eric Ismay, the chairman of the Cape Town Job Creation Project, said: "Our initiative involves more than job creation. We are in the business of developing new entrepreneurs and creating new businesses."



Bottle trade unions to meet

MAJOR trade unions in the beverage and bottling industries are to meet in Cape Town this weekend.

Sowetan 19/4/91.

The convention, which is headed by veteran trade unionist Mr George Nene under the banner of the Coke National Shopstewards Council, takes place at the Food and Allied Workers Union headquarters tomorrow.

Participants at the meeting will include unions from two major federations, Cosatu and Nactu, as well as from independent unions. (5) (181)

The meeting will discuss the formation of a single national bargaining unit for the industry.

Also under discussion will be ways of mobilising workers in the neighbouring states as a single bargaining unit.

W. W. 1914-25/4/91.
Catch in Seifsa offer

■The Steel and Engineering Industries Federation has offered to include thousands of unscheduled workers in the metal industrial council agreement — a key demand of the

(181)

(181)

Spareco staff win pay claim

SPARECO employees whose salary cheques bounced after the giant motor spares company went into liquidation last year have won their claim for more than R1-million in unpaid salaries and wages. (181) (181)

In a settlement reached between the consortium of banks – Bankorp, First National and Alpha – and the 623 Spareco employees, wages for September will be paid in full.

Spareco employees have been fighting for six months for the pay they were promised for conducting a stock-take after the closure of the company, under the instruction of the banks' representative, Reuben Miller Group.

The Rand Supreme Court directed liquidators Westrust to meet the wages bill.

Retrenchment S/Times (Business) 2/14/91 pain relieved

THE WIDENING net of re-
trenchment — the corporate
curse of the 1990s — has led
to rapid growth for the Cen-
tre for Human Development.

It was set up by the Cham-
ber of Mines four years ago
to advise companies on pro-
ductivity and coping with the
job-loss trauma.

The centre was formed ini-
tially to help chamber mem-
bers and affiliates as the
threat of a lagging gold price
to the industry became ap-
parent.

385 (181)
Spread

But its services have spread
to other companies. Today its
nine centres and 100-strong
professional staff of psycholo-
gists, psychiatrists and social
workers are self-funding.

The centre is affiliated to
the Chamber of Mines
through its Employee Assis-
tance Programme (EAP), but
increasingly its work is
spread throughout the com-

Business Times Reporter

mercial and industrial sec-
tor, says regional EAP man-
ager Renate Rijavec-Volpe.

"Retrenchment, with its
natural consequences of di-
minished self-concept, finan-
cial stress, lower standards
of living and increased
crime, can paint nightmarish
scenarios if left unattended,"
says Dr Rijavec-Volpe.

"We have developed
models which mean we can
help any company and its
employees to handle re-
trenchment in a better way."

She says that if retrench-
ment is badly managed it can
have "disastrous con-
sequences" for companies
and people. It can give a
company many difficulties
from a demotivated and un-
trained staff.

"For the individual it is an
ego-bashing experience, irre-
spective of how earnestly the
company tries to depersona-
lise the experience."

Metal industry unveils new provident fund

Bloom 24/4/91

(320)
(181)

CAPE TOWN — The metal and engineering industries will launch a provident fund next week to give members of the R4bn Metal Industries' Group Pension Fund — one of the largest funds in SA — the option of an alternative form of pension.

From May 1, the fund's 240 000 members will have the option to transfer their contributions to the new Metal Industries' Provident Fund which was promulgated on Friday.

It has taken the Steel and Engineering Industries' Federation and eight trade unions in the metal sector two years to negotiate the new fund.

Change

About 60% of the members are expected to take up the option to transfer to the provident fund. By doing so, they will have the opportunity to take their full pension benefits in a lump sum when they resign or retire.

Metal Industries Funds' administration director Harvey Pearce said yesterday that members had been given two years, from May 1990 to May 1992, to decide whether they wanted to transfer their contributions.

New members would have to choose the fund they wished to join but would be given

LESLEY LAMBERT

three months to change their minds.

The pension fund, which was established as a non-contributory fund in 1966 and converted to a contributory fund in 1978, would remain operational for those who did not wish to transfer. The fund's actuarial soundness had been confirmed in a recent evaluation, he said.

The new provident fund would be jointly managed by trustees elected by the trade unions and employers. National Union of Mineworkers of SA (Numsa) shop steward Johannes Bokasa was elected the first chairman of the fund's management board.

Provident funds became the favoured pension vehicles of many trade unions after government published a controversial Pensions Bill in 1981 to establish the preservation of pensions.

Many workers threatened to withdraw from their pension funds at the time and provident funds were established as an alternative, enabling them to take their full benefits in a lump sum after retirement rather than a monthly pension.

Pearce and Numsa general secretary Moses Mayekiso said the new fund marked an important step in the history of negotiated benefits in SA.

AAM to protest Sasol firings

Sowetan 24/4/91
THE Anti-Apartheid

Movement of London is to picket the South African embassy on Friday to demand the reinstatement of fired Sasol workers, according to the South African Chemical Workers Union.

The gesture is a sign of support for 800 workers dismissed during a strike.

The workers, after losing a protracted legal battle for their jobs, are campaigning for the matter to be brought before an international tribunal, said a Sacwu spokesman.

He said the union had also approached the South African Council of Churches to intervene.

Earlier this year, residents of Zamdela, near Sasolburg, embarked on a consumer boycott to force the company to reinstate the workers.

Discussions between the company and the Zamdela Crisis Committee, which coordinates the boycott, are under way. - *Sowetan Reporter.*

Star 24/4/91.

Metalworkers get provident choice

Finance Staff

24/4/91

One of the biggest pension funds in the country, the R4 billion Metal Industries Group Pension Fund, is to enable its members to take their retirement benefits in a lump sum provident basis.

Establishment of the provident fund on May 1 follows two years of negotiations between trade unions in the metal and engineering industries and the employers' organisation the Steel and Engi-

neering Industries Federation of SA (Seifsa), says Harvey Pearce, director of Metal Industries Funds Administration.

"The establishment of this fund marks an important step in the history of negotiated benefits in South Africa," he said.

"Members of the pension fund will have one year from May 1 this year to decide whether they wish to transfer to the provident fund. The pension fund will continue to operate and pay pensions

for life to members and thereafter for life to their spouses."

Moses Mayekiso, general secretary of the National Union of Metalworkers of SA (Numsa), described establishment of the fund as a major achievement for metal industry workers.

The provident fund will be jointly controlled by trustees elected by the unions and employers, as is the pension fund.

The about 10 000 Seifsa members employ about 240 000 workers.

SAB dispute for mediation

A DISPUTE involving 700 members of the Food Beverage Workers Union and SAB was yesterday referred for mediation in an effort to resolve the strike now in its second week.

Union official Mr

Sowetan 25/4/91
**SOWETAN
Correspondent**

Thami Mcerwa said workers demanded a housing subsidy. Another complaint was the reduction of delivery crew members from five to

four without consultations.

He said there was an impasse between South African Breweries management and the union over whether "the so-called intimidators should be disciplined".

USINESS

Steelmen's negotiations finally bear fruit

Sowetan
25/4/91

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~~181~~

By JOSHUA RABOROKO

THE new Metal Industries Provident Fund will start on May Day after two years of negotiations between the employer's organisation - Steel and Engineering Industries Federation of South Africa (Seifsa) - and trade unions in the metal and engineering industries.

The establishment of this fund marks an important step in the history of negotiated benefits in the country.

The director of the Metal Industries Funds (administration), Mr Harvey Pearce, said: "Members of the Metal

Industries Group fund will have one year from May 1 to decide whether they wish to transfer to the Provident Fund.

"The Pension Fund, currently one of the largest funds in South Africa with assets of R4-billion, will continue to operate and pay pensions for life to members and thereafter for life to their spouses."

The National Union of Metalworkers of South Africa welcomed the move.

Hani accuses Anglo of crime against SA

Star 25/4/91.

By David Braun
Star Bureau

WASHINGTON — Anglo American Corporation had committed a crime against the people of South Africa by keeping its workers in squalid conditions while reaping profits, Chris Hani, a member of the national executive of the ANC, has said in the US.

Mr Hani told the National Press Club in Washington yesterday that in spite of Anglo's accumulation of profits, the company had built housing for its workers which was not fit for animals. Its discriminatory conditions and labour practices were terrible.

A future South African government would have to set up guidelines for companies in this regard.

They would be allowed to take their profits, but they would also have social obligations.

Mr Hani said South Africans were discussing their country's future economic programme. Even the non-Marxists agreed something had to be done about redistributing the wealth in the country.

Everyone was entitled to at least three meals a day, to shelter that was not a squatter shack and access to education and medical facilities.

He said he did not think South Africa should be looking for models elsewhere in the world.

The Afrikaners had nationalised sections of the economy in order to uplift their people, and equally today the blacks were emerging from di-

sastrous poverty and needed to do the same.

The ANC certainly wanted to nationalise industries such as Eskom, Iscor and Sats, but at the same time it wanted a mixed economy. In doing so, it wanted to avoid the mistakes of Eastern Europe and Africa.

However, the government had to ensure Mr and Mrs Average also had a slice of cake, he said.

Mr Hani said the ANC wanted to assure whites that nationalisation did not mean their houses would be grabbed. Simplistic people believed the ANC was going to be rushing to grab people's cars and houses. Every South African would retain his or her private property, he said.

White-collar workers are now walking the streets

W/Mail 26/4 - 25/91.

UNEMPLOYMENT among white-collar workers is on the increase as the recession continues to deepen.

This upsurge in the number of unemployed qualified people was confirmed by employment agencies who estimated that the number of new placements had dropped by about 50 percent since the middle of 1990. As a result existing personnel are having to take on more responsibilities.

Drake Personnel MD Grant Chaney says: "Even directors and very senior personnel are being laid off. In cases where there were two divisional managers many companies are now making do with one."

Kelly Services MD John Dawkins agrees: "We are getting orders for people who can handle more than one kind of job."

He added that while there had been a decline in the number of permanent placements, companies were making greater use of temporary staff. Particularly hard hit by retrenchments is middle management in the advertising, mining and service industries. Also badly affected are middle managers in medium to heavy industry. Engineers in the steel and construction industries have been badly affected as these sectors suffer from stagnation as a re-

Professionals are feeling the pinch as companies lay off staff.

By MONDLI MAKHANYA

sult of the recession. Gold mines, reeling from a plummeting gold price, have been forced to lay off engineers and middle management.

The crisis-ridden Rand Mines announced last week it was undertaking widescale rationalisation measures which will include staff cuts.

SA Federation of Civil Engineers executive director Kees Lagaay says: "Consulting engineers firms are laying off technical staff because there is less money available for development projects."

Lagaay said the situation was being exacerbated by the government's unwillingness to release money earmarked for development.

"There are funds which have been made available for township development and ways must be found to expedite their spending," he said.

Matriculants, army leavers and graduates are having it tough.

"Companies are looking for people with experience," said Staff Select MD Jennifer Herselman.

A representative for the SA Institute of Chartered Accountants confirmed that there were fewer jobs available in the profession, but said

there had not been an increase in retrenchments among accountants.

The Standard Bank's chief economist, Nico Czypionka, said the number of professional posts had shrunk. However, it was still possible for graduates to find jobs.

"Jobs are available but what is happening now is they cannot dictate the terms of employment," he said.

Many companies have begun upgrading the skills of employees.

Unable to find jobs elsewhere, many retrenched professionals have turned to doing part-time jobs. Quest Personnel MD Lynn Palmer advised people to hold onto their jobs.

Professional Assignments MD Sidney Catton said he had noticed a trend among companies to cut back on inexperienced personnel.

"Those people who have no experience are having a problem and it is even more difficult for people who have no specific career direction such as BA graduates," said Catton.

Herselman said the ending of sanctions and the decrease in violence might help alleviate the crisis.

Dawkins says: "There are indications that towards the end of the year there might be an increase in the jobs available. The increase will be in the long term ... We hope to see a slow improvement toward the end of the year and a blossoming in 1992."

Paper union in fight to join IC

By DREW FORREST

(181)

HUNDREDS of Paper, Printing, Wood and Allied Workers Union members took the streets in marches in three cities at the weekend to back the union's two-year drive for admission to the furniture industrial council.

The Transvaal council has blocked Ppwawu's application on technical grounds — that it has not met registration requirements — and after passing through the industrial and labour appeal courts, protracted legal action is now before the Appellate Division. The union recently applied to join

councils in East London and Natal.

Nactu's National Union of Furniture and Allied Workers is the sole union party to the seven councils country-wide, and also enjoys closed shop protection.

In a memorandum to the council this week, Ppwawu argues that the "technical application of the law" cannot nullify it as a force in the industry and stresses that its members contribute financially to the council and its benefit funds. *WIMAN 26/4 - 2/5/91*

It demands the right to participate in upcoming council wage negotiations.

Unions spurn Seifsa's 'final' wage offer (181)

THE Steel and Engineering Industries Federation has tabled its final wage offer in metal industrial council talks this week — and it has been rejected by all 12 party unions.

Seifsa said it had offered to raise scheduled rates by between nine and 12,6 percent for artisans and labourers respectively and to drop almost all its own "core" demands if the unions withdrew their non-wage proposals.

Unions rejected the offer and "made no attempt to moderate their demands", it said. Talks continue on May 21. *W/mmt 26/4-2591*

Provident fund for metal men

THE Metal Industries Provident Fund (MIPF) — the fruit of two years' negotiations between the Steel and Engineering Industries Federation and metal unions — will be launched on May 1.

The industries' R4-billion pension fund will continue operating but pen-

sion fund members will be able to transfer to the MIPF, which will be under joint union-employer control.

The first elected chairman of the MIPF's board of management is a National Union of Metalworkers shop steward, Johannes Bokaba.

This flexible arrangement has been a key demand of Numsa, which argues that a provident fund, providing full benefits in a lump sum, is better suited to the needs of black workers.

Star 26/4/91
**Breweries strike
to go on - union**

By Abel Mushi

Striking SA Breweries workers at the Chamdor plant near Krugersdorp have vowed to stay on strike until their demands are met.

However, negotiations are continuing between the strikers and SAB management.

Represented by the Food and Beverage Workers Union of South Africa (FBWUSA), the workers are demanding automatic housing subsidy grants for all employees.

The union's branch chairman for the West Rand region, Isaac Modisakeng, said that although they had the support of other branches, the strike was confined to the Chamdor branch.

Mr Modisakeng told The Star about 700 workers had stopped working since April 15.

He said about 200 white casual labourers had since been hired after the union foiled an attempt by management to employ a group of about 500 Inkatha members from the nearby Kagiso hostel.

"Members of our executive were visited by the police at the weekend and told to stop causing trouble at SAB," he said.

A spokesman for Chamdor's SAB branch was not available for comment yesterday.

its sed, in addition to wide-

R25-m lifeline ¹⁸¹ for homeless

TOYOTA South Africa is investing R25 million over the next five years to help as many of its employees as possible buy their own homes.

Mr Bert Wessels, Toyota's chief executive, said he believed the company's initiative would help in bringing affordable housing to its employees. *Sowetan*

²¹⁵⁷¹
The projects were already under way in Lamontville and Mfolweni in Natal.

Employers must be on their toes, says Louw

8/Day 3/5/91

Political Staff

CAPE TOWN — Employers have generally not been as well organised as workers in recent years, Manpower Minister Eli Louw said yesterday.

Outlining recent trends in the labour field to the annual conference of the Cape Local Government Employers' Organisation in Parow, Louw said statistics showed that unions had used the prescribed conflict resolution mechanism to their advantage.

"At the same time, employers watched passively and did not grasp the opportunities and measure available to them."

Louw said it could be expected that labour union activities would become increasingly extended to the rural areas.

"It would therefore be good for rural employers to make themselves conversant with negotiations with unions and labour

law."

Louw said that while the trade union movement had shown a downward trend for some time in Europe, the movement was growing in SA.

"The growing influence of unions in the public sector and in the area of local authorities will continue."

Louw noted that among workers there was a measure of opposition to privatisation because job losses were feared, and that would have to be addressed.

The chief reason for strikes continued to be disputes over wages, accounting for 80% of strikes in 1990.

But SA's economic realities meant that unions would have to revise their demands

before they opted too hastily for strikes.

Louw said employers and organised labour should "join hands in a conciliatory approach in moulding attitudes in the battle for the hearts and minds of people".

Employers and employees had a common goal — the improvement of their living standards. "This can hardly be done by conflict. I strongly recommend co-operation."

Louw said that in balancing these interests, employers should not act defensively, as though the economic and commercial environment would remain unchanged.

"They must act pro-actively to bring about mutual beneficial changes in a constructive way.

"Those employers that can adapt most easily to the art of compromise will ultimately be better off," Louw said.

SFW will retrench over 300 employees

31/5/91
181

Staff Reporter

STELLENBOSCH Farmers Winery (SFW) yesterday conceded that between 300 and 350 employees had already been earmarked for retrenchment in a drive to cut costs.

Chairman Mr Dave Marlow said yesterday that the employees — who had already been told they were “likely” to lose their jobs — held posts ranging from senior management to cleaners and waitresses.

On Wednesday Mr Marlow told the Cape Times that no one had yet been retrenched and that the group was only “consulting” on the issue.

After the Cape Times reported what he said, angry employees approached the newspaper and claimed that “hundreds” had already been told their retrenchments were “absolutely fi-

nal” and that they would no longer have jobs by the end of next month.

Among those are believed to be top executives of long standing in the company.

Employees alleged that the Oude Libertas Centre would close and that staff at Plaisir de Merle, SFW's farm in the Franschhoek valley, and at the Nederburg Estate would also lose their jobs.

Mr Marlow said the centre would continue to function and there would be “no significant change” to staff structures on the farms.

Retrenchment packages were expected to be finalised by the end of the week, he added.

SFW currently employs about 4 300 people throughout South Africa.

Delta joins motor industry forum

DELTA Motor Corporation has agreed to join the national bargaining forum (NBF) in the car industry — a major breakthrough for the National Union of Metalworkers' central bargaining campaign. W/ mail 315-915791

Delta has been the only major vehicle manufacturer to fight shy of the forum since its establishment in 1989, sparking a six-day wildcat strike and a formal dispute last year. Eight other companies are members.

A Numsa statement said that in terms of a deal struck this week, Delta would join the forum with immediate effect, implement clauses of last year's NBF agreement on maternity leave, short time, sick leave and other issues, and join sub-committees of the NBF, notably those on job security and training.

In turn, the union had agreed to exempt the firm from the NBF clause on working hours until 1995, subject to annual review, and to regulate overtime work through a joint committee at the plant.

Numsa said the only outstanding demand related to the implementation of a 1989 industrial council agreement at Delta, involving back pay for the relevant period. Numsa members at the firm would decide whether to ballot for strike action on the issue.

"Transition to political democracy must be underpinned by an economic democracy where key players interact to restructure the industry on a nationally planned basis," said Numsa's Gavin Hartford. By joining the NBF, Delta had "greatly assisted" this.

Kelloggs workers find gates shut

By Shareen Singh ^{Star} 3/5/91

About 60 Kelloggs employees were locked out from the company's plant near Springs when they returned to work yesterday after staying at home on May Day, a shop steward said.

The steward, who did not want to be named, said management told workers on Tuesday that if they stayed away from work on May Day they should stay out for the rest of the week.

When workers arrived

at work yesterday, the gates were locked and they were not allowed in.

"We could not understand their attitude because May Day was a legitimate public holiday," the shop steward said.

Managing director Peter Horokins said May 2 and 3 were part of annual paid leave for most of the employees. The sales, administration, warehousing, distribution and maintenance departments were working normally and Kelloggs would resume full pro-

duction on Monday.

Workers were advised about the paid leave through bulletin boards on March 20 and reconfirmed through their shop stewards on April 30, Mr Horokins said.

A Food and Allied Workers Union spokesman said management had decided for the workers when they should take leave. Shop stewards had told management they did not want two days leave after May Day, but management had imposed it.

Numsa pulls out of medical aid agreement

THE National Union of Metalworkers (Numsa) has withdrawn as a party to the metal and engineering industries medical aid fund agreement.

Both the Steel and Engineering Industries Federation (Seifsa) and Numsa confirmed at the weekend that the union would no longer take part in the fund.

Seifsa said the withdrawal followed "large-scale refusals" by Numsa members to contribute to the fund.

Numsa said its members found it too expensive and

5/Day 6/5/77

VERA VON LIERES

indicated they would like to see part of their money returned if use was not made of the medical facility.

Seifsa said Numsa members were now no longer eligible for membership of the Metal Industries Medical Aid Fund (MIMAF).

In its latest news letter Seifsa said Numsa decided last year to become a member of the Medical Aid Fund Agreement. Members were obliged to participate in and contribute to the fund

from early November.

Only 250 members actually joined the fund.

The arrangement was abandoned early this year.

Numsa official Geoff Schreiner said at the weekend that, before considering membership, Numsa fought for MIMAF to be restructured. In particular, it fought for the fund to become a voluntary scheme because it was aware that

members had diverse views on medical aid scheme membership.

The union decided to test the response of its higher paid membership in practice. When contributions became payable, most members refused to pay.

Workers were demanding state responsibility in ensuring that "access to proper health care was a right of all citizens".

Top guns reap the rewards

Moneywise and in the quality of life, does South Africa deliver the goods for top executives? **REG RUMNEY** reports

SOUTH AFRICAN executives must often wonder what it would be like to have an equivalent position in Europe, the United States, Japan or Australia.

Comparisons are odious, never more so than when those comparisons revolve around living in different countries.

They are also irresistible. How to compare, though? Even the matter of actual remuneration is no simple exercise.

With the help of Trevor Woodburn, who heads South African headhunting firm Woodburn Mann — affiliated to topflight personnel company Ward Howell International — we compiled the accompanying table.

The buying power of various currencies differs markedly, and South Africa appears, on the basis of our second table, to have a rather undervalued currency.

We wanted to compensate to some extent for the distortions that would arise if we simply converted all the salary packages into dollars or some other currency.

We also wanted some single yardstick for comparison of a chief executive of a typical company in each of the countries chosen. (Converting to rands gives a different picture.)

We settled on a company with a turnover of 100-million units of the currency of that country — rands, dollars, Deutschmarks, etc. The exception was Japan, where yen figures would be unwieldy. Here we decided to convert to dollars.

The result was a surprising similarity of remuneration in the currency chosen.

A chief executive of a South African company doing R100-million earns R230 000 to R250 000. His counterpart in the United States might earn no less than \$175 000 to \$200 000 and not more than \$300 000.

The United Kingdom only fits the pattern if the pound is assumed to have twice the buying power of the dollar. But working out a typical UK salary was a case study in the difficulty of such comparisons. Ward Howell's man in London gave figures that varied widely depending on the type of company involved.

In the financial services business a chief executive officer would get up to £200 000 a year;

CE SALARIES - A REMARKABLE SIMILARITY

SA	US	JAPAN	UK	AUSTRALIA	GERMANY
R	\$	Y	Pounds	Aus\$	DM
240 000	250 000	250 000	150 000	230 000	275 000

Comparison of salary packages of top execs in companies with turnovers of 100-million units of the local currency (except Japan, where an equivalent turnover in dollars was used).

Source: Ward Howell International.

	Johannesburg	Osaka	US	Birmingham	Frankfurt
Aspirin	7.91	41.68	8.81	8.04	32.03
Cleaning person p/hr + Merc 500SL@	2.50	26.00	18.00	25.00	26.00
Sirloin/pr lb	556 500.00	259 548.00	255 219.00	319 388.00	242 841.00
Oranges	7.00	66.89	12.44	24.12	14.36
Man's suit	0.91	3.05	2.00	3.41	3.10
Meal with wine	900.00	1468.00	946.00	1199.00	791.00
Cinema ticket	60.00	192.00	98.00	131.00	180.00
University *	8.50	40.00	15.00	16.00	18.00
	4 575.00	6 740.00	35 737.00	—	—

*Average fee, first year B Com at Wits.

+ For full-time live-in maid, working 8 hour day five days a week for R400 a month. Cost of accommodation and food not included.

@Fully imported. SA-made Mercedes Benz cars compare pricewise much better.

Source: Fortune magazine and WM spot survey

Comparative costs ... South African prices shape up well. All prices are in rands

in the manufacturing or engineering field a British chief executive would get only £75 000; in retail he would get £150 000, and in fast moving consumer goods around £100 000.

It would not be surprising if the financial services sector in Britain had far outperformed the manufacturing sector.

What of quality of life? This is so subjective that any glib answer would be foolish. Of

course, it's horses for courses. Small things like easier traffic contribute to people's feelings about a place.

But in an informal poll of foreign executives some facts stood out.

One was that the strong current of violence surging through the society is a adverse feature that threatens to overwhelm positive aspects. In the West, only in some parts of the United

States would people feel as threatened by violent crime, if at all.

Upjohn MD Jan Peterse remarks that this too is to some extent subjective. Some people living here will feel particularly perturbed by the violence surrounding them, others will shrug it off. Peterse also comments that a foreign executive's feelings about whether the lifestyle here is better or worse than at home depends very much on where he or she comes from. As a Hollander, Peterse would be accustomed to housing that South Africans would find cramped and expensive. To a lesser degree this applies to most of Europe, but not America and Australia, where comparable housing (except in places like New York) can be found.

The Europeans *The Weekly Mail* spoke to agreed housing in South Africa is a bonus.

French Bank MD Francis Klein finds that in most respects there is little he doesn't like about living here. Living in South Africa compares well with France, with the exception of the cultural venues, such as theatres, opera and museums. However, sport is less expensive, particularly golf.

Health care Klein considers as good if not better, though for French speakers education is something of a problem. The general attitude of people is relaxed and easygoing, he notes, and this makes for a pleasant working environment. Another aspect of living and working here he likes is that traffic flow is better.

Vergilio Zaina, MD of Olivetti, the only computer company to have stuck determinedly to having a subsidiary here, remarks that businessmen have to balance business and politics. Heads of a multinational have had to keep a low profile and take care about whom they speak to. "There is lots of skating on thin ice."

In other ways the business environment in South Africa is generally easier because there is less bureaucracy than Europe.

Gillette MD Bob Crespi is a British national with an Italian surname from Mexico working for an American company, giving his observations some weight. He reckons the similarity from a business point of view is that both his home country of Mexico and South Africa have two distinct business communities — one that fits into the First World mould, and one that fits into the Third World. So Mexico has the equivalent of a Pick 'n Pay, but it also has numerous smaller shops ranging from corner cafes to the equivalent of spazas.

Crespi points to the still reasonable lack of pollution as a major plus point for South Africa as compared to the notorious smog of his home town of Mexico City. "One of the reasons I prefer living here is that I can breathe." However, it is an area of concern and Crespi expresses the hope that South Africans can tackle the pollution problem here before it worsens.

He finds no dearth of consumer goods in comparison to Mexico, though the range of is not perhaps as wide as in the United States. Housing compares well with Mexico, and health care is better. "For me and my family," he says, stressing it is his personal view, "it's beautiful here."

Minimum wage rise to hit motorists

STimes 12/5/91

By DON ROBERTSON

(Bus Times)

STEEP increases in the cost of car repairs are in the offing.

Motorists will have to pay more for not only workshop repairs and panel beating, but for insurance.

A letter from the SA Motor Body Repairers Association (Sambra) under the auspices of the Motor Industries Federation (MIF) lays down the new minimum rates for various grades of workers.

Some are as much as 83% higher. The increases do not affect workers in manufacturing plants.

The letter to short-term insurance companies, says although minimum labour rates in most categories have been lifted by more than 40%, a general increase in the "charge-out rate of labour of between 12% and 15% must be expected".

It is likely that insurance companies will take these increases into account when setting new premiums.

The minimum wage for a general worker will rise by 37% from R2,70 an hour to R3,70, drivers of vehicles of over 3500kg by 83% from R2,84 to R5,20, a body shop assistant by 37,5% from R3,78 to R5,20 and an artisan by 30% from R7,88 to R10.

Wages for repair shop assistants, unindentured journeymen and clerical staff have also been increased.

John Hurdman, president of the SA Motor Industries Employers Association (SAMIEA), says that in most cases employers pay more than the minimum. The increase in minimum wages will not be as dramatic in the actual workplace.

Union threat to Pinochet visit

B10 am 15/5/77

CAPE TOWN — A metal trade union has threatened to target Barlow Rand if former Chilean dictator Gen Augusto Pinochet comes to SA, but the company has denied knowledge of the visit.

Sapa reports Barlow spokesman John Cammell was responding to threats by the Metal and Electrical Workers' Union of SA to stage demonstrations if the commander-in-chief of the Chilean armed forces visited at the alleged invitation of Barlow subsidiary Reutech.

Cammell said they were "trying to establish the facts". Reutech spokesman Gordon Blackbeard was not available for comment.

The Daily Telegraph reports from Rio de Janeiro that Pinochet left for SA yesterday where it is believed he will sign an important arms deal with government.

Sapa reports that the union said Pinochet had participated in the bloody overthrow of the democratic government in 1973 and thousands of people had been killed or had disappeared.

BOARD NOTICES**BOARD NOTICE 65 OF 1991**

AMENDMENT OF CLASSIFICATION OF LOCAL AUTHORITIES ACCORDING TO GRADES IN TERMS OF THE REMUNERATION OF TOWN CLERKS ACT, 1984

I, Jakobus Stephanus Kitshoff, Acting Secretary to the Board on Remuneration and Service Benefits of Town Clerks, acting herein by virtue of authority granted to me by the said Board in terms of section 8 (2) of the Remuneration of Town Clerks Act 1984 (Act No. 115 of 1984), hereby amend Annexure A to Government Notice No. R. 1153 of 29 May 1987 as follows:

Effective from 1 July 1990:

By—

(a) the deletion of the words "Kempton Park" where they appear in the column for the Transvaal under Grade 11; and

(b) the insertion of the words "Kempton Park" in the column for the Transvaal under Grade 12 after the word "Germiston".

J. S. KITSHOFF,
Acting Secretary.

(17 May 1991)

BOARD NOTICE 66 OF 1991

RULES IN TERMS OF THE ENGINEERING PROFESSION OF SOUTH AFRICA ACT, 1990 (ACT No. 114 OF 1990)

The Engineering Council of South Africa has, in terms of section 21 (1) (g) of the Engineering Profession of South Africa Act, 1990 (Act No. 114 of 1990), made the rules set out in the Schedule.

181 **SCHEDULE**

Definitions

1. In these rules, unless context otherwise indicates, any expression or word to which a meaning has been assigned in the Engineering Profession of South Africa Act, 1990 (Act No. 114 of 1990), shall bear the same meaning and—

"**engineering work**", for purposes of rule 2, shall mean any work carried out by a person registered in terms of the Act in practising his profession;

"**registered person**" shall mean a person registered in terms of the Act; and

"**the Act**" shall mean the Engineering Profession of South Africa Act, 1990 (Act No. 114 of 1990);

Requirements to comply with in practising profession

2. A registered person shall—

(1) have due regard to public safety, public health and the public interest generally;

(2) discharge his duties to his employer or client in an efficient and competent manner;

(3) discharge his duties to his employer or client with fidelity and honesty;

RAADSKENNISGEWINGS**RAADSKENNISGEWING 65 VAN 1991**

WYSIGING VAN INDELING VAN PLAASLIKE OWERHEDE VOLGENS GRADE INGEVOLGE DIE WET OP DIE BESOLDIGING VAN STADSKLERKE, 1984

Ek, Jakobus Stephanus Kitshoff, Waarnemende Seketaris van die Raad op die Besoldiging en Diensvoordele van Stadsklerke, handelende kragtens magtiging deur die gemelde Raad aan my verleen ingevolge artikel 8 (2) van die Wet op die Besoldiging van Stadsklerke, 1984 (Wet No. 115 van 1984), wysig hierby Bylae A by Goewermentskennisgewing No. R. 1153 van 29 Mei 1987 soos volg:

Met ingang van 1 Julie 1990:

Deur—

(a) die woorde "Kempton Park" waar dit in die kolom vir die Transvaal onder Graad 11 voorkom, te skrap; en

(b) die woorde "Kempton Park" na die woord "Germiston" in die kolom vir die Transvaal onder Graad 12 in te voeg.

J. S. KITSHOFF,
Waarnemende Sekretaris.

(17 Mei 1991)

RAADSKENNISGEWING 66 VAN 1991

REËLS KRAGTENS DIE WET OP DIE INGENIEURSWESPROFESSIE VAN SUID-AFRIKA, 1990 (WET No. 114 VAN 1990)

Die Suid-Afrikaanse Raad vir Ingenieurswese het, kragtens artikel 21 (1) (g) van die Wet op die Ingenieursweseprofessie van Suid-Afrika, 1990 (Wet No. 114 van 1990), die reëls soos in die Bylae uiteengesit uitgevaardig.

BYLAE**Definisies**

1. In hierdie reëls, tensy uit die samehang anders blyk, het enige uitdrukking of woord waaraan in die Wet op die Ingenieursweseprofessie, 1990 (Wet No. 114 van 1990), 'n betekenis geheg is, dieselfde betekenis en beteken—

"**die Wet**" die Wet op die Ingenieursweseprofessie van Suid-Afrika, 1990 (Wet No. 114 van 1990);

"**geregistreeerde persoon**" 'n persoon kragtens die Wet geregistreeer; en

"**ingenieurswesewerk**", vir doeleindes van reël 2, enige werk wat verrig word deur 'n geregistreeerde persoon by die beoefening van sy professie.

Vereistes waaraan voldoen moet word by beoefening van professie

2. 'n Geregistreeerde persoon moet—

(1) die openbare veiligheid, openbare gesondheid en die openbare belang in die algemeen genoegsaam in ag neem;

(2) sy verpligtinge teenoor sy werkgewer of kliënt op 'n bekwame en bevoegde wyse nakom;

(3) sy verpligtinge teenoor sy werkgewer of kliënt met getrouheid en eerlikheid nakom;

(4) order his conduct so as to uphold the dignity, standing and reputation of the profession;

(5) not undertake engineering work of a nature that his education, training and experience have not rendered him competent to perform;

(6) disclose to his employer or client, in writing, any substantial interest he may have in any company, firm or person carrying on any contracting, consulting work or manufacturing business which is or may be related to the work for which he is employed as well as particulars of any royalty accruing to him from any article or process used in or for the purpose of the work in respect of which he is employed;

(7) subject to subrule (6), not receive, either directly or indirectly, any gratuity, commission or other financial benefit on any article or process used in or for the purpose of the work in respect of which he is employed, unless such gratuity, commission or other financial benefit has been authorised in writing, by his employer or client;

(8) not, whether practising his profession or otherwise, maliciously or recklessly injure, either directly or indirectly, the professional reputation, prospects or business of any other registered person;

(9) not knowingly attempt to supplant another registered person in a particular engagement after the client has committed himself contractually to such registered person's employment;

(10) not advertise his professional services in a self-laudatory manner or in a manner that is derogatory to the dignity of the profession;

(11) not knowingly misrepresent or knowingly permit misrepresentation of his or his associates' academic or professional qualifications nor knowingly exaggerate his or their degree of responsibility for any engineering work;

(12) not review for a particular client the engineering work of another registered person, except—

(a) with the prior knowledge of such registered person and affording such person a reasonable opportunity to submit his comments to the client on the findings of the review; or

(b) where he has been notified in writing by the client that the engagement of such registered person has been terminated; or

(c) where the review is required for purposes of a court of law or other legal proceedings;

(13) not without a satisfactory reason, destroy or knowingly allow any other person to destroy calculations or other evidence required for the verification of his work;

(4) sy gedrag sodanig skik dat die waardigheid, aansien en goeie naam van die professie hoog gehou word;

(5) nie ingenieurswesewerk onderneem wat van so 'n aard is dat sy onderrig, opleiding en ondervinding hom nie vir die uitvoering daarvan bekwaam het nie;

(6) enige aansienlike belang wat hy het in 'n maatskappy, firma of persoon wat kontrak-, raadgevende-, of vervaardigingswerk verrig wat verband hou of kan hou met werk waarvoor hy aangestel is, asook besonderhede van enige tantième wat aan hom betaalbaar is vir 'n artikel of proses wat gebruik word in of vir doeleindes van die werk waarvoor hy aangestel is, skriftelik aan sy werkgever of kliënt openbaar;

(7) behoudens subreël (6), nie direk of indirek enige gratifikasie, kommissie of ander finansiële voordeel ontvang nie vir 'n artikel of proses wat vir doeleindes van die werk waarvoor hy aangestel is, gebruik word tensy sodanige gratifikasie, kommissie of ander finansiële voordeel skriftelik deur sy werkgever of kliënt gemagtig is;

(8) nie, hetsy in die beoefening van sy professie al dan nie, kwaadwilliglik of op roekelose wyse, hetsy regstreeks of onregstreeks, die professionele aansien, vooruitsigte of sake van 'n ander geregistreerde persoon skaad nie;

(9) nie willens en wetens pogings aanwend om by 'n bepaalde diens 'n ander geregistreerde persoon te verdring nadat die kliënt homself kontraktueel verbind het tot sodanige geregistreerde persoon se indiensneming nie;

(10) nie sy professionele dienste op 'n selfverheerlikende wyse of op 'n wyse wat die waardigheid van die professie kan skaad, adverteer nie;

(11) nie willens en wetens 'n wanvoorstelling maak of willens en wetens toelaat dat 'n wanvoorstelling gemaak word aangaande sy eie akademiese of professionele kwalifikasies of dié van sy kollegas nie, of willens en wetens die graad van sy eie of hulle verantwoordelikheid vir enige ingenieurswesewerk oordryf nie;

(12) nie ten behoeve van 'n bepaalde kliënt, die ingenieurswesewerk van 'n ander geregistreerde persoon hersien nie, behalwe—

(a) met die voorafgaande wete van sodanige geregistreerde persoon en mits sodanige persoon 'n redelike geleentheid gebied word om sy kommentaar rakende die bevinding van die hersiening aan die kliënt voor te lê; of

(b) waar hy skriftelik in kennis gestel is deur die kliënt dat die aanstelling van sodanige geregistreerde persoon beëindig is; of

(c) waar die hersiening nodig is vir doeleindes van 'n geregshof of ander regsverrigtinge;

(13) nie sonder bevredigende redes, berekenings of ander getuienis wat benodig word vir die verifikasie van sy werk, vernietig nie of willens en wetens toelaat dat 'n ander persoon sodanige berekenings of ander getuienis vernietig nie;

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(14) not place contracts or orders or be the medium of payments on his employer's or client's behalf without the written authority of his employer or client;

(15) not issue any drawings, reports, specifications or documents in respect of engineering work prepared by himself or by any other person under his direction or control unless such drawings, reports, specifications or documents bear the name of his organisation and, furthermore, unless all drawings or reports so issued are dated and signed by him or another appropriately qualified and authorised person;

(16) neither personally nor through any other agency improperly seek to obtain consulting work or by way of commission or otherwise, make or offer to make payment to a client or prospective client for obtaining such work;

(17) not submit price proposals for engineering work or perform or agree to perform engineering work for a fee which he has reduced to such an extent that he is compelled to reduce the scope or quality of his service to a level which is not commensurate with accepted standards and practices in the profession;

(18) order his conduct in connection with engineering work outside the borders of the Republic of South Africa in accordance with these rules in so far as they are not inconsistent with the law of the country concerned: Provided that where there are recognised standards of professional conduct in a country outside the Republic, he shall adhere to those standards;

(19) ensure that, while engaged as a partner, director or member of a private consulting practice operating under the style of a partnership, a company registered in terms of the Companies Act, 1973 (Act No. 61 of 1973), or a close corporation registered in terms of the Close Corporation Act, 1984 (Act No. 69 of 1984), and which performs engineering work of a nature generally performed in a consulting engineering practice, the control over the engineering activities of the organisation is exercised and the responsibility in respect thereof, is carried by a registered person or registered persons;

(20) when requested by the Council to do so, in writing, provide the Council with all such information available to him which may enable the Council to determine which registered person was responsible for any act which the Council considers *prima facie* to be improper conduct.

(21) The subregulations of the Regulations set out in the Schedule are hereby repealed.

SCHEDULE (Rule 21)

Number and year	Subregulation	Description
R. 1527 of 17 July 1981	10	Code of Professional Conduct.
R. 1527 of 17 July 1981	11	Conduct constituting improper conduct.
R. 1782 of 17 August 1981	5-8	Correction Notice.

(14) nie sonder die skriftelike magtiging van sy werkgewer of kliënt, kontrakte of bestellings plaas of die medium wees vir betalings namens sy werkgewer of kliënt nie;

(15) geen tekeninge, verslae, spesifikasies of dokumente in verband met ingenieurswesewerk opgestel deur homself of enige ander persoon onder sy leiding of beheer uitreik nie, tensy sodanige tekeninge, verslae, spesifikasies of dokumente die naam van sy organisasie dra en, daarbenewens, tensy alle tekeninge of verslae aldus uitgereik gedateer en deur homself of 'n ander toepaslik gekwalifiseerde en gemagtigde persoon onderteken is;

(16) nóg persoonlik nóg deur die tussenkoms van 'n ander op 'n onbehoorlike wyse poog om raadgewende werk te verkry of 'n kliënt of potensiële kliënt vir die verkryging van sodanige werk by wyse van kommissie of andersins te betaal of aan te bied om aldus daarvoor te betaal;

(17) nie prysopgawes aanbied of ingenieurswesewerk verrig of onderneem om dit te verrig teen 'n bedrag wat verminder is tot die mate dat hy verplig is om die omvang en gehalte van sy diens te verminder tot 'n vlak wat nie gelykwaardig is met die aanvaarde standarde en praktyke in die professie nie;

(18) sy gedrag in verband met ingenieurswesewerk buite die grense van die Republiek van Suid-Afrika skik ooreenkomstig hierdie reëls vir sover hulle nie teenstrydig is met die reg van die betrokke land nie: Met dien verstande dat waar daar in 'n land buite die Republiek erkende standarde van professionele gedrag bestaan, hy sodanige standarde moet eerbiedig;

(19) verseker dat, terwyl hy in diens is as 'n vennoot, direkteur of lid van 'n private raadgewende praktyk wat in die vorm van 'n vennootskap, 'n maatskappy geregistreer kragtens die Maatskappywet, 1973 (Wet No. 61 van 1973) of 'n beslote korporasie geregistreer kragtens die Wet op Beslote Korporasies, 1984 (Wet No. 69 van 1984), en wat ingenieurswesewerk verrig van 'n aard wat normaalweg in 'n raadgewende ingenieurswesepraktyk verrig word, die beheer oor die ingenieurswese-aktiwiteite van die organisasie uitgeoefen en die verantwoordlikheid daarvoor, gedra word deur 'n geregistreerde persoon of geregistreerde persone;

(20) wanneer die Raad dit versoek, skriftelik alle sodanige inligting tot sy beskikking aan die Raad verstrek wat die Raad in staat kan stel om te bepaal watter geregistreerde persoon verantwoordelik was vir enige handeling wat na die oordeel van die Raad *prima facie* neerkom op onbehoorlike gedrag.

(21) Die subregulasies van die Regulasies vermeld in die Bylae word hierby herroep.

BYLAE (Reël 21)

Nommer en jaar	Subregulasie	Beskrywing
R. 1527 van 17 Julie 1981	10	Professionele Gedragskode.
R. 1527 van 17 Julie 1981	11	Gedrag wat onbehoorlike gedrag uitmaak.
R. 1782 van 21 Augustus 1981	5-8	Verbeteringskennisgewing.

BOARD NOTICE 67 OF 1991

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APPLICATION AND ANNUAL FEES PAYABLE BY PERSONS REGISTERED IN TERMS OF THE ACT: NOTICE IN TERMS OF SECTION 6 (4) OF THE ENGINEERING PROFESSION OF SOUTH AFRICA ACT, 1990 (ACT No. 114 OF 1990)

The Engineering Council of South Africa does hereby make known that, in terms of section 6 (1) (g) of the Engineering Profession of South Africa Act, 1990 (Act No. 114 of 1990), it has prescribed the fees and made the provisions set out in the Schedule hereto.

SCHEDULE**Definitions**

1. In this Schedule, unless the context otherwise indicates, every expression or word shall bear the meaning assigned to it in the Engineering Profession of South Africa Act, 1990 (Act No. 114 of 1990), and—

“annual fee” shall mean the fee payable by a person registered in terms of this Act—

(a) within 30 days from the date on which he is informed of his registration in terms of the provisions of the Act; and thereafter

(b) annually on or before 30 September;

“application fee” shall mean the fee or fees payable to the Council when a person applies for registration in any one of the categories referred to in sections 11, 12, 13, 14 and 15 of the Act, which shall include a fee for an examination if the Council prescribes an examination in terms of sections 11, 12 and 14 of the Act;

“examination”, for purposes of this rule only, shall mean an evaluation by the Council of any qualification and any written or oral examination held to determine whether any particular qualification complies with the requirements for recognition in terms of sections 11, 12, 13 or 14 of the Act and shall also mean any written or oral examination prescribed by the Council in terms of sections 11, 12 or 14 of the Act;

“the Act” shall mean the Engineering Profession of South Africa Act, 1990 (Act No. 114 of 1990); and

“year” shall mean the period commencing on 1 April of any year and ending on 31 March of the succeeding year.

Application fee

2. (1) Where the Council does not prescribe an examination, the application fee for registration as a professional engineer, professional technologist (engineering), registered certificated engineer and a registered engineering technician, as the case may be—

(a) in respect of a person not registered as an engineer in training, an engineering technologist in training, a certificated engineer in training or an engineering technician in training, shall be:

RAADSKENNISGEWING 67 VAN 1991

AANSOEK- EN JAARGELDE BETAALBAAR DEUR PERSONE KRAGTENS DIE WET GEREGISTREER: KENNISGEWING KRAGTENS ARTIKEL 6 (4) VAN DIE WET OP DIE INGENIEURSWESEPROFESSIE VAN SUID-AFRIKA, 1990 (WET No. 114 VAN 1990)

Die Suid-Afrikaanse Raad vir Ingenieurswese maak hiermee bekend dat hy, kragtens artikel 6 (1) (g) van die Wet op die Ingenieurswese-professie van Suid-Afrika, 1990 (Wet No. 114 van 1990), die gelde voorgeskryf en die bepalings uitgevaardig het soos in die Bylae uiteengesit.

BYLAE**Definisies**

1. In hierdie Bylae, tensy die samehang anders blyk, het enige uitdrukking of woord waaraan in die Wet op die Ingenieurswese-professie van Suid-Afrika, 1990 (Wet No. 114 van 1990), 'n betekenis geheg is, dieselfde betekenis en beteken—

“aansoekgeld” die bedrag of bedrae betaalbaar aan die Raad wanneer 'n persoon aansoek doen om registrasie in enige een van die kategorieë vermeld in artikels 11, 12, 13, 14 en 15 van die Wet, wat 'n bedrag insluit ten opsigte van 'n eksamen indien die Raad 'n eksamen kragtens artikels 11, 12 en 14 van die Wet voorskryf;

“die Wet” die Wet op die Ingenieurswese-professie van Suid-Afrika, 1990 (Wet No. 114 van 1990);

“eksamen”, vir doeleindes van hierdie reël alleenlik, 'n evaluasie deur die Raad van enige kwalifikasie en enige geskrewe of mondelinge eksamen wat gehou moet word om vas te stel of 'n betrokke kwalifikasie aan die vereistes vir doeleindes van erkenning kragtens artikels 11, 12, 13 of 14 van die Wet voldoen en beteken ook enige geskrewe of mondelinge eksamen wat deur die Raad voorgeskryf word kragtens artikels 11, 12 of 14 van die Wet;

“jaar” die tydperk wat op 1 April van 'n jaar begin en op 31 Maart van die volgende jaar eindig; en

“jaargeld” die bedrag wat deur 'n persoon wat kragtens die Wet geregistreer is, betaalbaar is—

(a) binne 30 dae vanaf die datum waarop hy van sy registrasie kragtens die bepalings van die Wet verwittig is; en daarna

(b) jaarliks voor of op 30 September.

Aansoekgeld

2. (1) Waar die Raad nie 'n eksamen voorskryf nie, is die aansoekgeld vir registrasie as 'n professionele ingenieur, professionele tegnoloog (ingenieurswese), geregistreerde gediplomeerde ingenieur en 'n geregistreerde ingenieurstechnikus, na gelang van die geval—

(a) ten opsigte van 'n persoon wat nie as 'n ingenieur-in-opleiding, ingenieurstechnoloog-in-opleiding, gediplomeerde ingenieur-in-opleiding of 'n ingenieurstechnikus-in-opleiding geregistreer is nie, soos volg:

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	R
(i) professional engineer.....	100,00
(ii) professional technologist (engineering).	90,00
(iii) registered certificated engineer	70,00
(iv) registered engineering technician	90,00

(b) in respect of a person already registered as an engineer in training, an engineering technologist in training, a certificated engineer in training or an engineering technician in training, shall be:

	R
(i) professional engineer.....	70,00
(ii) professional technologist (engineering).	45,00
(iii) registered certificated engineer	45,00
(iv) registered engineering technician	45,00

(2) Where the Council does not prescribe an examination, the application fee for registration as an engineer in training, engineering technologist in training, certificated engineer in training and engineering technician in training, as the case may be, shall be R30,00.

(3) Where the Council prescribes an examination, the application fee shall be the application fee as prescribed in subrules (1) or (2), as the case may be, and, in addition to such fee, the following fee as applicable to each particular case:

	R
(a) In respect of an oral examination prescribed by the Council in terms of sections 11 (1) and (3), 12 (1) and (3) and 14 (1) and (2) (including an examination on a prescribed project).....	400,00
(b) In respect of an oral examination to determine whether any particular examination complies with the Council's requirements for recognition in terms of sections 11 (1) (b) (i), 12 (1) (b) (i), 13 (1) (b) (i) and 14 (1) (b) (i)	100,00
(c) In respect of any written examination prescribed by the Council in terms of sections 11 (1) and (3), 12 (1) and (3) and 14 (1) and (2)—	
(i) registration fee.....	50,00
(ii) examination fee per subject.....	80,00

Annual fee

4. (1) The *annual fee* (per annum) in respect of a person registered as—

	R
(i) a professional engineer.....	130,00
(ii) a professional technologist (engineering).....	120,00
(iii) a registered certificated engineer	100,00
(iv) a registered engineering technician.....	120,00

(2) The *annual fee* (per annum) in respect of a person referred to in (1) above who produces proof of current membership of an institute, institution, society or association which is recognised for purposes of exemption from payment of a portion of the annual fee, the shall be:

	R
(i) Professionele ingenieur.....	100,00
(ii) Professionele technoloog (ingenieurswese).....	90,00
(iii) Geregistreeerde gediplomeerde ingenieur	70,00
(iv) Geregistreeerde ingenieurstechnikus	90,00

(b) ten opsigte van 'n persoon wat reeds geregistreeer is as 'n ingenieur-in-opleiding, ingenieurstechnoloog-in-opleiding, gediplomeerde ingenieur-in-opleiding en 'n ingenieurstechnikus-in-opleiding, soos volg:

	R
(i) Professionele ingenieur.....	70,00
(ii) Professionele technoloog (ingenieurswese).....	45,00
(iii) Geregistreeerde gediplomeerde ingenieur	45,00
(iv) Geregistreeerde ingenieurstechnikus	45,00

(2) Waar die Raad nie 'n eksamen voorskryf nie, is die aansoekgeld vir registrasie as 'n ingenieur-in-opleiding, ingenieurstechnoloog-in-opleiding, gediplomeerde ingenieur-in-opleiding of 'n ingenieurstechnikus-in-opleiding, na gelang van die geval, R30,00.

(3) Waar die Raad 'n eksamen voorskryf, is die aansoekgeld dié aansoekgeld soos voorgeskryf by subreël (1) of (2), na gelang van die geval, en, buite en behalwe sodanig geld, die volgende geld soos van toepassing in elke besondere geval:

	R
(a) Met betrekking tot 'n mondelinge eksamen wat deur die Raad voorgeskryf word kragtens artikels 11 (1) en (3), 12 (1) en (3) en 14 (1) en (2) (insluitende 'n eksamen oor 'n voorgeskrywe projek)...	400,00
(b) Met betrekking tot 'n mondelinge eksamen om vas te stel of 'n betrokke kwalifikasie aan die vereistes vir erkenning kragtens artikels 11 (1) (b) (i), 12 (1) (b) (i), 13 (1) (b) (i) en 14 (1) (b) (i) voldoen .	100,00
(c) Met betrekking tot enige geskrewe eksamen wat deur die Raad voorgeskryf word kragtens artikels 11 (1) en (3), 12 (1) en (3) en 14 (1) en (2)—	
(i) registrasiegeld	50,00
(ii) eksamengeld per vak.....	80,00

Jaargeld

4. (1) Die *jaargeld* (per jaar) ten opsigte van 'n persoon wat geregistreeer is as:—

	R
(i) Professionele ingenieur.....	130,00
(ii) Professionele technoloog (ingenieurswese).....	120,00
(iii) Geregistreeerde gediplomeerde ingenieur	100,00
(iv) Geregistreeerde ingenieurstechnikus	120,00

(2) Die *jaargeld* (per jaar) ten opsigte van 'n persoon vermeld in (1) hierbo, wat bewys lewer van geldende lidmaatskap van 'n instituut, 'n vereniging of 'n assosiasie wat erken word vir doeleindes van vrystelling van betaling van 'n gedeelte van jaargeld, is soos volg:

	R
(i) Professional engineer.....	60,00
(ii) professional technologist (engineering).	60,00
(iii) registered certificated engineer	50,00
(iv) registered engineering technician	60,00

(3) The *annual fee* (per annum) in respect of a person registered as an engineer in training, engineering technologist in training, a certificated engineer in training or an engineering technician in training, shall be R50,00: Provided that if such person produces proof of current membership of an institute, institution, society or association which is recognised for purposes of exemption from payment of a portion of the annual fee, the fee shall be R25,00.

(4) The *annual fee* (per annum) in respect of an engineering in training who has been registered as such for longer than seven years shall be the annual fee payable by a professional engineer as set out in paragraphs (1) or (2) above, as the case may be: Provided that the Council may exempt such engineer in training from paying such fee if the engineer in training has submitted an application for registration as a professional engineer prior to the expiration of the period of seven years, and such exemption shall remain in effect until the Council is satisfied that the engineer in training complies with the Council's requirements for registration as a professional engineer.

Duplicate registration certificate

5. The fee for issuing a duplicate registration certificate R20,00: Provided that a duplicate registration certificate shall only be issued to the person to whom the original certificate was issued: Provided further that such duplicate registration certificate shall only be issued if the applicant submits an affidavit to the effect that the original certificate was not received through the post or, if it was so received, that such certificate was lost, that every effort had been made to trace it and that he had nevertheless not succeeded in finding the certificate concerned.

Withdrawal of Government Notices

6. Government Notices Nos. R. 1242 of 5 June 1987 and R. 876 of 5 May 1988 are hereby withdrawn.

(17 May 1991)

	R
(i) Professionele ingenieur.....	60,00
(ii) Professionele tegnoloog (ingenieurswese).....	60,00
(iii) Geregistreeerde gediplomeerde ingenieur	50,00
(iv) geregistreeerde ingenieurstechnikus	60,00

(3) Die *jaargeld* (per jaar) ten opsigte van 'n persoon wat geregistreeer is as 'n ingenieur-in-opleiding, ingenieurstechnoloog-in-opleiding, gediplomeerde ingenieur-in-opleiding of 'n ingenieurstechnikus-in-opleiding, is R50,00: Met dien verstande dat indien sodanige persoon bewys lewer van geldende lidmaatskap van 'n instituut, 'n vereniging of 'n assosiasie wat erken word vir doeleindes van vrystelling van 'n gedeelte van die jaargeld, is die jaargeld R25,00.

(4) Die *jaargeld* (per jaar) ten opsigte van 'n ingenieur-in-opleiding wat as sodanig vir meer as sewe jaar geregistreeer is, is dié jaargeld betaalbaar deur 'n professionele ingenieur soos uiteengesit in paragrafe (1) of (2) hierbo, na gelang van die geval: Met dien verstande dat die Raad sodanige ingenieur-in-opleiding mag vrystel van betaling van sodanige geld mits die ingenieur-in-opleiding 'n aansoek om registrasie as 'n professionele ingenieur ingedien het voordat die tydperk van sewe jaar verstryk het, en sodanige vrystelling bly van toepassing totdat die Raad oortuig is dat die ingenieur-in-opleiding aan die Raad se vereistes vir registrasie as 'n professionele ingenieur voldoen het.

Duplikaatregistrasiesertifikaat

5. Die geld vir die uitreiking van 'n duplikaatregistrasiesertifikaat: R20,00: Met dien verstande dat 'n duplikaatregistrasiesertifikaat slegs uitgereik word aan die persoon aan wie die oorspronklike sertifikaat uitgereik is: Met dien verstande voorts dat sodanige duplikaatregistrasiesertifikaat slegs uitgereik word indien die aansoeker 'n beëdigde verklaring voorlê met die strekking dat die oorspronklike sertifikaat nie deur die pos ontvang was nie of, indien dit ontvang was, dat sodanige sertifikaat verlore geraak het, dat alle moontlike stappe gedoen is om dit op te spoor en dat hy die sertifikaat desondanks nie kan vind nie.

Intrekking van Goewermentskennisgewings

6. Goewermentskennisgewings Nos. R. 1242 van 5 Junie 1987 en R. 876 van 5 Mei 1988 word hierby ingetrek.

(17 May 1991)

Use it.

Don't abuse  it.

water is for everybody

Werk mooi daarmee.

Ons leef  daarvan.

water is kosbaar

Company is union-bashing:

THE National Union of Metal Workers of South Africa (Numsa) has accused an electric appliance company of union-bashing, writes **MOKGADI PELA.**

As a result the union has threatened to instigate industrial action at the company, Haz

Section 17/5/91
Numsa

Products.

Numsa said the Krugersdorp-based company had constantly tried to force its members at the Chamdor plant to resign from the union.

Shocked

"In certain cases our members have been dismissed. On May 8, 1991, six of our members were unprocedurally retrenched. The company is also making dual stop order deductions in

(191)
that they flatly refuse to acknowledge our members' resignation from a former union called Upusa which they used to belong to," Numsa said.

A spokesman for Haz Products, Mrs Cindy Peel, said: "We are shocked to learn about the allegations made against us and wish to emphatically deny them. No retrenchments were made on May 8 as Numsa alleges. Only short-term employees were released within the contract period."

Sorghum workers get free shares

5 Times (Bus Times)

By DON ROBERTSON

1915/91
THE GOVERNMENT'S promise to privatise the sorghum beer industry is being fulfilled with this week's issue by National Sorghum Breweries (NSB) of 44-million shares at R1 each.

The proceeds will be used to repay a R44-million loan in full to the Government. It is effectively the purchase price of the company.

The offer, which opened on Friday and will close on June 19, is aimed at employees, distributors, retailers and consumers. Should all the shares not be applied for, the balance will be offered to the public.

Each of the 3 500 employees will be given 200 free shares out of an allocation of 13,2-million, which will be bought by the NSB Employee Share Trust. To finance this, the trust has borrowed R13,2-million from the State, repayable, free of interest, in three years.

After the allocation of about 700 000 free shares to employees, the 12,5-million balance will be offered to them at a discount of 30%, or 70c each. The 30c a share discount must be repaid within three years. The 30,8-million shares remaining will be offered to selected public groups.

The issue price looks attractive. Forecast earnings for the year to June are 29c a share and a dividend of 11,6c is expected, based on 2,5 times cover. In the following year, earnings are expected to decline to 25c and the dividend to 10c.

Shareholders will not qualify for a dividend in the current year and can expect to receive the first payment of 10c in September 1992.

Seifsa, union talks at 'crucial' stage

B10am 21/5/77

THE fifth round of negotiations between the National Union of Metalworkers (Numsa), 11 other unions and the Steel and Engineering Industries Federation of SA (Seifsa) scheduled for tomorrow have been described as a potential watershed in this year's wage talks.

The negotiations were due to end today in terms of a schedule agreed between Seifsa and the unions. However, a declaration of dispute appears more likely than a settlement.

A Numsa spokesman said today's negotiations would be crucial in determining whether the parties settled on wages and other demands. Numsa warned last month of massive conflict in the industry resulting from "employer intransigence" at pay talks.

The union represents about 113 000 workers. All 12 unions party to industrial council talks rejected Seifsa's "final" offer of between 9% and 12,6% on minimum rates.

This would raise minimum hourly wage rates in the industry to R4,66 and R10,36 for labourers and artisans respectively, employers said.

Numsa rejected the offer on the grounds that it was well below the estimated rate of inflation.

Unions also proposed a guaranteed increase in actual wages. This was

especially important to more skilled workers whose earnings were much higher than the minimum rates in the main agreement, Numsa said.

Numsa has proposed increases of R2 across-the-board or 25% — whichever is the greater.

Yesterday, human resource consultants FSA-Contact reported that employers and unions involved in this year's annual wage round appeared to be on a collision course over fundamentally opposing views on non-wage demands.

A recent survey on wage and settlement trends, conducted among 25 leading companies, identified a clear and growing move by trade unions towards non-wage demands in annual pay talks. These included fringe benefits and community-related issues such as health care facilities, literacy programmes and a reduction in working hours.

Employers, on the other hand, tended to focus primarily on business interests, the report said. Emphasis was placed on increased productivity and ways of improving efficiency and unit costs.

It was questionable whether unions' broader socio-economic goals could ever be reconciled with the predominantly business-orientated goals of management, the report said.

VERA VON LIERES

Senior executives join the jobless queues

RECESSIONARY conditions were flooding a shrinking employment market with retrenched senior executives, leading "head hunting" agencies said yesterday.

Retrenchments of senior executives were higher than before, and job opportunities were diminishing, they said.

Thasa Search Consultants MD Brian Pfaff said his company "never had so many senior people coming to us to find new employment".

He said it was becoming increasingly difficult for retrenched executives to find jobs, as companies now could be highly

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DARIUS SANAI

selective about their needs.

Search Outplacement MD Monty Woods said the number of highly skilled people looking for jobs, combined with a decrease in the number of available positions, was making it increasingly difficult for retrenched employees to find work.

Industry sources said retrenchment pay varied from one company to another, and from employee to employee, but the average payout was in the region of R50 000, or six months' salary.

Woods said retrenchment pay was little consolation for the loss of security and self-esteem that frequently accompanied retrenchments.

South Africans saw little point in going abroad, with job markets in Europe and North America even more depressed than in SA.

He said the time taken to find a new job through outplacement agencies had increased to more than four months. Executives who chose to search on their own behalf were taking even longer.

● Comment: Page 10

Wage talks disrupted, end in chaos

By Shareen Singh

Metal industry wage talks ended in chaos yesterday after 150 chanting workers disrupted the final round of wage negotiations at a venue in Germiston, employer representatives said.

The Steel and Engineering Industries Federation (Seifsa) said shortly after the start of negotiations that a group of workers from the National Union of Metalworkers (Numsa) entered the venue and started demonstrating.

The meeting was abandoned when negotiations became impossible. *Star 22/5/11*

At a press conference yesterday, Numsa criticised Seifsa's walkout.

In a separate statement, Seifsa executive director Brian Angus stressed that negotiations had not deadlocked and none of the parties was in dispute.

Refused

Workers throughout the country held work stoppages yesterday as a demonstration against Seifsa's final offer of increases ranging between 9 and 11 percent.

Numsa had laid down minimum conditions before discussions on restructuring started, namely the establishment of a restructuring subcommittee of senior union officials and industrialists; a moratorium on retrenchments; and shop steward training and basic worker rights.

Seifsa had refused to budge on these issues except the setting up of a subcommittee, Numsa said.

The union would be prepared to reconsider its wage demand of between 21 and 47,8 percent if Seifsa agreed to its demands on restructuring.

Workers claim Iscor is oppressing blacks

181 CT 23/5/91
PRETORIA. — Hundreds of workers marched on the nerve centre of South Africa's steelworks yesterday and accused Iscor of intimidating the black workforce.

The workers, all members of the National Union of Metalworkers of South Africa (Numsa), chanted and toyi-toyied opposite Iscor's Pretoria headquarters.

Numsa's regional organiser, Mr Herman Ntlatleng, told Iscor's human resources manager, Mr Johan Prinsloo, that the workers had come to a unanimous conclusion that the steel corporation was oppressing black workers.

The workers also demanded that Iscor suspend planned retrenchments pending a meeting with the union. — Sapa

Cutbacks force Plessey retrenchments

^{310 am}
ELECTRONICS company Plessey was forced to retrench 53 workers at its Cape Town factory yesterday because of spending cuts by its major customers, the Post Office and the military, financial director John van Zyl said yesterday. ²³¹⁵¹⁹¹ (181)

He denied industry rumours that Plessey SA was being assimilated into Siemens, whose European parent company, along with GEC (UK), took over Plessey's European parent company two years ago.

Siemens (Germany) now owns 37% of

ROBERT LAING

Plessey SA and 52% of Siemens (SA).

Van Zyl said the two local subsidiaries were independent competitors despite their common European parent.

The company was scaling down its operations because of SA's weak economy, not because of plans to merge with Siemens.

About 250 Plessey workers downed tools on Tuesday because of the company's plan to axe 68 jobs. The company retrenched 53 people after 15 accepted early retirement.

No. R. 1187 24 May 1991

LABOUR RELATIONS ACT, 1956
CINEMATOGRAF AND THEATRE INDUSTRY:
CORRECTION NOTICE

The following corrections to Government Notice No. R. 2184 appearing in *Government Gazette* No. 12747 of 14 September 1990, are hereby published for general information:

1. In the Afrikaans text of the Schedule, in Chapter 1, in clause 1 (4), substitute the following for the proviso to paragraph (a):

"Met dien verstande dat hierdie nie van toepassing is nie ten opsigte van die bepalinge van klousules 17 en 19 van hierdie Ooreenkoms."

2. In the English text of the Schedule, in Chapter 1, in clause 1 (4), substitute the following for the proviso to paragraph (a):

"Provided that this shall not apply in respect of the provisions of clauses 17 and 19 of this Agreement."

No. R. 1188 24 May 1991

LABOUR RELATIONS ACT, 1956
CANCELLATION OF GOVERNMENT NOTICES:
ELECTRICAL CONTRACTING INDUSTRY,
TRANSVAAL

1. Eil van der Merwe Louw, Minister of Manpower, hereby, in terms of section 48 (5) of the Labour Relations Act, 1956, cancel Government Notice No. R. 1637 of 13 July 1990 with effect from the second Monday after the date of publication of this notice.

E. VAN DER M. LOUW,

Minister of Manpower.

No. R. 1189 24 May 1991

LABOUR RELATIONS ACT, 1956
ELECTRICAL CONTRACTING INDUSTRY,
TRANSVAAL: RE-ENACTMENT OF MAIN
AGREEMENT

1. Eil van der Merwe Louw, Minister of Manpower, hereby—

(a) in terms of section 48 (1) (a) of the Labour Relations Act, 1956, declare that the provisions of the Agreement which appears in the Schedule hereto and which relates to the Undertaking, Industry, Trade or Occupation referred to in the heading to this notice, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 30 June 1991, upon the employers' organisation and the trade unions which entered into the said Agreement and upon the employers and employees who are members of the said organisation or unions; and

(b) in terms of section 48 (1) (b) of the said Act, declare that the provisions of the said Agreement, excluding those contained in clauses 1 (1) (a), 2 and 3, shall be binding, with effect from the second Monday

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No. R. 1187 24 Mei 1991

WET OP ARBEIDSVERRHOUDINGE, 1956
BIOSKOOP- EN SKOUBURGBEDRYF:
VERBETERINGSKENNINGSGEWING

Onderstaande verbeterings aan Goewermentskenningsewing No. R. 2184 wat in *Staatskoerant* 12747 van 14 September 1990 verskyn, word hierby vir algemene inligting gepubliseer:

1. In die Afrikaanse teks van die Bylae, in Hoofstuk 1, klousule 1 (4), vervang die voorbehoudebeëpaling by paragraaf (a) deur die volgende:

"Met dien verstande dat hierdie nie van toepassing is nie ten opsigte van die bepalinge van klousules 17 en 19 van hierdie Ooreenkoms."

2. In die Engelse teks van die Bylae, in Hoofstuk 1, in klousule 1 (4), vervang die voorbehoudebeëpaling by paragraaf (a) deur die volgende:

"Provided that this shall not apply in respect of the provisions of clauses 17 and 19 of this Agreement."

No. R. 1188 24 Mei 1991

WET OP ARBEIDSVERRHOUDINGE, 1956
INTREKING VAN GOEWERMENSKENNINGS-
WINGS: ELEKTROTEGNIESE AANNEMINGS-
WERHEID, TRANSVAAL

Ek, Eil van der Merwe Louw, Minister van Manpower, trek hierby, kragtens artikel 48 (5) van die Wet op Arbeidsoverhouding, 1956, Goewermentskenningsewing R. 1637 van 13 Julie 1990 in met ingang van die Tweede Maandag na die datum van publikasie van hierdie kennisgewing.

E. VAN DER M. LOUW,

Minister van Manpower.

No. R. 1189 24 Mei 1991

WET OP ARBEIDSVERRHOUDINGE, 1956
ELEKTROTEGNIESE AANNEMINGSWERHEID,
TRANSVAAL: HERBEKRAGTING VAN HOOF-
OOREENKOMS

Ek, Eil van der Merwe Louw, Minister van Manpower, verklaar hierby—

(a) kragtens artikel 48 (1) (a) van die Wet op Arbeidsoverhouding, 1956, dat die bepalinge van die Ooreenkoms wat in die Bylae hiervan verskyn en betrekking het op die Onderneming, Nyeuwerheid, Bedryf of Beroep in die opskrif by hierdie kennisgewing vermeld, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 Junie 1991 eindig, bindend is vir die werkgewersorganisasie en die vakvereniging wat genoemde Ooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasie of verenigings is; en

(b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalinge van die genoemde Ooreenkoms, uitgesonderd die vervat in klousules 1 (1) (a), 2 en 3 met ingang van die tweede Maandag na die datum van

publikasie van hierdie kennisgewing en vir die tydperk wat op 30 Junie 1991 eindig, bindend is vir alle ander werkgewers en werknemers as die genoem in paragraaf (a) van hierdie kennisgewing wat betrokke is by of in diens is in genoemde Onderneming, Nywerheid, Bedryf of Beroep in die gebiede in klousule 1 van die genoemde Ooreenkoms gespesifiseer.

E. VAN DER M. LOUW,
Minister van Mannekrag.

BYLAE

NYWERHEIDSRaad VIR DIE ELEKTROTEGNIESE AANNEMINGSNYWERHEID

OOREENKOMS

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

Electrical Contractors' Association (South Africa)

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

South African Electrical Workers' Association

en die

Metal and Electrical Workers' Union of South Africa

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

wat die partye is by die Nywerheidsraad vir die Elektro-tegniese Aannemingsnywerheid,

om die Ooreenkoms, gepubliseer by Gowermentyskennis-gewing No. R. 1882 van 23 Augustus 1985 (hierna die "Her-bekragtigingsooreenkoms" genoem), soos verling en gewy-sig deur Gowermentyskennisgewings Nos. R. 1337 en R. 1338 van 27 Junie 1986, R. 2151 van 25 September 1987, R. 1338 van 27 Junie 1986, R. 2151 van 25 September 1987, R. 2754 van 11 Desember 1987, R. 1235 van 24 Junie 1988, R. 1512 of 29 July 1988, R. 747 of 21 April 1989, R. 1417 of 7 July 1989, R. 2113 of 29 September 1989, R. 884 and R. 885 van 20 April 1990 en R. 1637 van 13 Julie 1990, te wysig.

DEEL I

ALGEMENE VOORWAARDES WAT DEURGAANS OP HIERDIE OOREENKOMS VAN TOEPASSING IS

1. GEBIED EN TOEPASSINGSBESTEK

(1) Hierdie Ooreenkoms moet nagekom word deur alle werkgewers en werknemers in die Elektrotegniese Aannemingsnywerheid—

(a) wat lede is van onderskeidelik die werkgeversorganisasie en die vakverenigings; en

(b) wat betrokke is by of werksaam is in die Nywerheid in die provinsie Transvaal; en

(c) in die landdrosdistrikte Bloemfontein en Sasolburg.

(2) Ondanks subklousule (1) is die Ooreenkoms van toepassing op vakleerlinge en kweklinge slegs vir sover dit nie strydig is met die Wet op Mannekragopleiding, 1981, of met voorwaardes of kennisgewings wat daartragtens voorgeskryf of bestel is nie.

(3) Vir die toepassing van hierdie Ooreenkoms word die "weeklikse loonskaal" van vakleerlinge wat tragtens die Wet op Mannekragopleiding, 1981, voorgeskryf is as die weekloon van sodanige werknemers geag en is die "uurloon" die weekloon soos hierbo bereken, gedeel deur die getal gewone ure wat daar in die betrokke bedryfsinstelling gewerk word.

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after the date of publication of this notice and for the said Undertaking, Industry, Trade or Occupation in the areas specified in clause 1 of the said Agreement.

E. VAN DER M. LOUW,
Minister of Manpower.

SCHEDULE

INDUSTRIAL COUNCIL FOR THE ELECTRICAL CONTRACTING INDUSTRY

AGREEMENT

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

and the

Metal and Electrical Workers' Union of South Africa

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

being the parties to the Industrial Council for the Electrical Contracting Industry,

to amend the Agreement published under Government Notice No. R. 1882 of 23 August 1985 (hereinafter referred to as the "Re-enacting Agreement"), as extended and amended by Government Notices Nos. R. 1337 and R. 1338 of 27 June 1986, R. 2151 of 25 September 1987, R. 2754 of 29 July 1988, R. 1235 of 24 June 1988, R. 1512 of 29 July 1988, R. 747 of 21 April 1989, R. 1417 of 7 July 1989, R. 2113 of 29 September 1989, R. 884 and R. 885 of 20 April 1990 and R. 1637 of 13 July 1990.

PART I

GENERAL CONDITIONS APPLICABLE THROUGHOUT THIS AGREEMENT

1. AREA AND SCOPE OF APPLICATION

(1) The terms of this Agreement shall be observed by all employers in the Electrical Contracting Industry—

(a) who are members of the employers' organisation and the trade unions respectively; and

(b) who are engaged or employed in the Industry in the Province of the Transvaal; and

(c) in the Magisterial Districts of Bloemfontein and Sasolburg.

(2) Notwithstanding the provisions of subclause (1), the terms of this Agreement shall apply to apprentices and trainees only in so far as they are not inconsistent with the provisions of the Manpower Training Act, 1981, or any conditions prescribed or any notices served in terms thereof.

(3) For the purposes of this Agreement, the "weekly wage rate" of apprentices prescribed under the Manpower Training Act, 1981, shall be taken to be the weekly wage of such employees, and the "hourly rate" shall be the weekly wage calculated as above, divided by the number of ordinary hours worked in the establishment concerned.

2. ALGEMENE BEPALINGS

Vervang klousule 4 van die Herbekragtingsooreenkoms deur die volgende:

“(4) ALGEMENE BEPALINGS

Klousules 3 tot en met 8 (a) (vi), 8 (2) (b) tot en met 14, 15 (2) tot en met 17, 19 tot en met 33, 37 (1) en (2), 38 tot en met 40 van Deel I en klousules 1 tot en met 5 van Deel II van die Vorige Ooreenkoms, soos van tyd tot tyd gewysig, herbekragtig, verting en/of hersien, is van toepassing op werkgewers en werknemers.”

DEEL I

3. KLOUSULE 3: WOORDOMSKRYWINGS

(1) Vervang die omskrywing van “Gebied C” deur die volgende:

“Gebied C” die gebiedsdistrikte Bloemfontein, Bloemhof, Bloemhof, Carolina, Christiana, Colligny, Delareyville, Eerste-hoek, Ellis-Lydenburg, Marico, Messina, Pilgrim's Rest 1 en 2, Phalaborwa, Schweizer-Reneke, Soutpansberg, Swartkops, Thaba-Zimbi, Ventersdorp, Waterberg en Wolmaransstad;”

(2) Voeg die volgende nuwe omskrywing in na die omskrywing van “sertifikaat”:

“burgertlike oproer” die gesamenlike optrede van ’n aantal mense wat nie by die werkgewer in diens is nie, om die normale bedryfsgewere van die werkgewer by sy bedryfsplek of enige werkkere, vir watter doel ook al, te ontwrig of om werknemers te verhoed om sodanige bedryfsplek of werkkere te bereik of om te begin of voort te gaan met hul werk;”

(3) In die omskrywing van “Elektroniese konstruksie-operateur, vlak 3” voeg die woorde “vir ’n aaneenlopende tydperk van tenminste 12 maande” in na die woorde “installasie-operateur” waar dit ook al in die omskrywing voorkom.

4. KLOUSULE 4: WERKDAE EN WERKURE

In subklousule (1) (b), skrap die uitdrukking “binne ’n maand na die datum van inwerkingtreding van hierdie Ooreenkoms”, en voeg die uitdrukking “, behalwe dat, indien ’n werkgewer, ingevolge die vorige Ooreenkoms, die Raad in kennis gestel het dat hy meer as 40 uur tot ’n maksimum van 45 uur werk, hy nie weer aansoek hoef te doen nie,” in na die uitdrukking “die werkkere te verander,”.

5. KLOUSULE 7bis: GURE WEEER

Herommer “7bis GURE WEEER” om te lui “7bis (1) GURE WEEER”.

6. Voeg die volgende nuwe klousule in na klousule 7bis (1):

“7bis (2) BURGELIKE OPROER

Indien dit, as gevolg van burgerlike oproer, nie moontlik is om met normale werk te begin of voort te gaan nie, kan die werkgewer besluit om die werk vir daardie dag te staak. In die geval waar ’n besluit geneem word om, as gevolg van sodanige omstandighede, werk op enige dag te staak, moet die werknemer soos volg betaal word:

(a) Indien werk binne twee uur na die aanvang van die normale werkdag gestaak word, moet hy vir ’n minimum van twee uur teen sy gewone loonskaal en toelaes betaal word; en

(b) behoudens die voorskrytte van (a) hierbo, indien meer as twee uur maar minder as vyf en ’n half uur verstyk het sedert die gewone aanvangstyd van die bedryfsinstelling en werk dan gestaak word, moet die werknemer sy volle loon en toelaes vir die tyd wat hy gewerk het, betaal word; en

(c) indien meer as vyf en ’n half uur verstyk het sedert die gewone aanvangstyd en werk dan gestaak word, moet die werknemer sy volle loon en toelaes vir ’n gewone werkdag betaal word.”

2. GENERAL PROVISIONS

Substitute the following for clause 4 of the Re-enacting Agreement:

“(4) GENERAL PROVISIONS

The provisions containing in clauses 3 to 8 (2) (a) (vi) inclusive, 8 (2) (b) to 14 inclusive, 15 (2) to 17 inclusive, 19 to 33 inclusive, 37 (1) and (2), 38 to 40 inclusive of Part I and clauses 1 to 5 inclusive of Part II of the Former Agreement, as amended, re-enacted, extended and/or renewed from time to time, shall apply to employers and employees.”

PART I

3. CLAUSE 3: DEFINITIONS

(1) Substitute the following for the definition of “Area C”:

“Area C” means the Magisterial Districts of Bloemfontein, Bloemhof, Carolina, Christiana, Colligny, Delareyville, Eerste-hoek, Ellis-Lydenburg, Marico, Messina, Pilgrim's Rest 1 and 2, Phalaborwa, Schweizer-Reneke, Soutpansberg, Swartkops, Thabazimbi, Ventersdorp, Waterberg and Wolmaransstad;”

(2) Insert the following new definitions after the definition of “certificate”:

“civil commotion” means the concerted action of a number of people, not employed by the employer, to disrupt, for any purpose whatsoever, the normal activities of the employer at his place of business or any working-site, or to prevent employees either from reaching such place of business or working-site or from commencing or continuing to work;”

(3) In the definition of “Electrical Construction Operator, Level 3” insert the words “for a continuous period of at least 12 months” after the words “installation operator,” where they may appear in the definition.

4. CLAUSE 4: DAYS AND HOURS OF WORK

In subclause (1) (b), delete the expression “within one month of the date of coming into operation of this Agreement,” and after the expression “change the hours of work,” insert the expression “, except that if, under the previous Agreement, an employer had informed the Council that he was working in excess of 40 hours per week to a maximum of 45 hours per week, he need not inform the Council again.”

5. CLAUSE 7bis: INCLEMENT WEATHER

Renumber “bis INCLEMENT WEATHER” as “7bis (1) INCLEMENT WEATHER”.

6. Insert the following new clause after clause 7bis (1):

“7bis (2) CIVIL COMMOTION

If, as a result of civil commotion, it is not possible to commence or continue with normal work, the employer may decide to discontinue work for that day. In the event of a decision being made to discontinue work on any day due to such circumstances, an employee shall be paid as follows:

(a) If work has been stopped within two hours of the start of the normal working day, he shall be paid a minimum of two hours at his normal rate of pay and allowances; and

(b) subject to the provisions of (a) above, if more than two hours but less than five and a half hours have elapsed since the normal starting time in the establishment and the work is then stopped, the employee shall be paid the full pay and allowances for time worked; and

(c) if more than five and a half hours have elapsed since the normal starting time and work is then stopped, the employee shall be paid the full pay and allowances paid for a normal working day.”

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7. KLOUSULE 9: JAARLIKSE VERLOF EN JAARLIKSE

SLUITING

Vervang subklausule (1) (b) (iii) deur die volgende:

"Die verlof in hierdie klausule voorgeskryf, moet vier naweke insluit en moet oor een ononderbroke tydperk strek: Met dien verstande dat die werknemer, met die wedersydse toestemming van die werkgewer, toegelaat kan word om sy verlof oor twee tydperke, waarvan een nie minder as 10 dae is nie, te neem."

8. KLOUSULE 15: VERHOUDING VAN KATEGORIE- WERKNEMERS TOT MEKAAR EN VERANTWOORDELIK- HEDE VAN WERKGEWERS EN WERKNEMERS

Vervang subklausule (1) (a) (i) deur die volgende:

Werkvlak	1	2	3	4	5
Elkonop 3	1	2	3	4	5
Elkonop 2	1	2	3	4	5
Elkonop 1	2	3	4	5	6
Arbieder	2	3	4	5	6

Getal geskoolde werknemers in diens

9. KLOUSULE 16: DIENSBEÏNDIGING

(1) Vervang die opskeif van hierdie klausule deur die volgende:

"16. DIENSBEÏNDIGING EN UITTREETLOON"

(2) Voeg die volgende subklausules (3) en (4) in:

"(3) Wanneer 'n werknemer met twee of meer jaar diens by dieselfde werkgewer in die Nywerheid atgedank word as gevolg van 'n tekort aan werk, of die sluiting van die besig- heid, moet hy, bo en behalwe alle geld aan hom verskuldig, 'n uitteeloan van minstens twee dae se loon vir elke vol- toorde jaar diens, tot 'n maksimum van 10 jaar diens, betaal word.

(4) Ondanks subklausule (1), moet die werkgewer, waar sodanige beëindiging as gevolg van atdanke is, aan die werknemer minstens vyf werkdæ kennis gee om sy dienskontrak te beëindig."

10. KLOUSULE 22: REGISTRASIE VAN WERKGEWERS

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

"(c) Ingeval 'n werkgewer insolvent raak, moet die Raad die bedrae wat die werknemers toekom vir verlofbesoldiging en verlofbonusse aan die werknemers van die werkgewer uitbetaal: Met dien verstande dat die aanspreeklikheid van die Raad beperk is tot die bedrag van die deposito wat die werkgewer aan die Raad betaal het ten opsigte van sodanige werknemers: Voorts met dien verstande dat die werknemer sy eis aan die Raad geseedeer het en dat die Raad die reg het om enige bedrag wat aldus uitbetaal is, van die insolvente boedel te eis."

(2) In subklausule (5) (h), voeg die uitdrukking "of werkgewersorganisasie" in na die uitdrukking "werkgewer."

11. KLOUSULE 4: OPGAWE VAN LONE EN VERDIENSTE

Vervang hierdie klausule deur die volgende:

"Geen laer lone as onderstaande mag deur 'n werkgewer betaal en deur 'n werknemer aanvaar word nie:

Gebied A	Gebied B	Gebied C
Meester-elektisien	1 283	1 091
Elektrisien en ambagsman	1 106	940
Elkonop 3	804	683
Elkonop 2	683	581
Elkonop 1	421	358

Per uur Sent

7. CLAUSE 9: ANNUAL LEAVE AND ANNUAL SHUTDOWN

Substitute the following for subclause (1) (b) (iii):

"The leave period prescribed in this subclause shall include four weekends and shall be for one unbroken period: Provided that the employee may, with the mutual agreement of the employer, be permitted to take his leave in two periods, one of which shall not be less than 10 days."

8. CLAUSE 15: RATIO OF CATEGORIES OF EMPLOYEES TO EACH OTHER AND RESPONSIBILITIES OF EMPLOYERS AND EMPLOYEES

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

Operative Levels	1	2	3	4	5
Elkonop 3	1	2	3	4	5
Elkonop 2	1	2	3	4	5
Elkonop 1	2	3	4	5	6
Labourer	2	3	4	5	6

Number of skilled employees employed

9. CLAUSE 16: TERMINATION OF EMPLOYMENT

(1) Substitute the following for the heading to this clause:

"16. TERMINATION OF EMPLOYMENT AND SEVERANCE PAY"

(2) Insert the following subclauses (3) and (4):

"(3) Whenever an employee with two or more years' service with the same employer in the industry is retrenched as a result of a shortage of work, or the closure of the business, he shall be paid, in addition to any other moneys due, severance pay of no less than two days' wages for each completed year of service up to a maximum of 10 years' service.

(4) Notwithstanding the provisions of subclause (1), not less than five working days' notice shall be given by the employer to the employee to terminate a contract of service, where such termination is as a result of retrenchment."

10. CLAUSE 22: REGISTRATION OF EMPLOYERS

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

"(c) In the case of insolvency of an employer, the Council shall pay leave pay and leave bonuses which have accrued to the employees of the employer: Provided that the liability of the Council shall be limited to the amount of the deposit paid to the Council by the employer in respect of such employees: Provided further that the employee has the right to his claim to the Council and that the Council has the right to claim any amount, so paid out, from the insolvent estate."

(2) In subclause (5) (h), insert the expression "or employers' organisation" in after the expression "employer."

11. CLAUSE 4: SCHEDULE OF WAGES AND/OR EARNINGS

Substitute the following for this clause:

"No employer shall pay and no employee shall accept wages at rates lower than the following:

Area A	Area B	Area C
Meester-elektisien	1 283	1 091
Elektrisien en ambagsman	1 106	940
Elkonop 3	804	683
Elkonop 2	683	581
Elkonop 1	421	358

Per hour Cents

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	Area A Per hour Cents	Area B Per hour Cents	Area C Per hour Cents
Driver of a vehicle, the unladen mass of which is—			
(a) up to 3 500 kg	463	394	370
(b) from 3 501 kg to 9 000 kg	547	465	438
(c) 9 001 kg and over	608	517	486
Labourer	363	309	290"

12. CLAUSE 4bis: GUARANTEED MINIMUM INCREASES AND OFFSET

Substitute the following for this clause:

"(1) Every employee for whom wages are prescribed in this Agreement and who on the date on which this Agreement comes into operation is employed by an employer in the Industry shall, whilst in the employ of the same employer and whether or not his actual rate of pay immediately prior to the said date was in excess of the rate prescribed for him in this Agreement, be paid not less than the actual wage he was receiving immediately prior to the said date, plus, as a guaranteed personal minimum increase, an additional amount as follows:

	Area A Per hour Cents	Area B Per hour Cents
Master electrician	167	114
Electrician and artisan	144	98
Elkonop 3	73	43
Elkonop 2	89	61
Elkonop 1	61	43
Driver of a vehicle, the unladen mass of which is—		
(a) up to 3 500 kg	60	41
(b) 3 501 kg to 9 000 kg	71	48
(c) 9 001 kg and over	79	54
Labourer	53	38

(2) The additional amount payable in terms of this clause to an employee in Area A or B for whom wages area prescribed in this Agreement may be offset against the amount of any increase granted to such employee on or subsequent to 1 April 1990."

13. CLAUSE 5: LEAVE BONUS

Substitute the following for subclause (1):

"(1) Every employee shall, in addition to his leave pay, be paid a leave bonus of an amount equivalent to the wages he would normally be paid for the period specified below, whenever he qualifies for leave in terms of clause 9 of Part 1, and such leave bonus shall be paid at the same time as his leave pay is paid:

Master electrician.....	20 working days.
Electrician and artisan.....	20 working days.
Elkonop 3.....	15 working days.
Elkonop 2.....	15 working days.
Elkonop 1.....	15 working days.
Driver of a vehicle, the unladen mass of which is—	
(a) up to 3 500 kg	15 working days.
(b) from 3 501 kg to 9 000 kg.....	15 working days.
(c) 9 001 kg and over	15 working days.
Labourer	10 working days.
Apprentice:	
First year leave qualification	15 working days.
Second, third and fourth year leave qualification.....	20 working days"

Signed at Johannesburg, as authorised, for and on behalf of the parties to the Council, this eighth day of August 1990.

B. NICHOLSON,
Vice-Chairman.

L. M. BOWLES,
Member of the Council.

G. R. J. STRYDOM,
Assistant Secretary.

	Gebied A Per uur Sent	Gebied B Per uur Sent	Gebied C Per uur Sent
Drywer van 'n voertuig, waar- van die onbelaste massa—			
(a) hoogstens 3 500 kg is.....	463	394	370
(b) van 3 501 kg tot 9 000 kg is.....	547	465	438
(c) 9 001 kg en meer is	608	517	486
Arbeider.....	363	309	290"

12. KLOUSULE 4bis: GEWAARBORGDE MINIMUM VERHOOGINGS EN TEENSTELLING

Vervang hierdie klousule deur die volgende:

"(1) Elke werknemer vir wie daar in hierdie Ooreenkoms lone voorgeskryf word en wat op die datum waarop hierdie Ooreenkoms in werking tree in diens is by 'n werkgewer in die Nywerheid moet terwyl hy in diens van dieselfde werkgewer is, en afgesien daarvan of sy werklike loon onmiddellik voor genoemde datum hoër was as die loon wat vir hom in hierdie Ooreenkoms voorgeskryf word, minstens die werklike loon betaal word wat hy onmiddellik voor genoemde datum ontvang het, plus, as 'n gewaarborgde persoonlike minimum verhoging, die volgende addisionele bedrag:

	Gebied A Per uur Sent	Gebied B Per uur Sent
Meester-elektrisiën.....	167	114
Elektrisiën en ambagsman	144	98
Elkonop 3	73	43
Elkonop 2	89	61
Elkonop 1	61	43
Drywer van 'n voertuig waarvan die onbelaste massa—		
(a) hoogstens 3 500 kg is.....	60	41
(b) 3 501 kg tot 9 000 kg is.....	71	48
(c) 9 001 kg en meer is	79	54
Arbeider.....	53	38

(2) Die addisionele bedrag ingevolge hierdie klousule betaalbaar aan 'n werknemer in Gebied A of B vir wie lone in hierdie Ooreenkoms voorgeskryf word, kan afgetrek word van die bedrag van 'n verhoging wat op of na 1 April 1990 aan sodanige werknemer toegestaan is."

13. KLOUSULE 5: VERLOFBONUS

Vervang subklousule (1) deur die volgende:

"(1) Elke werknemer moet, wanneer hy kwalifiseer vir verlof ingevolge klousule 9 van Deel I, op dieselfde tyd wat sy verlofbesoldiging betaal word, bo en behalwe sy verlofbesoldiging as 'n verlofbonus 'n bedrag betaal word gelykstaande met die loon wat hy normaalweg betaal sou word vir die tydperk hieronder aangedui:

Meester-elektrisiën.....	20 werkdag.
Elektrisiën en ambagsman	20 werkdag.
Elkonop 3.....	15 werkdag.
Elkonop 2.....	15 werkdag.
Elkonop 1.....	15 werkdag.
Drywer van 'n voertuig waarvan die onbelaste massa—	
(a) hoogstens 3 500 kg is.....	15 werkdag.
(b) van 3 501 kg tot 9 000 kg is.....	15 werkdag.
(c) 9 001 kg en meer is.....	15 werkdag.
Arbeider.....	10 werkdag.
Vakleerling:	
Eerste jaar verlofkwalifikasie.....	15 werkdag.
Tweede, derde en vierde jaar verlofkwalifikasie.....	20 werkdag"

Soos gemagtig, vir en namens die partye by die Raad, op hede die agtste dag van Augustus 1990 te Johannesburg onterteken.

B. NICHOLSON,
Ondervoorsitter.

L. M. BOWLES,
Lid van die Raad.

G. R. J. STRYDOM,
Assistent-sekretaris.

SOUTH Africa needs to accelerate its rate of growth in order to create work opportunities for its rapidly growing population and to be able to divert more resources to the upliftment of the underprivileged.

Even Karl Marx realised that without production there would be no real income to distribute and that people would not produce simply to have the income from their production distributed by the state. Those who argue that we can willy-nilly increase the effective tax burden on the economy from 25% to 35%, which in effect amounts to a rise of 40%, without impairing saving and investment, do not believe in the system of private enterprise.

It is no use suggesting that the new constitution should "guarantee basic human rights in relation to nutrition, shelter, education, health, employment and welfare" if the economy cannot deliver. Economic growth cannot be legislated. It has to be fostered and nurtured.

Most political parties in SA stress the need to promote export-oriented growth. It implies that more resources will have to be directed to research, technology and product design; that we must curb inflation; that fixed investment has to be stimulated; that technical education and training has to be stepped up and that we should improve labour and capital productivity.

It also means the company tax rate must be lowered and, above all, that we should have free access, for trading purposes, to the international markets and that SA should not only have access to foreign finance but should also be able to attract a net inflow of foreign capital.

It also entails a review of SA's customs tariff policy, which is in need of revitalisation in accordance with the objective of rendering the economy more competitive. The exchange rate policy is of extreme importance but we must be careful

SA must nurture an export economy to create new jobs

Biday 24/5/91.

JAPIE JACOBS

not to see in the depreciation of the rand exchange rate a substitute for higher productivity.

We must also realise that if we provide too high protection barriers for manufacturing semiprocessed raw materials, we are in fact jeopardising the prospects of establishing industries which could successfully use these intermediate inputs to manufacture products that could successfully compete on quality and price in export markets.

Nobody has suggested that SA should endeavour to enter the international markets in high-tech products. We do have certain comparative cost advantages and there is no reason why they cannot be utilised.

There are of course protagonists of the policy of inward industrialisation, supplemented by import-replacement growth, who would prefer to use this strategy as a springboard for future economic growth. It can never in the longer term raise the growth rate above 3% per annum and, moreover, this implies greater unemployment and poverty. Whatever arguments are advanced in favour of such a policy, the

fact remains that it cannot support sustainable growth and will furthermore soon cause the economy to run into balance of payments problems.

We are past masters at running such policies, but the end result will inevitably enforce resort to stop-go policies unless we strengthen the export base of the economy.

The economic miracles of the Far East have all been triggered by the export of value-added products which, in contrast to raw materials and minerals, show the greatest growth potential.

We are aware of the hurdles which we have to clear in order to step up our exports of value-added products, but why can we not export clothing more successfully, or benefited products for that matter?

We have to build up our export base gradually, and there is no reason why we cannot implement a programme of this nature with immediate effect.

Inflation remains an obstacle to sound long-term economic growth, and it is essential that the authorities should continue to pursue policies

of workers to strike and excessive wage settlements. It is our function as policy-makers to point out that excessive wage settlements enforced by strikes contribute to lower economic growth and greater unemployment.

Those who share in the inner circles (insiders) live comfortably, whereas those in the outer circle (outsiders) have to be supported by transfer payments.

The authorities would, from an economic growth and anti-inflation point of view, prefer to see a lower rise in the unit cost of labour. However, government has no intention of intervening in wage negotiating procedures.

Government has no wish to cross swords with organised labour. It has no intention of even considering the implementation of an incomes policy.

It can basically only use fiscal and monetary restraints to curb the rate of inflation and in this way convey a message to both employers and employees that high wage settlements are impairing the country's long-term growth potential.

It would be advisable for management to consult trade unions more openly on matters of common interest. More resources will have to be devoted to the training of workers; consideration will have to be given to incentive schemes to allow workers to share in profits earned through higher productivity and share incentive schemes would promote team spirit at enterprise level.

Trade unions must, however, realise that they can be consulted in the determination of policies at plant level, but that the ultimate responsibilities of management cannot be usurped in the name of democratising the economy. That will ring the death bell of the system of private enterprise in SA.

□ Jacobs is special economic adviser to the Finance Minister. This is an edited excerpt from an address to a wage restraint seminar in Johannesburg yesterday.

Numsa seeks retraining

■ The National Union of Metalworkers has proposed that 13 000 workers facing retrenchment from the Mossgas project be trained to equip them for other jobs. Negotiations around the Numsa proposal continued this week between the contractors and unions in the mechanical sector of the project. (151)

The retrenchments are due to begin in June, and flow from the imminent completion of the project. Only 970 highly skilled employees will keep their jobs. (181) (335) (179)

Numsa's Bimba Mangqabashana

W. L. M. M. M.

24/5 -
29/5/91

(151) (181) (335) (179)
said the union had proposed a package including training to equip retrenched workers for jobs in the same industry; discussions on job creation with the contractors; job preference for local over foreign workers; an end to overtime; and a union pledge to maintain industrial peace "unless workers are provoked".
"If no resolution has been reached by Thursday, the union will declare a dispute," Mangqabashana said. (151)

Deadlock looms in key metal industry pay talks

SQUEEZED between high worker militancy and a tough employer stance, central wage talks covering 400 000 workers in three key sectors are moving ominously towards deadlock.

Worker impatience over what is seen as employer intransigence in the engineering, tyre and auto-assembly sectors spilled over into work stoppages coinciding with the fifth and final round of Metal Industrial Council negotiations on Tuesday.

The Steel and Engineering Industries Federation (Seifsa) said it had received only 30 calls from member firms reporting demonstrations or stoppages.

A *Weekly Mail* correspondent reports production was halted at firms throughout the eastern Cape. National Union of Metalworkers' regional organiser Bimba Manqashana said Tues-

w/mail 24/5-29/5/91

Key metal industry pay talks are heading for problems as employers plead for wage restraint and workers embark on work stoppages, reports

DREW FORREST

day's action had been preceded by a week of lunch-hour demonstrations.

The metal industry talks, in Germiston, were broken off mid-stream after about 150 singing and dancing Numsa members disrupted proceedings. Complaining that meaningful negotiations were impossible, Seifsa negotiators walked out.

The talks are likely to resume — a meeting of the industrial council executive committee was scheduled for yesterday to discuss ways of putting them back on track — but prospects for settlement seem slim.

Seifsa has tabled a final offer of be-

tween 9,6 and 12 percent, while Numsa, the largest union party to the council, has yet to shift from its opening demand of a R2 guaranteed personal increase — which is 48 percent at the bottom.

In other negotiations approaching finality, tyre employers have offered seven percent and auto bosses have also warned of below-inflation rises. In the motor industry, employers have suggested an effective wage freeze.

At a press conference this week, Numsa national organiser Les Kettledas complained the unions were being expected to take an employer package of real wage cuts and retrenchments to their members.

There was a clear hint at the conference that Numsa might accept wage restraint — but only as part of a negotiated plan for industrial reconstruction.

Seifsa had agreed to join the union in an industrial council sub-committee on job creation, Kettledas said, but had little else to offer in stemming job losses and creating new employment. "A consistent employer argument is that they can't discuss rationalisation with their competitors," he complained.

In particular, Seifsa had failed to respond to the union's "minimum conditions" for restructuring talks, including disclosure of financial information and a moratorium on retrenchments.

Seifsa denied this, saying it had agreed to discuss the conditions next month, as the issues were complex and required "extensive employer discussion and mandating".

Numsa's Alistair Smith said the union wanted Seifsa to grant an additional five percent to offset the effect of VAT, which would be twice as burdensome as GST for workers.

High executive salaries amid mass retrenchment of hourly-paid workers and the need for an increase in actual earnings were other concerns. Seifsa's nine percent offer on scheduled artisan rates would amount to an effective five percent, he said.

Kettledas said a decision on whether to move to a dispute in the various sectors would be made at industry council meetings early next month.

Mossgas to retrench 13 000

Argus 25/5/91

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Weekend Argus
Correspondent

GRAHAMSTOWN. — Agreement has been reached over a retrenchment package for 13 000 Mossgas project workers in Mossel Bay after negotiations with various unions representing the workers ended this week.

Separate agreements were reached between the civil engineering contractors and the mechanical, electrical and instrumentation (MEI) contractors with the various unions representing the workers in these sectors.

Mossgas said the main feature of the agreement with the MEI contractors was reached between the National Union of Metal Workers of South Africa (Numsa); the South African Boilermakers, Iron and Steel Workers, Shipbuilders and Welders Society and the South African Iron, Steel and Allied Industries Union.

Need mandate

The agreement included the payment of a project completion bonus based on an employee's period of service on the project; an undertaking by the contractors and the trade

unions to assist in obtaining training opportunities for employees; a commitment to industrial peace for the duration of the project; and an undertaking that workers be retrenched on a last-in first-out basis (Lifo), subject to contractual obligations and the retention of special skills.

A Numsa organiser for Mossgas, who refused to be named, confirmed today that an agreement had been reached over the retrenchment of the workers.

He said he would need a mandate from the union to re-

lease details of the agreement.

Meanwhile civil engineering contractors and the Construction and Allied Workers Union (Cawu) agreed on a demobilisation procedure; retrenchment packages based on the period of service on the project; and that retrenchment criteria would be based on Lifo, subject to special skills experience.

Cawu could not be reached for comment.

The 13 000 workers will be retrenched gradually from the second half of this year as the onshore Mossgas project nears completion.



Seifsa wage talks facing deadlock

Si Times (Bus Times)

26/5/77

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By DON ROBERTSON

WAGE negotiations between the Steel and Engineering Industries Federation of SA (Seifsa) and its 380 000 workers are heading for deadlock.

Their discussions have been under way for two months.

At what was to have been the fifth and final scheduled meeting on Tuesday, about 150 members of the National Union of Metalworkers of SA (Numsa) demonstrated against the employer body.

The meeting had to be abandoned.

Numsa is the largest of the 12 unions in the negotiations.

At a second meeting on Thursday, Seifsa proposed mediation in an attempt to allow negotiations to continue. The suggestion was rejected by Numsa and the Metal and Electrical Workers Union of SA (Mewusa).

But the Council for Metal and Building Unions (CMBU) agreed to mediation.

Seifsa will attend another meeting on Wednesday, but warned that it will withdraw if demonstrations are repeated.

At meetings which began on March 15, Seifsa increased its wage offer from between 7% to 10.5% to a final 9% to 12.6%. It agreed to 10 of the

unions' 30 demands on working conditions.

The unions toned down their original demands ranging from 16% to 167% to increases of between 20% and 48%.

Seifsa executive director Brian Angus says he is concerned about the poor progress in negotiations and the lack of moderation shown by the unions.

"I cannot say at this stage whether the matter can be resolved without dispute or some kind of industrial action."

The agreement ends on June 30.

The negotiations are taking place in an industry suffering about 2 100 retrenchments a month.

Mr Angus says employers are hard-pressed to cope with the rising cost of labour and low productivity. SA products are becoming increasingly uncompetitive on international markets.

Numsa spokesman Veli Mjiyako says the talks have not been officially declared to be in deadlock. But the union believes employers are "digging in".

Slim prospect of wages pact today

B10ay 2715791

CENTRAL wage talks in the motor industry, covering about 35 000 workers, are set to continue today.

Prospects for an early settlement in the talks, due to end today in terms of a timetable agreed to by employers and unions, seem slim.

National Union of Metalworkers of SA (Numsa) spokesman Les Kettleidas said recently a settlement would depend largely on the extent to which the parties could reduce differences on wages and other non-wage demands, including child-care.

Employers, at the second round of negotiations, warned of below-inflation pay increases.

Unacceptable

Numsa told employers below-inflation increases were unacceptable, and would not be considered.

The union said it was interested in negotiating an improvement to members' standards of living, not a deterioration.

Employers tabled increased offers of between 8% and 12% at the fourth round of national pay talks earlier this month, Automobile Manufacturers Employers Association chairman Dave Kirby confirmed at the weekend.

The offer was rejected by Numsa and the SA Iron, Steel and Allied Industries

Union.

Numsa has demanded an increase of R2 an hour or 25%, whichever is the greater.

Kettleidas, at a news conference last week, said the union was expected to take wage cuts and retrenchments back to its members in the engineering, tyre and auto-assembly sectors.

Kirby told a wage restraint seminar last week employment in the motor industry had dropped from over 50 000 in 1983 to just over 30 000 at present.

The number of passenger cars sold had dropped from over 300 000 to about 200 000 last year.

He said the main debate in the annual wage talks this year was on the question of balancing rising wages and the demand for job security.

The motor industry had "unwillingly established a leadership role in the wage inflation push effect", Kirby said. Minimum hourly wage rates ranged from R6,60 to over R8.

Employers and unions were also debating the future of the industry.

Numsa had put forward a number of proposals on restructuring and training, while employers were focusing on productivity proposals, he said.

VERA VON LIERES

Companies reconsider AIDS-testing policies

SA companies are reconsidering the wisdom of pre-employment AIDS tests.

Eskom, which was SA's first company with an AIDS policy in 1986, is re-assessing its approach to AIDS, including its insistence that all job applicants be tested for the HIV virus.

Eskom medical consultant Dr Charles Roos said that instead of pre-employment testing, Eskom might modify fringe benefits for people with the virus, instead of excluding them altogether.

He said many people in the electrical industry needed to be in peak physical condition.

Eskom had decided to screen all job applicants in an attempt to be non-discriminatory, he said.

In the past three years 15 job applicants had tested HIV positive but the number had multiplied each year.

The parastatal has been criticised for its pre-employment testing.

Medscheme human resource director Gary Taylor said the trend among

TAMIA LEVY

companies was away from pre-employment screening because of the time and cost involved.

A company like Medscheme, one of the country's largest medical scheme administrators, would incur significant expenses if it insisted on screening the 10 to 15 job applicants it had to consider each month.

The Elisa test used to screen for the HIV virus costs about R30 but for a conclusive result the Western Blot test is needed at about R150 a time.

Ethics

Taylor said besides the cost and time problems of testing, companies also realised that someone who tested positive with HIV could still be perfectly healthy and fit to work for a number of years.

In the latest edition of the Institute for Personnel Management journal, Anglo American consultant Dawn Mokhobo questioned the ethics of testing.

Discriminating against people with AIDS by not employing them was "just passing the buck and hoping that someone else will deal with it," she says.

AIDS was a problem for the whole society and pre-employment testing would not do anything to help it.

SAA chief medical officer Dr Eric Peters said it was unnecessary to screen all candidates.

In line with other major airlines around the world, SAA has compulsory pre-employment HIV testing for all flight crew positions.

Peters said the US Aerospace Medical Association had resolved on May 5 to support HIV tests for pilots and that they be declared medically unfit to fly if they tested positive because it placed the public at risk. This endorsed SAA's policy.

SAA has voluntary tests for existing flight crew and those testing positive are allowed to continue flying until they are medically unfit.

They can then do ground duties or elect to be retired.

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Business Day 27/5/91

'Training is an ongoing process'

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The German economy's success in productivity and efficiency can largely be ascribed to the enthusiastic implementation of continued training at the workplace, says Burt Boschoff, head of technical training at Haggie Rand.

"German companies place a lot of emphasis on educating and training employees at the workplace and encouraging them to obtain qualifications at work," says Mr Boschoff.

"In South Africa companies spend a tremendous amount of money on 'on the job training' but little on continued training, improving and upgrading skills," he says.

Yet, in a country like South Africa which has education problems and a high rate of illiteracy it is even more important to investigate the benefits

of continued training at the workplace.

"It is the only way we are going to advance in this economy," said Mr Boschoff.

With the expected completion of Haggie's new training centre in Heriotdale, at the Jupiter factory, it is the company's objective to implement continued education at the workplace.

"We have found computer based training (CBT) to be very effective in the continuing education programme," said Mr Boschoff.

CBT allows employees to learn by discovery as opposed to being taught or trained. The programmes are written in a learner-controlled mode and are competency based so that a student cannot progress to a

module until the successful completion of the module he is working on.

With CBT a company can also give support to employees furthering their studies at either a technikon or university, by acquiring appropriate educational software.

Haggie Rand has used CBT for many years, teaching production techniques and the theory of certain areas of production. The company employs its own staff to write training programmes.

"CBT allows the company to train staff close to the workplace and with very little supervision," said Mr Boschoff.

"The introduction of new machinery into the production process necessitates this updating of technical skills and we have found CBT particularly effective

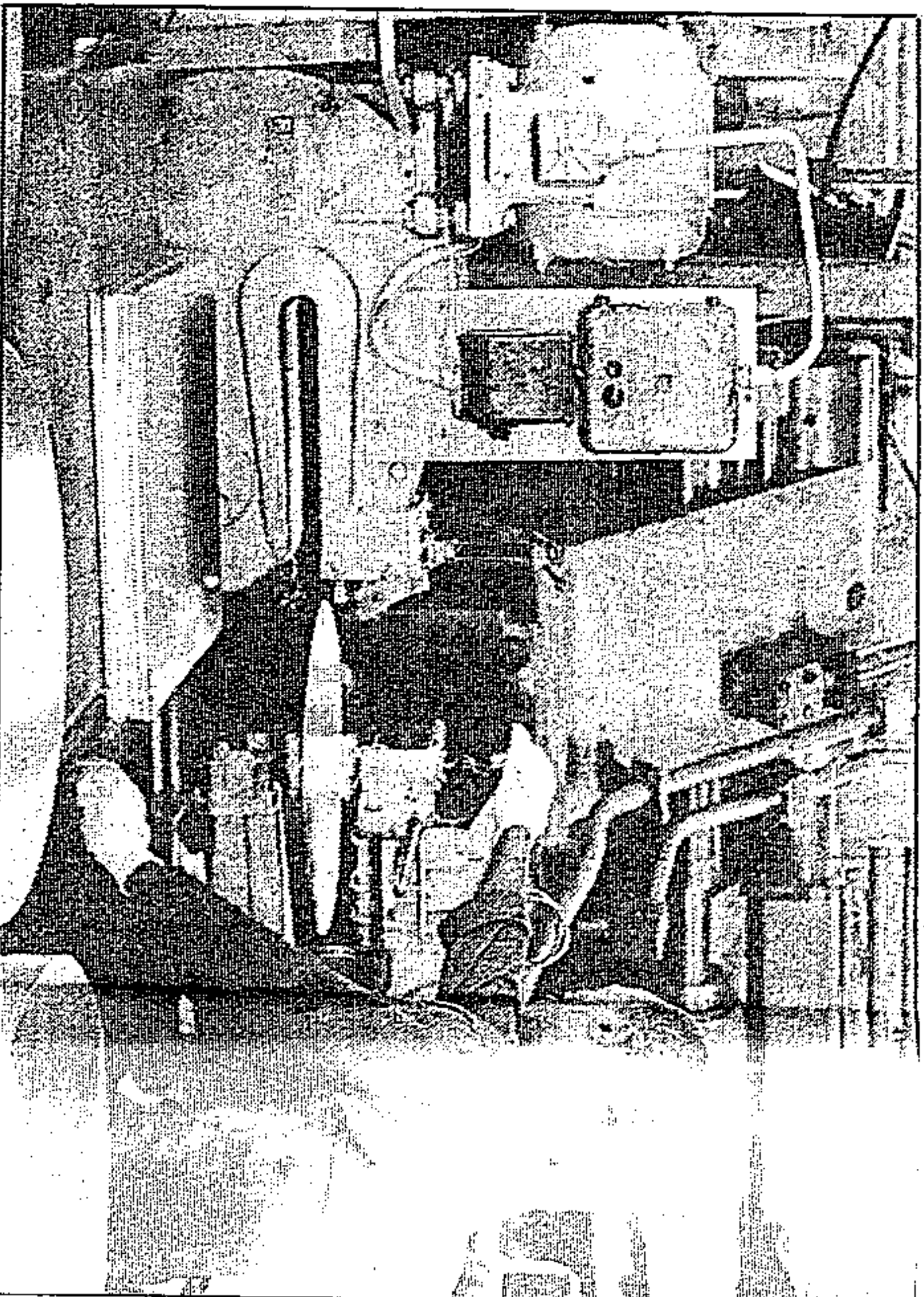
in the teaching of technical subjects.

"Another advantage of CBT is that it is available almost around the clock."

Mr Boschoff believes that with the necessity of black advancement it is not enough to merely train artisans; companies should provide employees with the opportunity to acquire technical qualifications.

At present Haggi trains about 40 artisans and another 60 apprentices besides the continued education project.

Haggie Rand's training facility is also making quite a name for itself in the Heriotdale vicinity. Some smaller companies that do not have training facilities have approached Haggie to have their tradesmen trained at Haggie Rand.



Training . . . "companies spend a tremendous amount of money on 'on the job training' but little on continued training — improving and upgrading skills . . ."

Cadbury workers back at work after 7 weeks

ARGUS 29/5/91

By SHARON SOROUR
Labour Reporter

HUNDREDS of Cadbury workers nationwide go back to work this week after a seven-week strike over wages and conditions.

About 405 members of the Food and Allied Workers' Union (Fawu) have been on strike, including more than 200 Cape workers, at factories in Port Elizabeth, East London, Johannesburg, Pretoria, Durban and Bloemfontein.

According to a union spokesman, the Cape Town plant was the only one of Cadbury's seven factories not involved in the industrial action.

Workers started returning to work this week after management and the union settled the dispute.

During wage negotiations, the union lowered its initial wage demand of an hourly, across-the-board increase of R3,50 to R1,50, which amounts to a weekly increase of about R66.

Management increased their opening offer of a 50 cents an hour increase across-the-board to 75 cents.

The two parties settled at an hourly, across-the-board increase of 98 cents, which amounts to an increase of R43 a week, the spokesman said.

Aids threatening to undermine economy

By Des Parke

Stur 29/5/91

DURBAN — Aids could precipitate a major recession later this decade, diverting money into disease-related areas and restricting spending as sufferers are denied credit and obliged to rely on cash and savings.

This is the view of Tongat-Hulett corporate planning manager Jane Wiltshire, who says that the disease is already putting a crimp on the tourist trade, as international travellers elect to steer clear of Africa, where they consider the disease to be more serious than in other parts of the world.

She told the executive council of the Natal Chamber of Industries in Durban earlier this week that the disease was likely to start making itself felt in South Africa by 1995 when the maximum infection rate was reached and significant numbers of people were either ill or had died from Aids-related causes.

"Aids could cause a shift from a credit to a cash econ-

omy," there are already signs that loans are being denied to HIV positives," Mrs Wiltshire said.

"A credit economy is based on future earnings, so it makes sense that where future earnings are uncertain, their value will be discounted."

A switch to cash and savings would cause money supply to contract, causing a major recession and changing the inflationary trend in the economy to a deflationary one.

Likening the popular indifference to Aids to the "phoney war" period at the beginning of World War 2, when Britain largely believed the conflict would be short-lived, Mrs Wiltshire said many people believed the threat of the disease had been over-estimated.

However, reliable predictions were that about two percent of the adult population was infected with the virus by the second half of last year and that about 1 500 people were HIV positive for every one reported case of Aids.

"People dealing with the disease tend to clutch at straws in the wind as they try to follow

the trend.

"Quite a strong straw is that 273 people tested at Edendale Hospital in Pietermaritzburg, because they had opportunistic diseases associated with Aids, have been found to be HIV-positive."

"If the incidence continues at the same rate, they will have had 600 by the end of the year."

Mrs Wiltshire said Aids was likely to reverse the current oversupply of labour in the not too distant future.

"It is likely that the population will peak some time early in the second half of the Nineties and then decline as the numbers of child-bearing women are drastically reduced. The number of deaths will reach a peak in the late Nineties."

Companies with the flexibility to mechanise would avoid the worst effects of a declining worker force, but labour-intensive business would have a problem.

However, it was the diversion of resources into treating and caring for Aids patients in the medium-term that would have the most serious effect.

Not only would much more be spent on treatment and funerals, but the economy would suffer from the reduced productivity of sufferers and their carers.

Some companies would feel a two-pronged effect — falling productivity and the movement of spending to other areas.

Mrs Wiltshire said Aids-related health spending would not be First World in nature, but rather would tend to be concentrated on prophylactics, such as a broad spectrum of antibiotics to combat infections caused by the disease.

She told her audience that one of the most important requirements for companies was to stop regarding Aids as a "personnel problem that doesn't really concern us managers who really run the company".

● Mrs Wiltshire, who has scientific and financial training, set out to analyse the effects of Aids on her company, which, as the largest sugar producer in SA, employs thousands of cane-cutters.

They are generally 16 to 28 — the age at which people are most susceptible to the disease.

Making up for discrimination

I HEAR a lot of talk about affirmative action programmes and question being asked about what is meant by the term?

An affirmative action programme is one in which a company tries to

How far 30/5/91
increase the number of black, coloured, or Indian workers in its operation to make up for discrimination against these groups in the past.

There are many ways of achieving this objective. The main way is for the company to set goals of the number of people from these disadvantaged groups it hopes to hire by the end of a given period.

At the end of that period, if it has not achieved these goals, the company has to carefully analyse why this failure has taken place and take steps to improve the situation during the next interval.

These are goals, not quotas. To prevent an affirmative action programme from deteriorat-

ing to either being a system of tokenism (or just hiring a few from the disadvantaged group so as to look good) or from hiring too many unqualified people which will result in a firm's productivity declining, society and companies have to take steps supportive of the goals of affirmative action (like having training programmes).

Moreover, the managing director of the firm has to support strongly any such programme, not only in words but also in behaviour.

For example, he has to be ready to penalise, even dismiss, a manager who, after being duly warned, clearly does not try to meet the goals of the af-

~~firmative~~ affirmative action programme. (181)

* Prepared by Professor Albert Blum, who is attached to the Wits Graduate School of Business Administration.



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Cape wine giant to lay off staff?

By PIETER COETZEE
Financial Editor

ONE of South Africa's wine giants, Stellenbosch Farmers Winery, confirmed yesterday that it was considering a major retrenchment and cost-cutting drive.

Chairman Mr Dave Marlow said this could also lead to the closing of some bottling lines.

He was reacting yesterday to market talk that workers had been retrenched at SFW, that its Oude Libertas Centre would be closed and that two bottling plants had been closed down.

Mr Marlow confirmed that the group was looking at how to be as cost-efficient as possible and was examining its internal structures.

He said nobody had been retrenched so far, but the group was in consultation with trade unions on how it could cut costs and streamline structures within the group.

Depending on the outcome of the talks, this could lead to retrenchments, he said. It was impossible to say how many people would be affected. No decision would be reached before the end of June.

Mr Marlow said the present economic circumstances demanded that each company examine its structures.

Regarding the Oude Libertas Centre, Mr Marlow said it was still operational. The theatre was closed for the winter season, as was usually the case, and would be reopened in summer.

The vinotech, catering facilities and Cape Wine Academy were fully operational and doing well, he said.

INDUSTRIAL POLICY



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PICKING THE WINNERS

FM
31/5/91

What should be the subject of widespread public debate and policy formation is *not* the preservation of jobs in the textile industry — the travails of which are set out on the following pages — through increased protection. Instead the cost to the public purse of retraining and reabsorbing textile workers in some other industry with more going for it, especially in terms of export potential, should be the focus of attention.

Almost everywhere in the world the textile industry as we know it in this country is in trouble and is shouting for protection. One exception, of course, is the "Little Tigers" of the Third World — who are so hungry for wealth that they are prepared to forgo the short-term advantages of collective bargaining. Their unit cost of production is consequently so low that they can undercut almost everybody else.

The other exception is to be found in technologically advanced countries with a great deal of marketing sophistication. They go for the niche markets offering speciality fabrics and specialised service of such a standard that they can absorb higher production costs.

In Europe, with the exception of Switzerland, for decades the debate has been inappropriately focused on textile job preservation and not on job relocation. So the period of the phasing out of protection and the phasing in of lower-cost textile imports under the Multi-Fibre Arrangement (MFA) stretches towards infinity. The cost to the taxpayer and the consumer has been extremely high and will remain so.

How this sort of public spending on the special interest of textile workers can be morally justified is hard to fathom. Although, of course, in Europe there is the dubious political precedent of farm workers. Economically it has no justification: it is simply a waste of resources that would be better employed elsewhere (and in a dynamic free enterprise economy this would happen quickly).

It is true that the textile industry has enjoyed short periods of rapid growth and prosperity in those economies that have tended to be command ones. They are usually either socialist countries, now in rapid retreat from egalitarianism, or capitalist ones following the mixed economy inclinations of socialist-orientated governments.

Apartheid SA fits easily into the second category. Consequently, our textile magnates of the past were better at special pleading in Pretoria than competing in the marketplace. Few, including Philip Frame, would survive today. For the situa-

tion is very different now and, together with our lack of international competitiveness because wages are too high, this is at the core of the problem.

Some of those few countries with flourishing textile industries have certainly indulged considerably in State support for their industries. But the difference between the support given in Europe to preserve jobs and that given in some "Little Tigers" to create jobs, is that the former backed losers and the latter backed winners. In other words, the Europeans were backing high-wage, low-productivity production whereas the "Little Tigers" were backing low-wage high-productivity production.

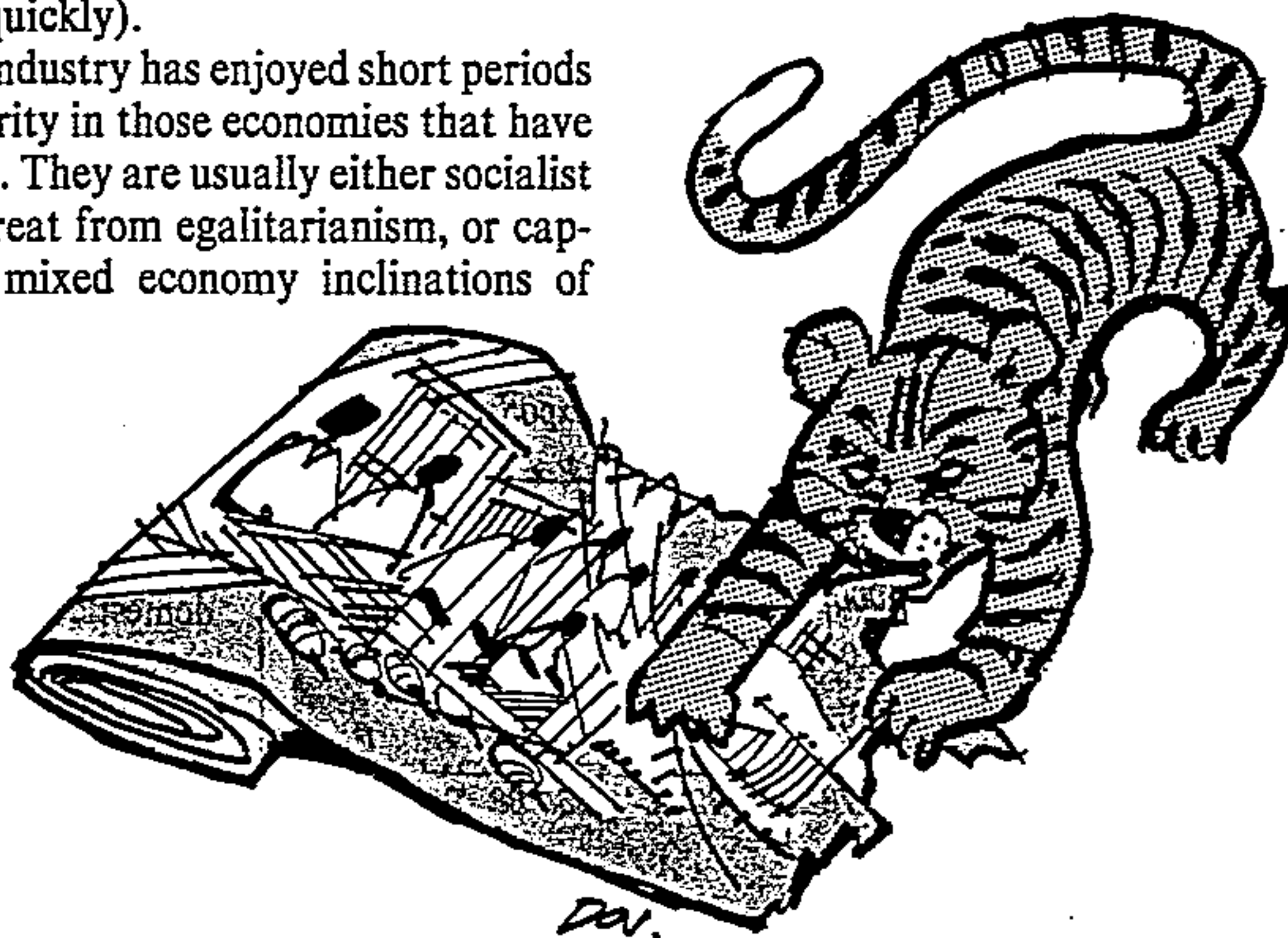
The important principle is that if governments are going to intervene in an industry (and there are good arguments to support their never doing so) then at least they must aim at backing winners, not losers. To do so it needs to be heavily capitalist-orientated, unlike some European governments which in the past tended to put egalitarian motives ahead of the creation of wealth. And they are paying the price today.

Industrialists who favour protection will argue that once a textile mill is closed down, the jobs it provided are either lost permanently, or that the process of finding alternative work for their work force is protracted and harsh. That is music to the ears of interventionist politicians who, with some notable exceptions, all too many politicians tend to be.

Of course, the period of the reallocation process is where most suffering occurs. And that can be aggravated by a downturn in the business cycle, high inflation, low savings and consequently constricted investment. The fact that the reallocation does take place is in itself incontrovertible.

But the harsh consequences can be cushioned at acceptable cost to the public purse if redundant workers are given direct grants and/or retraining facilities, or some other benefit that the creative genius of trade union officials and personnel managers can devise. That cost is at least finite.

What needs to be avoided is the tendency towards infinite succour for the shareholders of companies in ailing industries, which is what the MFA provides for textiles. They must bear the cost of their mistakes. ■



Special Correspondent

THE campaign by trade unions to persuade companies to provide for a provident fund for unschooled labourers instead of a pension fund, gained momentum with the recent establishment of a provident fund in the metal industry.

The launching of this fund offers the possibility to members of the Metal Industry Group Pension Fund (MIGPF) - one of the largest funds in South Africa and valued at about R4-billion - of an alternative fund for the payment of pensions. This new provident fund is specifically aimed at unschooled labourers and became effective on May 1.

According to Seifsa it is expected that about 60 percent of the 240 000 members, who contribute to the MIGPF, will switch to the new provident fund. The biggest advantage of the provident fund would be that workers receive their full pension benefits at retirement or resignation in a single large amount.

It took two years of negotiations for Seifsa and the eight trade unions in the metal industry to reach an agreement.

Numsa general secretary Moses Mayekiso said the new fund is an "important step forward in the history of negotiated benefits in South Africa".

The introduction of a provident fund in the furniture industry is also an important issue on the agenda of Saccawu this year.

Joshua Doore managing director David Sussman said Saccawu had already approached them with the proposal that a provident fund be formed.

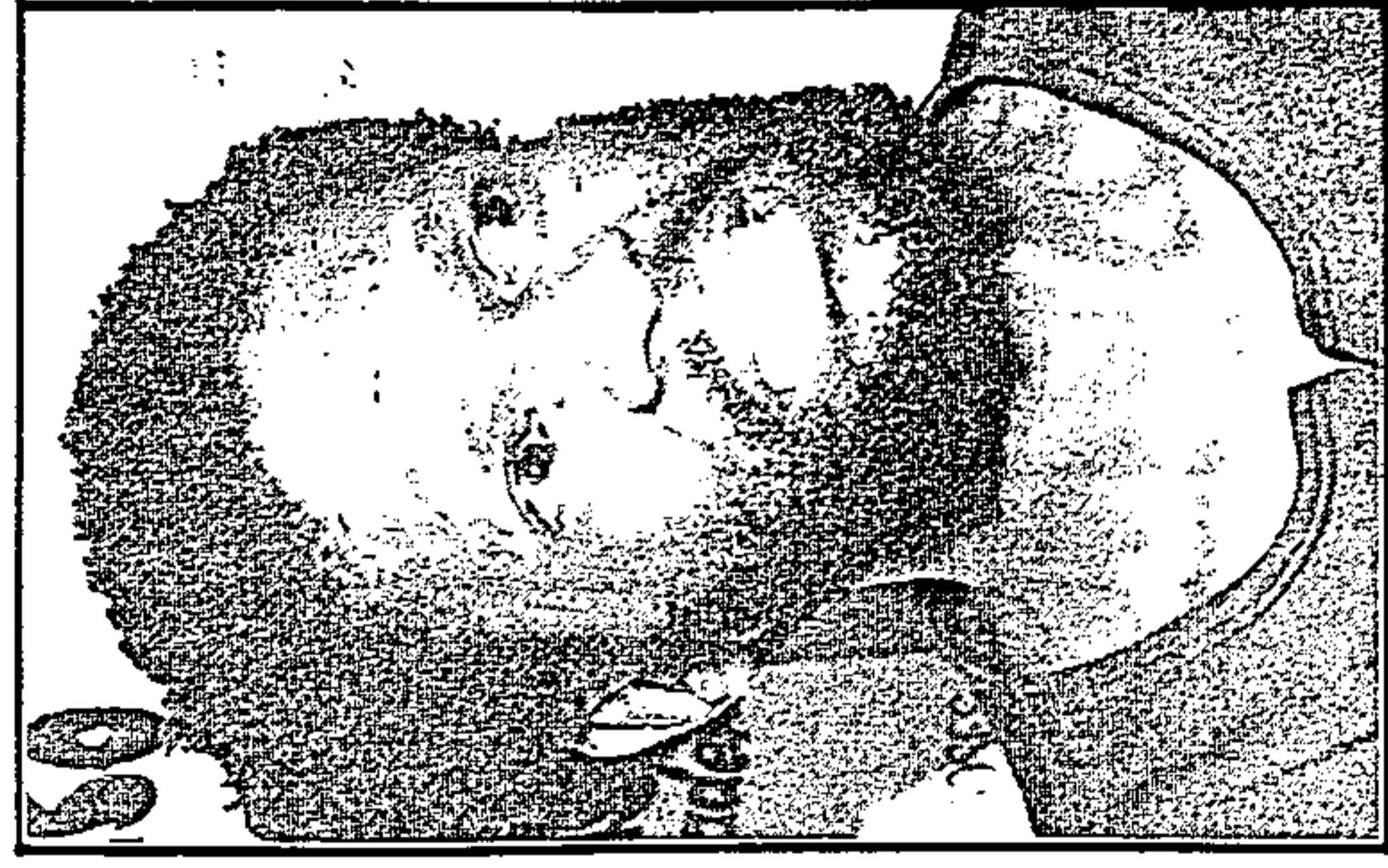
"Saccawu is negotiating with other big employers in the industry about the creation of such a fund. When they have agreed, the details of such a step can then be negotiated," he said.

The issue of pension funds versus provident funds has been a concern of most trade unions since 1981 when the government proposed legislation aimed at the protection of pension funds. This drew the attention of trade unions to the benefits which traditional pension funds

Provident fund breakthrough in metal industry

C/P news 2/6/91

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Important step . . . Numsa general secretary Moses Mayekiso.

offer, in particular, to unschooled labourers.

The new Pensions Act was strongly opposed by various trade unions which called strikes in protest against its introduction.

is on average higher than among whites and it is discriminatory to let black workers retire at the same age as white workers. An earlier retirement age is preferable for most unschooled black workers because the type of work they do - often manual work - is too strenuous for a worker older than 65. A provident fund would enable them to retire at 55 or later.

■ At retirement a black worker needs a large sum of money which could be used to buy, at present prices, a small business. The monthly payment of his pension would not cover, for instance, his return to a homeland.

■ Should a member of a provident fund be dismissed before reaching retirement age, he is eligible for a repayment of all his contributions, plus a percentage of the employer's contributions, plus full interest calculated on the number of years of service.

■ Should a member of a provident fund die, his dependents receive a single sum - usually three times his annual salary - plus his contributions, his employer's contributions and interest.

■ Provident funds can also provide that a worker going on temporary leave or being temporarily absent from work (with or without payment) could remain a member of the fund.

Labour experts contend that the advantages of a provident fund for employers are:

■ Strengthening of a positive attitude towards the company; and

■ Improved labour relations because the trade union is involved in the management of the fund.

It is understandable that employers would often consider the long-term benefits of a pension fund to be more advantageous to the well-being of employees than the bulk payment of a provident fund.

But such an employer must always take into consideration that the needs of a schooled white worker and those of an unschooled black worker are different.

For black workers the provident fund is a more flexible and more attractive option which can satisfy a variety of short-term and long-term needs.

These trade unions submitted objections against existing pension funds and proposed a number of alternatives. One of the most important points of criticism was that pension funds were devised for "First World" workers, while most of the members of the trade unions still live in "Third World" circumstances.

Prof Andrew Levy of labour consultants Andrew Levy, Johan Piron and Associates, said other points of criticism against pension funds include:

■ Most workers don't ever expect to receive benefits other than a repayment of their own contributions, plus a small additional amount from the pension funds.

■ Should a worker be dismissed, his first priority is to take care of his family. When his unemployment benefits have been used, he needs money. It is therefore important that a dismissed worker should also be eligible for a portion of the money invested on his behalf by the company. Payments should also include full interest earned on the money.

■ The biggest priority for an unschooled worker is not to save for his own retirement, but to pay for housing for his family and the education of his children. Workers made it clear that they expect a provident fund to take into account the needs of its members during years of employment.

■ The death rate among black workers

Over 400 Mwasa members strike

Sowetan 4/6/91

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380

MORE than 400 members of the Media Workers Association of South Africa in Pietersburg went on strike yesterday demanding housing.

The workers, employed by the Chinese-owned Sakkor Manufacturing, have been staying in shacks and makeshift housing on the company premises for several years.

The Pietersburg Town Council has given them

By MATHATHA
TSEDU

until Friday to vacate the premises, a union official, Mr Albert Makgoba, said.

Housing

Makgoba said management had refused to look into alternative housing for the workers, some of whom start work at midnight in the 24-hour operation of the company.

All senior company

officials were said to be consulting lawyers yesterday but ultimatums were issued to strikers to either return to work or be fired.

The workers are demanding communal housing in Seshego, transport to and from work and stop order facilities for union subscriptions. Makgoba said some of the workers earned R192 a month.

The workers are demanding that the minimum wage be raised to R700 if the company refuses to provide housing.

There have been fears among whites in Pietersburg that the settlement of the workers on the premises could be the beginning of a squatting problem.

Conservative Party councillor, Mr Koos Kemp, last week threatened "a repeat of Ventersdorp" if they were not removed by last Friday.

Motor industry

pays most

ARGUS 4/6/91
By SHARON SOROUR
Labour Reporter

CLEANERS in the motor industry are the only workers in the sector to earn a "living wage", according to a Labour Research Service survey.

Light cleaners in this industry earned an average wage of R278 a week or R1 200 a month.

This was well above the average cleaners' wage of R169 a week.

"It is also the only industry that pays more than the Labour Research Service's (LRS) housing-based living wage estimate of R260 a week or R1 140 a month," said LRS spokesman Ms Vivienne Geard.

Cleaners in the local authorities and mining sectors were among the lowest paid, earning wages of R120 and R115 a week respectively.

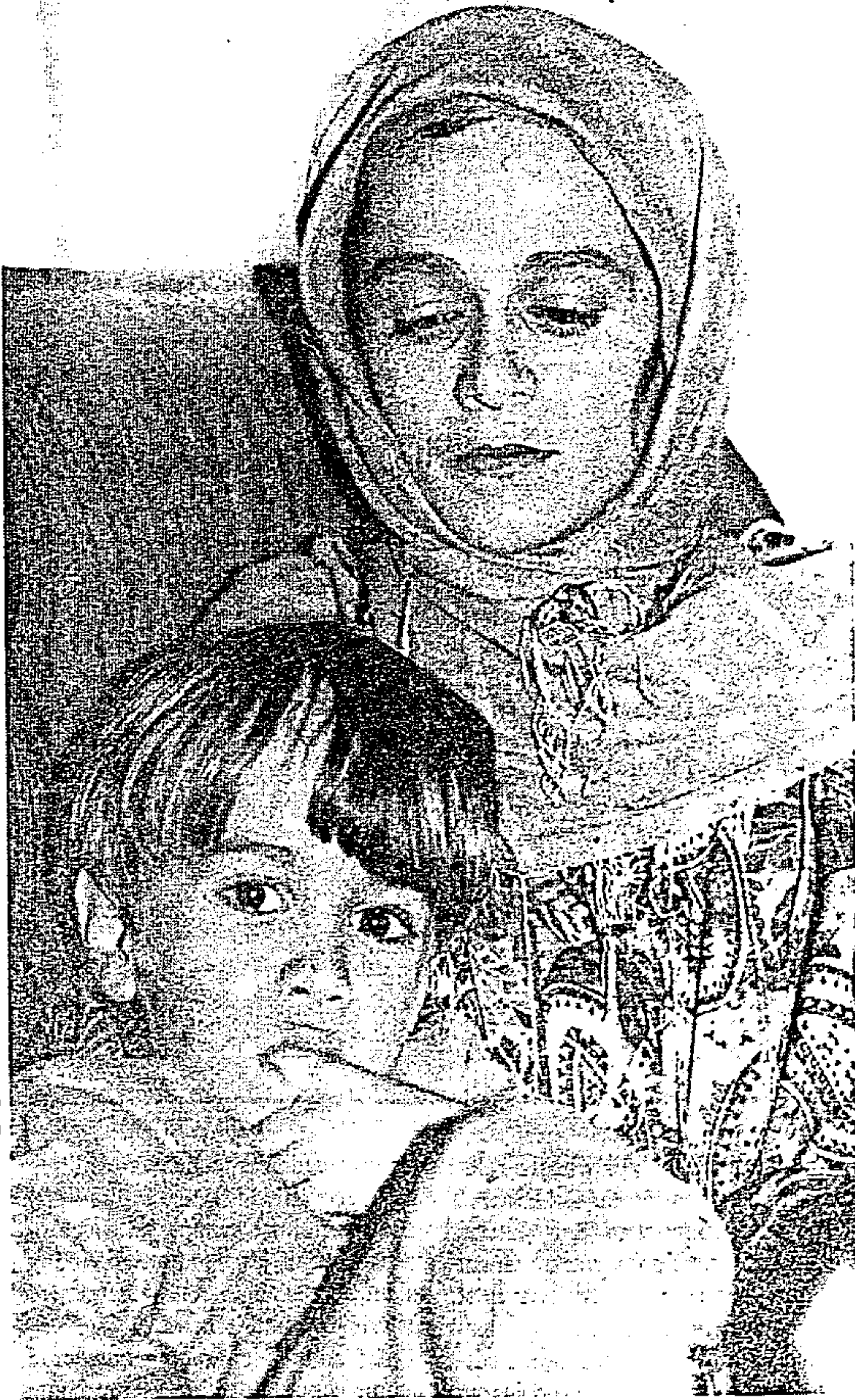
"The lowest-paid cleaners are in the building and construction industry where they earn R112 a week, on average," she said.

Paper, print and pack industry workers earned the second highest wages at R218 a week followed by those in the iron, steel and engineering industries at R202 a week.

The Cleaning Trade Wage Order — which was a wage instrument written by employers but approved and gazetted by Minister of Manpower Mr Eli Louw — covered only workers who were employed by the cleaning companies.

Numsa calls for probe of docks blast

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South 6/6 = 12/6/91



GRIEVING: Mrs Nadeema Hajee, wife of gasblast victim Ismail Hajee and their four-year-old son, Ozayr

PIC: YUNUS MOHAMED

THE National Union of Metalworkers of South Africa (Numsa) has expressed concern at the refusal of a Cape Town engineering company to agree to an independent inquiry into the cause of a blast on a super tanker in Cape Town harbour last week.

Six Globe employees were killed and another man seriously injured after an explosion in the No 2 hold of the Iranian tanker, Alborz, last Wednesday.

Mr John Stuart, the operations manager for Globe Engineering, confirmed the company had refused Numsa's demand for an independent inquiry.

Safety

Key areas Numsa wants investigated include whether adequate safety precautions were taken, the cause of the explosion and whether the rescue operation was speedy enough.

Those killed were Mr Gary Davids, Mr Errol Phillips, Mr Hennie Oosthuizen, Mr Ismail Hajee, Mr Michael Ngaka and Mr Jameson Ntukati.

The sole survivor, Mr Patrick Ngalo, is in the intensive care unit at Groote Schuur Hospital.

The men were working about 35 metres down the hold, repairing a faulty valve.

Workers on board at the time of the blast have questioned whether the gas level in the hold was adequately monitored.

High-risk

Also unclear is the cause of the blast. Numsa said the tragedy highlighted the question of health and safety.

Mr Adrian Sayers, the acting regional secretary for Numsa in the Western Cape, said health and safety were particularly important in the Cape Town docks where workers often performed repairs on ships that were in a poor condition.

"Metalworkers in the docks have consistently performed work that has a high-risk level, requiring effective health and safety precautionary measures," Sayers said.

Stuart said the company could not comment on the issue until the Department of Manpower had completed its investigations.

Employers, unions meet over pay row

Sowetan 7/6/91

STALLED pay talks in the steel and engineering industry enter the "cooling-off phase" next Tuesday when unions and employers meet over ways to ease the deadlock.

The largest union in the sector, the National Union of Metalworkers of South Africa, last Wednesday gave notice that it would declare a dispute.

Spokesman

Mr Hendrik van der Heever, spokesman for the Steel and Engineering Industries Federation of South Africa, confirmed yesterday the full executive of the sector's national industrial council would meet in Johannesburg on June 11.

Numsa, representing some 113 000 workers in the sector and the Metal and Electrical Workers Union of South Africa, with nearly 34 700 members, had

given Seifsa written notice of dispute.

Verbal notice had been given by the 10 000-strong Confederation of Metal and Building Unions, as well as the Steel, Engineering and Allied Workers Union, representing about 1 880 workers.

Written notification of dispute had to be given within 14 days of a dispute being declared, said Van der Heever.

At the May 29 meeting, Numsa and Mewusa dropped their demand for a R2 hourly increase by 50c. Numsa demands a 20 percent rise.

Dropped demands

The CMBU unions dropped their demands from 18 to 12 percent.

Seifsa's final offer on hourly rates ranged between nine percent (86c) for artisans, to 12,6 percent (48c) for lower skilled workers. - Sapa.

Top executives' packages linked to performance

JONATHON REES

LOCAL CEOs earned nothing like their British and US counterparts but there was a growing trend to link remuneration to performance, executive search consultant Peter Woodburn said yesterday.

He said only a few SA CEOs earned up to R1m a year, lagging far behind the US where, for example, the Disney CEO earned up to \$40m annually.

Woodburn, MD of Woodburn Mann executive search consultants, said there was a strong move in SA towards paying top executives good, or even adequate, base salaries as part of remuneration packages that included meaningful incentives.

"Knowing you can double your income through performance bonuses or a percentage of profits gives you ample incentive to stretch yourself to grow your profits," Woodburn said.

He said top executives would, however, come under increasing pressure to take their medicine along with lower echelon employees when profits showed a considerable decline and companies had to tighten their belts.

Woodburn Mann director Peter MacIldowie said some local CEOs earned annual cash packages of between R750 000 and R1,2m, excluding dividends reaped from their share packages.

Entrepreneurs like Pick 'n Pay's Raymond Ackerman and Liberty Life chairman Donny Gordon had an annual dividend income, in addition to their salaries, well in excess of R10m, MacIldowie said.

Unions blamed for poor job scope

ARGUS 7/6/91

From SVEN LUNSCHÉ

JOHANNESBURG. — As the economy emerges from its longest post-War recession, there is little scope for higher employment, in spite of prospects of substantially higher investment spending by manufacturing companies.

And private sector economists are putting the blame firmly at the door of the trade union movement, "which has outpriced its members in the labour market".

In its monthly *Survey of Confidence Levels* in the Manufacturing Industry, the South African Chamber of Business reported yesterday that many industrialists planned to invest substantially in building new capacity over the next 12 months.

According to Sacob, new investment in the form of capital expenditure on new capacity is forecast to rise by just under 20 percent during this period.

However, this is not going to be accompanied by job creation, as has been the norm in recent investment booms.

Instead, employment of skilled and unskilled labour is expected to fall further from its current dismal levels.

Industrialists polled by Sacob said there was little prospect of new opportunities for skilled manpower, and even less in the case of unskilled workers.

According to the index, employment of unskilled labour in the manufacturing industry will fall by roughly 5 percent over the next 12 months on top of an 8 percent drop so far this year.

Dr Gad Ariovich, economic consultant to Sacob, says unions have to take their share of the blame for the expected retrenchments.

"The unions have managed to increase wages and salaries of members beyond their productivity.

"The price of unskilled manpower has become too high for many industrialists, particularly since retrenchments always accelerate in times of depressed economic conditions," Dr Ariovich says.

He adds, however, that local industrialists tend to follow international trends, which over the past decade have favoured capital investments in new technology.

Furthermore, there is some lag time between new investment and employment creation. Dr Ariovich says.

In spite of forecasts of a general upswing in industry, the extent of such a recovery will depend mainly on the sector in which companies operate.

Sacob says manufacturing companies, which supply essential goods to consumers, have enjoyed strong activity even in the current recession, as is reflected in strong sales and production levels so far this year.

"On the other hand, many local industries producing investment and intermediate goods, have been facing tougher local markets for some time."

On balance, though, says Sacob chief economist Dr Ben van Rensburg, the economic outlook seems to have stabilised, which was reflected in May in a percentage point rise in the Business Confidence Index.

"The slight increase in the BCI could be the first sign of buoyancy returning to the economy after the drawn-out recession.

"Nevertheless, this promising sign might yet be turned into a false start, especially by the number of remaining uncertainties that influence business confidence, particularly the threat political violence holds for the transformation process." Dr van Rensburg cautions.

Little prospect of more jobs in economic upturn

Star 7/16/91

By Sven Lünsche

As the economy emerges from its longest post-War recession, there is little scope for higher employment, despite prospects of substantially higher investment spending by manufacturing companies.

And private sector economists are putting the blame firmly at the door of the trade union movement, "which has outpriced its members in the labour market".

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Opportunities

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Consumers

Sacob says that manufacturing companies, which supply essential goods to consumers, have enjoyed strong activity even in the current recession, as is reflected in strong sales and production levels so far this year.

"On the other hand, many local industries producing investment and intermediate goods, have been facing tougher local markets for some time."

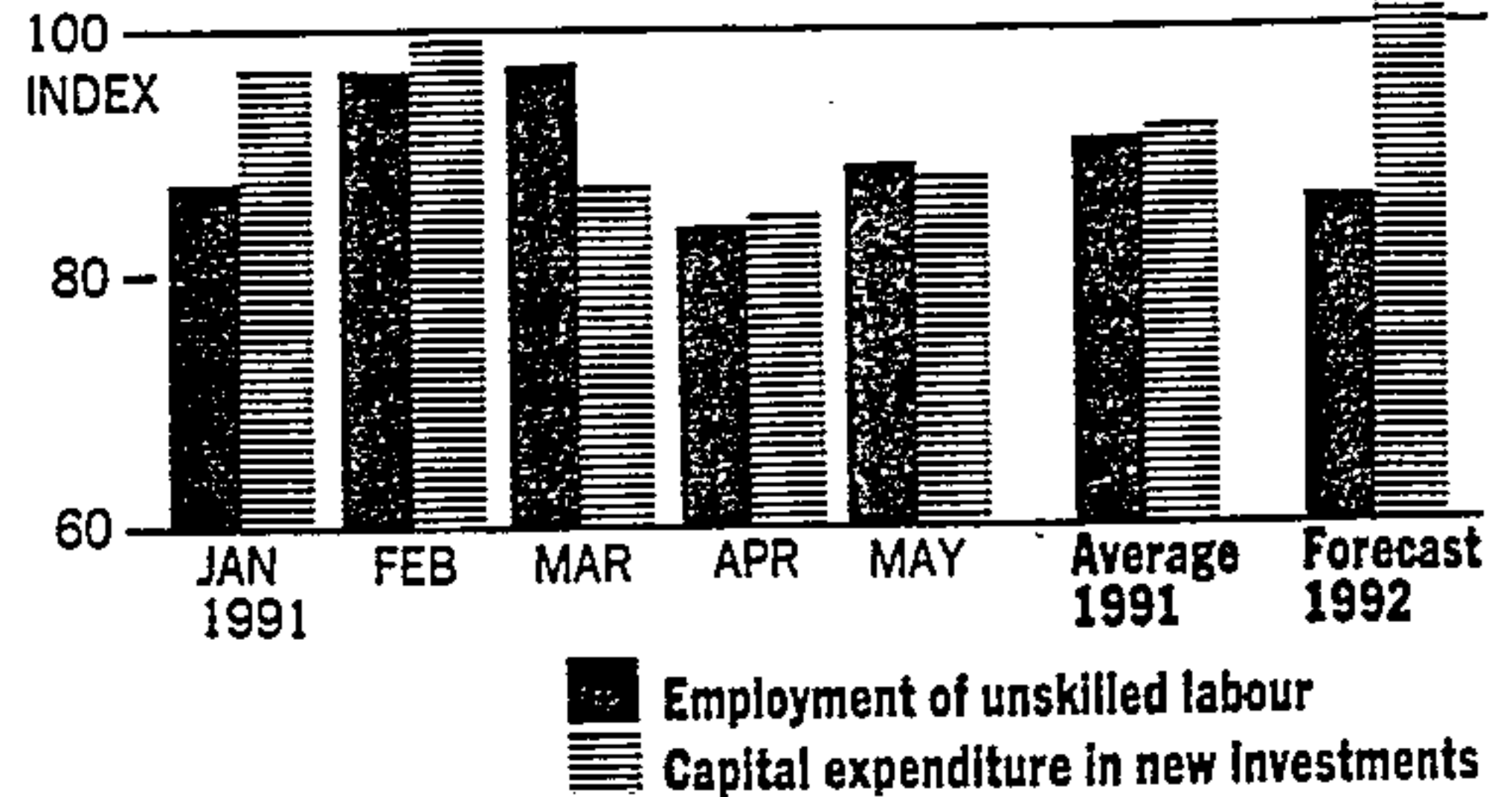
On balance, though, says Sacob chief economist Dr Ben van Rensburg, the economic outlook seems to have stabilised, which was reflected in May in a one percentage point rise in the Business Confidence Index.

"The slight increase in the BCI could be the first sign of buoyancy returning to the economy after the drawn-out recession.

"Nevertheless, this promising sign may yet be turned into a false start, especially by the number of remaining uncertainties which influence business confidence, particularly the threat political violence holds for the transformation process," Dr van Rensburg cautions.

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Investment and employment in the manufacturing industry



(v) "Health and Medical Services Undertaking" means the undertaking in which employers and their employees are associated for the purpose of rendering health and medical services in hospitals and clinics that are not administered by any Government department or any provincial administration.

(vi) "Cleaning Services Undertaking" means the undertaking in which employers and their employees are associated for the purpose of cleaning and maintaining industrial and commercial premises and buildings, and includes workers engaged in operations incidental to and consequent on the above-mentioned operations.

(7 June 1991)

NOTICE 493 OF 1991

DEPARTMENT OF MANPOWER

LABOUR RELATIONS ACT, 1956

APPLICATION FOR REGISTRATION OF A
TRADE UNION

I, David William James, Industrial Registrar, do hereby, in terms of section 4 (2) of the Labour Relations Act, 1956, give notice that an application for registration as a trade union has been received from the Suid-Afrikaanse Witwerkersunie. Particulars of the Application are reflected in the subjoined table.

Any registered trade union which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower, 123A Manpower Building, 215 Schoeman Street, Pretoria (postal address: Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

TABLE

Name of trade union: Suid-Afrikaanse Witwerkersunie.

Date on which application was lodged: 15 February 1991.

Interest and area in respect of which application is made: White persons employed in the undermentioned industries and undertakings in the Republic of South Africa:

- (i) Battery Manufacturing Industry;
- (ii) Financial Institutions Undertaking;
- (iii) Motor Industry;
- (iv) Local Authority Undertaking;
- (v) Rubber and Rubber Product Industry; and
- (vi) Sawmilling and Woodworking Industry.

For the purposes hereof (i) to (vi) above are defined as follows:

"Battery Manufacturing Industry" means the industry in which employers and their employees are associated for the purpose of the production and/or manufacture and/or mounting and/or rebuilding and/or installation and/or servicing and/or repair of batteries of

(v) "Gesondheids- en Mediesedienste onderneming" beteken die onderneming waarin werkgewers en hul werknemers met mekaar geassosieer is met die doel om gesondheids- en mediese dienste te lewer in hospitale en klinieke wat nie deur 'n Staatsdepartement of 'n provinsiale administrasie geadministreer word nie.

(vi) "Skoonmaakdiensteonderneming" beteken die onderneming waarin werkgewers en hul werknemers met mekaar geassosieer is met die doel om nywerheids- en handelspersele en -geboue skoon te maak en in stand te hou, en dit omvat werkers wat werksaamhede verrig wat met bovermelde bedrywighede gepaard gaan en daaruit voortspruit.

(7 Junie 1991)

KENNISGEWING 493 VAN 1991

DEPARTEMENT VAN MANNEKRAG

WET OP ARBEIDSVERHOUDINGE, 1956

AANSOEK OM REGISTRASIE VAN 'N
VAKVERENIGING

Ek, David William James, Nywerheidsregistrator, maak ingevolge artikel 4 (2) van die Wet op Arbeidsverhoudinge, 1956, hierby bekend dat 'n aansoek om registrasie as 'n vakvereniging ontvang is van die Suid-Afrikaanse Witwerkersunie. Besonderhede van die aansoek word in onderstaande tabel verstrek.

Enige geregistreerde vakvereniging wat teen die aansoek beswaar maak, word versoek om binne een maand na die datum van publikasie van hierdie kennisgewing sy beswaar skriftelik by my in te dien, p/a die Departement van Mannekrag, Mannekraggebou 123A, Schoemanstraat 215, Pretoria (posadres: Privaatsak X117, Pretoria, 0001).

TABEL

Naam van vakvereniging: Suid-Afrikaanse Witwerkersunie.

Datum waarop aansoek ingedien is: 15 Februarie 1991.

Belange en gebied ten opsigte waarvan aansoek gedoen word: Blanke persone in diens in ondervermelde nywerhede en ondernemings in die Republiek van Suid-Afrika.

- (i) Batterynywerheid;
- (ii) Finansiële Instellingsonderneming;
- (iii) Motornywerheid;
- (iv) Plaastlike Owerheidsonderneming;
- (v) Rubber- en Rubberproduktenywerheid; en
- (vi) Saagmeul- en Houtwerknerywerheid.

Vir die doeleindes hiervan word (i) tot (vi) hierbo soos volg omskryf:

"Batterynywerheid" beteken die nywerheid waarin werkgewers en hul werknemers met mekaar geassosieer is vir die maak en/of vervaardiging en/of monterring en/of herbouing en/of installing en/of versiering en/of herstel van batterye van die lood-suur-tipe of

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 the lead-acid type or component parts thereof: Provided that this does not include the installation and/or servicing and/or repair of batteries of the lead-acid type or component parts thereof, except—

(a) such installation and/or servicing and/or repair of fixed batteries by the manufacturer or the exportation of the battery or composite part thereof; and

(b) such installation and/or servicing and/or repair of motor vehicle batteries by the manufacturer of the battery or component part thereof or the exportation of a component part thereof in terms of its manufacturer's guarantee.

"Financial Institution Undertaking" means—

a banking institution registered in terms of the Deposit-taking Institutions Act, 1990 (Act No. 94 of 1990);

a building society registered in terms of the Building Societies Act, 1986 (Act No. 82 of 1986), and/or in terms of the Mutual Building Societies Amendment Act, 1986 (Act No. 81 of 1986);

an insurer registered in terms of the Insurance Act, 1943 (Act No. 27 of 1943);

a pension fund organisation registered in terms of the Pension Funds Act, 1956 (Act No. 24 of 1956);

a friendly society registered in terms of the Friendly Societies Act, 1956 (Act No. 25 of 1956);

a board of executors or trust company or any other company which invests, keeps in safe custody, controls or administers any trust property;

a unit trust scheme as defined in the Unit Trusts Control Act, 1981 (Act No. 54 of 1981);

a manager who controls or administers a scheme in terms of the Participation Bonds Act, 1981 (Act No. 55 of 1981).

"Motor Industry" means (without in any way limiting the ordinary meaning of the expression and subject to the provisions of any demarcation determination made in terms of section 76 of the Labour Relations Act, 1956) the industry in which employers and their employees are associated for the purpose of—

(a) assembling, erecting, testing, remanufacturing, repairing, adjusting, overhauling, wiring, upholstering, spraying, painting and/or reconditioning carried on in connection with:

(i) chassis and/or bodies of motor vehicles;

(ii) internal combustion engines and transmission components of motor vehicles;

(b) automotive engineering;

(c) repairing, vulcanising and/or retreading tyres;

(d) repairing servicing, and/or reconditioning batteries for motor vehicles;

(e) the business of parking and/or storing motor vehicles;

(f) the business conducted by filling and/or service stations;

samestellende dele daarvan: Met dien verstande dat dit nie die installering en/of versiening en/of herstel van batterye van die lood-suur-tipe of samestellende dele daarvan omvat nie, behalwe—

(a) vir sover sodanige installering en/of versiening en/of herstel van vaste batterye deur die vervaardiger van die battery of samestellende deel uitgevoer word; en

(b) vir sover sodanige installering en/of versiening en/of herstel van motorvoertuigbatterye deur die vervaardiger van die battery of samestellende deel uitgevoer word ingevolge sy vervaardigerswaarborg.

"Finansiële Instellingsonderneming" beteken—

'n bankinstelling geregistreer ingevolge die Wet op Depositonemende Instellings, 1990 (Wet No. 94 van 1990);

'n bouvereniging geregistreer ingevolge die Wet op Bouverenigings, 1986 (Wet No. 82 van 1986), en/of ingevolge die Wysigingswet op Onderlinge Bouverenigings, 1986 (Wet No. 81 van 1986);

'n versekeraar geregistreer ingevolge die Versekeringwet, 1943 (Wet No. 27 van 1943);

'n pensioenfondsorganisasie geregistreer ingevolge die Wet op Pensioenfondse, 1956 (Wet No. 24 van 1956);

'n Onderlinge hulpvereniging geregistreer ingevolge die Wet op Onderlinge Hulpverenigings, 1956 (Wet No. 25 van 1956);

'n eksekuteurskamer of 'n trustmaatskappy of enige ander maatskappy wat beleggings maak of enige trusteeendom of -goed in veilige bewaring hou, beheer of administreer;

'n effekte-trustskema soos omskryf in die Wet op Beheer van Effekte-trustskemas, 1981 (Wet No. 54 van 1981);

'n bestuurder wat ingevolge die Wet op Deelnemingsverbande, 1981 (Wet No. 55 van 1981), 'n skema beheer of administreer.

"Motornywerheid" beteken (behoudens die bepalinge van enige afbakingsvasstelling gemaak kragtens artikel 76 van die Wet op Arbeidsverhoudinge, 1956 (die nywerheid waarin werkgewers en hul werknemers met mekaar geassosieer is vir die doel van—

(a) montering, oprigting, toetsing, hervervaardiging, herstelwerk, verstelwerk, opknapping, bedrading, stofering, bespuiting, verfwerk en/of vernuwing uitgevoer in verband met—

(i) onderstelle en/of bakke van motorvoertuie;

(ii) binnebrandenjins en transmissiekomponente van motorvoertuie;

(b) motoringenieurswerk;

(c) die herstel, vulkanisering en/of versoling van buitebande;

(d) die herstel, versiening en vernuwing van batterye vir motorvoertuie;

(e) die besigheid gedryf deur ondernemings vir die parkering en/of stalling van motorvoertuie;

(f) die besigheid gedryf deur vul- en/of diensstasies;

(g) the business carried on mainly or exclusively for the sale of motor vehicles or of motor vehicle parts and/or spares and/or accessories (whether new or used), whether or not such sale is conducted from premises that are attached to a part of an establishment in which the assembly or repair of motor vehicles is carried out;

(h) the business conducted by motor graveyards;

(i) the business conducted by assembly manufacturing establishments;

(j) the business conducted by manufacturing establishments in which motor vehicle parts and/or spares and/or accessories and/or components are manufactured;

(k) vehicle body building.

"Local Authority Undertaking" means the undertaking in which employers and their employees are associated for instituting, continuing and finishing any act, scheme or activity which is undertaken by a local authority;

"local authority" has the same meaning as that assigned to it in section 1 of the Labour Relations Act, 1956.

"Rubber and Rubber Products Industry" means the industry in which employers and their employees are associated in establishments for the purpose of carrying on any one or more of the following activities:

(a) The manufacturing of—

(i) rubber;

(ii) any article consisting wholly or mainly of rubber;

(iii) rubber solution;

(iv) any one or more of the following articles of which at least one ingredient is rubber:

Tyres, tubes, conveyor or drive belts, hosepipes, tennis balls, golf balls, football bladders, lining for electric cables, mats, chair cushions, mattresses, covers for brake or clutch pedals and retreading material;

(b) the retreading or rebuilding of rubber goods, excluding tyres, carried on using any one or more of the activities referred to in paragraph (a);

(c) the manufacture of rubber soles or heels except in an establishment manufacturing footwear, and includes all operations incidental to or consequent on any of the aforementioned activities.

"Sawmilling and Woodworking Industry" means the industry in which employers and their employees are associated for the purpose of carrying on any one or more of the following activities:

(a) The processing of rough timber or logs into beams, planks, floor-boards, baulks, mine props, sleepers, wedges or other standard forms by means of splicing, conversion, sawing, planing, machine processing or any other method;

(b) the manufacture of wood-wool, cases shooks, pack-mats, trays, crates and other articles of which wood is the main component;

(g) die besigheid hoofsaaklik of uitsluitlik gedryf vir die verkoop van motorvoertuie of van motorvoertuigonderdele en/of -reserwedele en/of -bybehore (hetsy nuut of gebruik) wat daarby hoort, hetsy, al dan nie, sodanige verkoop geskied vanuit 'n perseel wat verbind is aan 'n gedeelte van 'n bedryfsinrigting waarin die montering of herstel van motorvoertuie uitgevoer word;

(h) die besigheid gedryf deur motorslopingsondermenings;

(i) die besigheid gedryf deur monteerbedryfsinrigtings;

(j) die besigheid gedryf deur vervaardigingsbedryfsinrigtings waarin motorvoertuigonderdele en/of -bybehore en/of komponente daarvan vervaardig word;

(k) voertuigbakbou.

"Plaaslike Owerheidsonderneming" beteken die onderneming waarin werkgewers en hul werknemers met mekaar geassosieer is vir die instelling, voortsetting en afhandeling van enige handeling, skema of aktiwiteit wat deur 'n plaaslike owerheid onderneem word;

"plaaslike owerheid" het dieselfde betekenis as dié wat daaraan geheg is by artikel 1 van die Wet op Arbeidsverhoudinge, 1956.

"Rubber- en Rubberproduktenywerheid" die nywerheid waarin werkgewers en hul werknemers met mekaar geassosieer is in bedryfsinrigtings met die doel om enigeen of meer van die volgende werksaamhede te verrig:

(a) Die vervaardiging van—

(i) rubber;

(ii) enige artikel wat geheel en al of hoofsaaklik uit rubber bestaan;

(iii) rubberlym;

(iv) enigeen of meer van die volgende artikels waarvan minstens een bestanddeel rubber is:

Buitebande, binnebande, vervoer- of dryfbande, rubberslange, tennisballe, golfballe, voetbalbinneballe, bedekking vir elektriese kables, matte, stoelkussings, matrasse, bedekkings vir rem- of koppelaarpedale en versoolmateriaal;

(b) die versool of herbou van rubbergoedere, uitgesonderd buitebande, indien verrig saam met enigeen of meer van die werksaamhede bedoel in paragraaf (a);

(c) die vervaardiging van rubbersole of -hakke, uitgesonderd in 'n bedryfsinrigting wat skoeisel vervaardig;

en dit omvat alle bedrywighede wat met enige van voormelde werksaamhede gepaard gaan of daaruit voortspruit.

"Saagmeul- en Houtwerknywerheid" beteken die nywerheid waarin werkgewers en hul werknemers met mekaar geassosieer is met die doel om enigeen of meer van die volgende werksaamhede te verrig:

(a) Die verwerking van ruhout of boomstompe tot balke, planke, vloerplanke, rubalke, mynstutte, dwarslêers, wie of ander standaardvorms deur middel van splitsing, besaging, saag, skaaf, masjienbewerking of enige ander metode;

(b) die maak van houtwol, kissies, duie, pakmatte, platkissies, kratte en ander artikels waarvan hout die hoofkomponent is;

(c) the manufacture of factory-made buildings or structures or component parts of such buildings or structures, including partitions of wood or wood products that are used alone or together with other materials that are not of wood;

(d) the manufacture in factories of factory-made products, mainly from wood, including beams, truss beams and floor-boards, doors and door frames, windows, panel work, ceiling boards, floor-boards and shelves, including the joining together of wood of any measurement in whatever way;

(e) the manufacture in factories of products exclusively or mainly of wood, including yokes, yoke-pins, tent-poles, tent-pegs, implement and tool handles, wooden mallets and dowel pins;

(f) the preparation and preventive treatment of poles, fencing-poles, pegs and whole or sawed timber and/or blocks in any form; and

(g) all wood for mining purposes;

and includes all operations incidental to any of the aforementioned activities, but does not include the manufacture of raw planks, chipboard, veneer-wood or plywood.

Postal address of applicant: P.O. Box 7807, Newton Park, Port Elizabeth, 6055.

Office address of applicant: 27 Hudson Street, Newton Park, Port Elizabeth.

Attention is drawn to the following requirements of section 4 of the Act:

(a) The representativeness of any trade union which objects to the application shall in terms of subsection (4) be determined on the facts as they existed at the date on which the application was lodged and, as far as membership is concerned, only members who were in good standing in terms of section 1 (2) of the Act as at the aforesaid date shall be taken into consideration.

(b) The procedure laid down in subsection (2) must be followed in connection with any objection lodged.

D. W. JAMES,
Industrial Registrar.
(7 June 1991)

NOTICE 494 OF 1991

DEPARTMENT OF MANPOWER

LABOUR RELATIONS ACT, 1956

APPLICATION FOR VARIATION OF SCOPE OF REGISTRATION OF A TRADE UNION

I, David William James, Industrial Registrar, do hereby, in terms of section 4 (2) as applied by section 7 (5) of the Labour Relations Act, 1956, give notice that an application for the variation of its scope of registration has been received from the National Industrial and Commercial Workers Union. Particulars of the application are reflected in the subjoined table.

Any registered trade union which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower, 123A Manpower Building, 215 Schoeman Street, Pretoria (postal address: Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

(c) die maak van fabrieksvervaardigde geboue of strukture of onderdele van sulke geboue of strukture, met inbegrip van afskortings van hout of houtprodukte wat alleen gebruik word of saam met ander materiale wat nie van hout is nie;

(d) die maak in fabriek van fabrieksvervaardigde produkte hoofsaaklik van hout, met inbegrip van balke, vakwerkbalke en -vloerplanke, deure en deurkosyne, vensters, paneelwerk, plafonplanke, vloerplanke en rakke, met inbegrip van die aanmekaarvoeg van hout van enige afmeting op watter wyse ook al;

(e) die maak in fabriek van produkte uitsluitlik hoofsaaklik van hout, met inbegrip van jukke, jukskeie, tentpale, tentpenne, werktuig- en gereedskaphandvatsels, houthammers en tappenne;

(f) die bereiding en voorbehoedende behandeling van pale, heiningsparre, penne en heel of gesaagde hout en of blokke van enige vorm;

(g) alle hout vir mynboudoeleindes;

en dit omvat alle bedrywighede wat met enige van voormelde werksaamhede gepaard gaan, maar dit omvat nie die maak van ruplanke, spanderbord, fineerhout of laaghout nie.

Posadres van applikant: Posbus 7807, Newton Park, Port Elizabeth, 6055.

Kantooradres van applikant: Hudsonstraat 27, Newton Park, Port Elizabeth.

Die aandag word gevestig op onderstaande vereistes van artikel 4 van die Wet:

(a) Die mate waarin 'n beswaarmakende vakvereniging verteenwoordigend is, word ingevolge subartikel (4) bepaal volgens die feite soos hulle bestaan het op die datum waarop die aansoek ingedien is, en wat die lidmaatskap betref, word alleen lede wat ingevolge artikel 1 (2) van die Wet op voormelde datum volwaardige lede was, in aanmerking geneem.

(b) Die prosedure voorgeskryf by subartikel (2) moet gevolg word in verband met 'n beswaar wat ingedien word.

D. W. JAMES,
Nywerheidsregistrateur.
(7 Junie 1991)

KENNISGEWING 494 VAN 1991

DEPARTEMENT VAN MANNEKRAG

WET OP ARBEIDSVÉRHOUDINGE, 1956

AANSOEK OM VERANDERING VAN DIE REGISTRASIEBESTEK VAN 'N VAKVERENIGING

Ek, David William James, Nywerheidsregistrateur, maak ingevolge artikel 4 (2) soos toegepas by artikel 7 (5) van die Wet op Arbeidsverhoudinge, 1956, hierby bekend dat 'n aansoek om die verandering van sy registrasiebestek ontvang is van die National Industrial and Commercial Workers Union. Besonderhede van die aansoek word in onderstaande tabel verstrek.

Enige geregistreerde vakvereniging wat teen die aansoek beswaar maak, word versoek om binne een maand na die datum van publikasie van hierdie kennisgewing sy beswaar skriftelik by my in te dien, p/a, die Departement van Mannekrag, Mannekraggebou 123A, Schoemanstraat 215, Pretoria (posadres: Privaatsak X117, Pretoria, 0001).

SPL bucks retrenchment trend as workforce grows

COMPUTER software developer SPL is bucking the trend in software development by continuing to expand its graduate workforce while competitors are retrenching programmers.

In its latest annual report, SPL says qualified people were its major expense last year, with 75% of the group's revenue going to staff.

It notes it continued to ex-

ROBERT LAING

pand in the face of others' retrenching.

The report backed SPL's advertisement that it offers its customers more than 188 degrees — 189 of its 403 employees are graduates.

Chairman Len Israelstam said in his review: "A higher portion of accounting, business and commerce graduates

are being attracted to the company, complementing the strong base of science graduates."

Software developers often claim they sell total solutions to business problems.

He said, however, accurately forecasting and maintaining its own profit margin was a problem the industry had yet to solve.

Widening the profit margin,

which sank to 2% at the interim stage last year compared with 1989's 11%, remained a priority, he said.

Contracts to develop and support sophisticated software packages are invariably long-term and estimating how many manhours will be needed to complete a task is a tricky business.

The group spent R7.7m on research and development

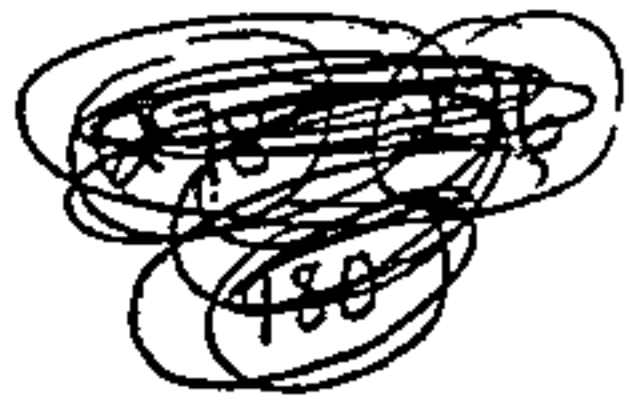
and its exports generated R6.5m.

Israelstam noted that SPL had been rated highest among SA software companies by an independent market research company.

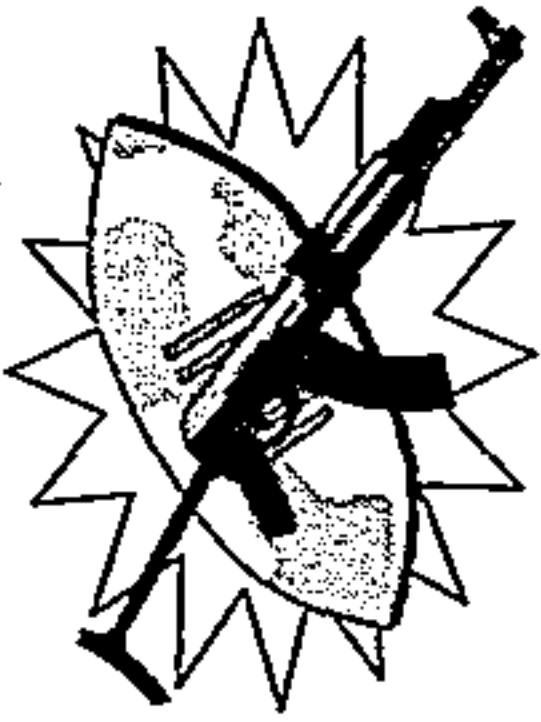
SPL's share price has risen to 130c from its 98c low in February, but it is still far from the 300c it reached in 1989 when ISM was considering an acquisition.

Fm 14/6/91

CAUGHT IN THE CROSSFIRE



LOCAL PEACE FORUMS ARE IMPORTANT IN RESTORING ECONOMIC LIFE



Violence in the Pretoria-Witwatersrand-Vereeniging area has sharply affected perceptions of the nation's economic well-being. It followed what has happened — and is happening — in Natal.

The violence in Natal has led to investors shying away from the area, and the entire regional economy is suffering. Spin-off effects include consumer boycotts, strikes and stayaways — and industrial violence has become more commonplace too, with high death tolls in some strikes.

The *Innes Labour Brief* reports that in the first half of this year violence in the Transvaal cost the economy some R3bn. This includes the deaths of 1 800 people, the destruction of about 2 000 shops and factories, expenditure on security forces and the cost in lost production of national and regional stayaways.

Businessmen often find themselves in the middle of the conflict, and how they react and the strategies they choose will influence the climate in which they will have to operate in future. How have they been coping so far?

In Natal, businessmen have been involved in mediating between warring factions — and trying to address the socio-economic problems that underlie the violence — for at

least two years. Their involvement has increased worker loyalty and productivity at companies that have shown concern.

John Hall, an executive director of Barlow Rand and president of the SA Chamber of Business, notes that unless violence is dealt with, attempts to confront socio-economic problems are doomed.

"Housing in poor black areas often doesn't get under way because of theft and violence," says Hall. "If the whole community (including whites) gets involved in achieving peace, leading to stability and the restoration of building projects, the whole mini-economy benefits. In many areas, one finds business getting involved with church leaders, trade union and community leaders."

Hall, who is also chairman of Middelburg Steel & Alloys, has direct experience of such a process. Last year, he says, "we virtually had Beirut in Middelburg. There were a hundred Casspirs in the township. Rioting mobs were moving out of the townships toward white areas. Large and small traders were suffering. Employees had problems getting to work. The tension had an impact on workplace productivity."

Middelburg Steel realised it had to get all community leaders together, including Conservative Party town councillors, church leaders, police and comrades.

"It wasn't simple," Hall recalls. "The catalyst was when the town council threatened to switch off lights and water to the

township. Tensions were running high."

Middelburg Steel's immediate response was to pay off the township's R350 000 services arrears bill. "Initially it was shuttle diplomacy," Hall says, "before a forum was formed under urgent circumstances." It took just under a week to establish this forum, but the entire community, black and white, conservative and leftwing, realised they needed each other to survive.

The Middelburg peace forum led to innovative job-creation schemes, including a kibbutz-style operation whereby the youth could be trained and given tasks such as growing vegetables commercially for the community. "We are committed to education, health care, job creation, and dealing with issues of homelessness," Hall says.

Not all employers realise, initially, the damaging effects unrest is having on their factory floor. Outside advice and assistance can become essential, but certain actions can help immediately (see box).

These steps are not always readily taken. In one case, a group of companies in Natal was approached by Cosatu to act as mediator in bringing the warring factions together, but did not initially wish to become involved. "We perceived it as political," one of the group's leading MDs, who does not wish to be named, now admits. "There was no visible violence in our area and we did not understand the ramifications of violence in the greater Maritzburg area from where we

Continue →

Fm 14/6/91

SOME BASIC MECHANICS OF PEACE

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Employers who are faced with violence in the workplace should consider certain guidelines in dealing with it. They are not hard-and-fast rules, but emerge from the experience of businessmen in conflict situations, particularly in Natal.

□ Talk to the workers through their elected representatives, such as shop stewards, to establish whether or not the work force wants management to become involved, and if so, to what extent;

□ Establish what, if anything, is being done by local businessmen's forums such as the chambers of commerce and industry. If they are not doing anything of much use, consult fellow businessmen about establishing a mediating or "peace" forum;

□ Once such a forum has been established, try to discover the origins of the violence. Community leaders from affected communities, church leaders, unionists and municipal or local authority repre-

sentatives can all be drawn together on a specific day and time — which could involve considerable shuttle diplomacy beforehand;

□ The police have to be brought into the forum, and liaison structures established with them;

□ Staff members need to be involved in the forum — and they should be people with whom workers would feel free to go to with their problems;

□ The youth need to be brought into the forum, which is one way of creating work for them;

□ Initial help may involve the distribution of food and blankets, and should be done through neutral bodies such as church organisations;

□ The building of large structures such as new local authority offices can be counterproductive; schemes that bring infrastructural improvements to areas such as water supplies, sewage and garbage

removal, the grading of sand roads, repairs to schools and the establishment of a clinic are far more useful;

□ Don't probe too much about the political affiliations of your workers, but do ban them from wearing the T-shirts of political organisations other than unions, on the shop floor. Workers must feel that their work environment is a neutral zone;

□ Assistance can be given to workers who have lost homes through arson or aggression. This could include relocation;

□ Space on factory premises could be made available for workers who want to stay away from home for a few days to escape intimidation during stayaways;

□ Transport problems need attention;

□ If your workers live in hostels, visit them and see for yourself how they live; and

□ Independent mediation or arbitration services can be useful, particularly in labour disputes.

Numsa declares dispute in motor industry talks

CAPE TOWN — Motor industry pay talks deadlocked yesterday, with the National Union of Metalworkers of SA declaring a dispute on behalf of its 100 000 members in the sector.

Numsa negotiator Les Kettleidas said employers indicated they were prepared to discuss minimum prescribed wages without tabling any adjustments.

"This means nothing. Their proposal amounts to a wage freeze. All three unions in the negotiations are unanimous in rejecting the employers' position."

SA Motor Industry Employers' Association chief secretary Vic Fourie said employers were disheartened at Numsa's disclosure that it had entered talks with a mandate for a

dispute.

The union had refused to accept their suggestion that wage talks be deferred until September, when conditions in the financially embattled industry might have improved, he added.

New wage rates varying between 30 and 40% on the lowest grades had been set for December 1 last year. While these were not yet gazetted, the employers' association had done everything in its power to persuade its members to introduce the new rates, he said.

Explaining Numsa's stance, Kettleidas said: "Wages are still very low, despite the December 1 increases. Workers still do not earn a living wage."

The basic weekly rate for a petrol pump attendant

was currently R112,50, despite a 25% increase last year, he said.

Numsa demanded a R2 across-the-board increase on the hourly rate, or 25%, whichever was the higher.

Numsa argued that its members needed at least a 20% increase to keep up with cost-of-living increases, plus 5% to accommodate VAT once it was introduced in September, Kettleidas said.

Employers, he claimed, had refused to consider union proposals that survival strategies be discussed for the future of the motor industry.

The union had also tabled other non-wage demands.

An industrial council dispute meeting would be held in Port Elizabeth on July 18 and 19. — Sapa.

Industry-level mediation
for giant metal industries

Employers and unions are to resort to the unprecedented step of industry-level mediation in a bid to break the wage logjam in the giant metal industries.

This was agreed at an industrial council dispute meeting this week. All unions have now joined the National Union of Metalworkers in moving into formal dispute with Seifsa. There is some surprise that the Confederation of Metal and Building Unions, the main representative of white labour, has declared a dispute. The CMBU, which

wimail 146-20/6/91
dropped its demand from 18 to 12 percent at the last round of talks, seemed set to settle.

At this week's meeting, Seifsa also declared a dispute, a first step towards an industry lockout.

Last year employers staged a lockout ballot for the first time. This was successful, but settlement was reached without industrial action.

year, says the South African Clothing and Textile Workers' Union.



Seifsa warns of lock-out if pay dispute unresolved

S Times (Bus Times) 15/11/91 181

THE PAY dispute between Seifsa and all 12 trade unions party to the metal industrial council will go to mediation.

Seifsa says management has also declared a dispute to leave the way open for a lock-out should the dispute not be resolved.

The annual pay talks, affecting about 360 000 workers, reached deadlock at the end of last month.

Seifsa offers increases of 9% for artisans and 12,6% for labourers.

The National Union of Metalworkers of SA (Numsa), the largest union at the negotiations, asked for increases between 20% and 36% when the talks broke down.

But Numsa has reverted to its opening demand of an increase of R2 an hour or 25%, whichever is the greater — amounting to between 25% and 48%.

Seifsa executive director Brian Angus says although the parties are far apart, he believes mediation offers the best chance of producing a settlement.

By ADRIAN HERSCH

But if the dispute cannot be resolved Seifsa will hold a lock-out ballot.

Numsa spokesman Alistair Smith says that when the dispute was declared two weeks ago, the union had to consider all options and plans for a strike were among them.

However, Mr Smith says Numsa is committed to a settlement and will approach mediation "with an open mind".

"If we come close to a settlement in mediation the strike option will fall away."

First

Mr Angus says non-wage issues, particularly education and training, offer scope for common ground between the parties and mediation is well suited to handle them.

It is the first time a national metal industry dispute has gone to private mediation. The talks, to be held on Tuesday, will be conduc-

ted by the Independent Mediation Service of SA (Imssa).

The two Nactu unions lowered their demands at the last round of negotiations.

The Metal and Electrical Workers Union of SA (Mewusa) demands a R1,30 an hour increase — 31% for the lowest paid. The Steel, Engineering and Allied Workers Union of SA (Seawusa) wants a R1,50 an hour increase — 36% for the lowest grade.

Last year Seifsa and Numsa gained ballots in favour of a lock-out and strike

respectively. Neither party exercised the option.

Numsa ultimately accepted an offer of between 15,5% and 19%.

The union said the major reason for not calling a strike was the problems township violence could pose.

But if Numsa had staged a strike, even a "strategic" one where members from carefully chosen plants walked out, Seifsa's lock-out could have occurred on a much broader front, placing great pressure on the union to accept the offer.

Rooibos for Japan

S Times (Bus Times)

THE Rooibos Tea Board will export 640 million to Japan in the next three years.

The board says: "The Japanese from their desire for natural rooibos to make instant tea health products."

Farmers have increased that their tea will be

Rooibos is a Cape and last year award

Order against Mwasa strikers

17/6/71
Sowetan

SAKKOR Manufacturing in Pietersburg was last week granted a temporary order by the Pretoria Industrial Court against the Media Workers' Association of SA preventing strikers from intimidating other workers.

The interim order is expected to be finalised on Wednesday next week.

Workers at the Chinese-owned plant, which manufactures and prints paper and plastic containers, went on strike last Monday after being told they could no longer live on the company's premises. They had also demanded higher wages.

The workers, who earn a minimum of R192 a month, demand a R518 across-the-board increase.

The company has said it cannot afford the increases.

Mwasa spokesman Mr Albert Makgoba denied any members were involved in intimidation.

-Sapa

'Top directors paid about R3 540 a week'

THE directors of the top 100 industrial companies listed on the JSE earned an average of R3 540 a week last year, the Cape-based Labour Research Service (LRS) says. *5/10am 17/6/91*

An LRS survey found that the 1 079 directors awarded themselves average increases of 18,8% last year and took home R199m. This could have supported 14 547 families earning a "living wage" of R1 140 a month, it said.

The LRS arrived at its figures by dividing the total disclosed directors' remuneration — a reporting requirement in terms of the Companies Act — by the number of directors.

It comments that the average director

PATRICK BULGER

earns 20 times more than the average labourer earning R179 a week. ~~20~~

"The 129 directors employed by the 10 top-paying companies took home just under R1m in pay each week in 1990 — enough to buy 11 Mercedes Benz cars every week. ~~10~~ 181 ~~10~~

"The mining houses pay even more than the industrial companies. The 12 directors of JCI gave themselves R6,9m in 1990. So each director got R11 058 a week on average. This is 70 times larger than the weekly wage of R157 paid to a grade four underground mine worker at a JCI gold mine," says the LRS.

Disputes head for bargaining forum

(108) VERA VON LIERES (108) 181

DEADLOCKED auto assembly and tyre industry pay talks would be referred to national bargaining forum and industrial council dispute meetings today, the National Union of Metalworkers (Numsa) said yesterday. (255)

Numsa negotiator Les Kettleidas said the union had declared a dispute in both sectors on June 7.

The union declared a formal dispute in the metal industry last month. Steel and Engineering Industries' Federation of SA employers responded last week by declaring their own dispute.

And in another move, Numsa last week declared a dispute on behalf of its 100 000 members in the motor industry (principally service station workers), saying employers' proposals amounted to a wage freeze.

Numsa, which represents about 8 000 workers in the tyre industry and 37 000 in the auto assembly industry, is demanding a R2 across-the-board increase on the hourly wage or a 25% increase — whichever is the greater — in the auto negotiations. B 1 Day 18/6/91.

In tyre talks the union is also demanding a R2 an hour increase and the retention of the current hourly R5,50 minimum.

Kettleidas said auto employers have offered increases ranging between 13,3% at the bottom pay levels and 12,5% at the top.

Tyre manufacturers' final offers ranged between 14,6% at the bottom pay levels to 12% at the top.

Kettleidas said the union had rejected the wage offers as they were below the inflation rate and failed to take into account the effect the introduction of VAT would have.

Metalworkers' union warns of ballot

DISPUTE meetings in the auto assembly and tyre industries failed yesterday, with the National Union of Metalworkers (Numsa) declaring it would ballot its members early next week unless employers revised their positions.

Numsa negotiator Les Kettledas said yesterday the union would start balloting its members in the auto assembly and tyre industries after its third national congress, to be held in Johannesburg this week.

The union represents about 8 000 tyre workers and 37 000 auto assembly workers.

Kettledas said it had dropped its demand from a

5/1/91 19/6/91
VERA VON LIERES

R2 across-the-board increase to R1,50 at yesterday's dispute meeting with auto assembly employers. This was in line with the rise in the cost of living and to deal with the effect of VAT's introduction.

Security

While there had been substantial progress on training demands, no progress had been made on the union's demands around job security.

Employers were unwilling to address seriously the area of job security and proposals on restructuring the industry, Kettledas

said.

Numsa had also dropped its wage demands at yesterday's tyre industrial council dispute meeting. Employers in turn revised their offer marginally, although it was still below the current inflation rate.

However, there had been no progress on key proposals around employment security and restructuring of the industry.

Mediation in metal industrial council talks, covering more than 270 000 workers, continue today.

A date for a dispute meeting for the motor industry talks involving 100 000 workers has not yet been set.

Threat of lockout to metalworkers

Sowetan 19/6/91



METAL industry employers have threatened to lock out thousands of workers if the dispute between employer body Seifsa and the 12 unions party to metal industry pay talks is not resolved.

The annual talks, which affect wages and working conditions of about 360 000 workers, reached deadlock at the end of May.

The dispute, originally declared by all trade unions, went to mediation yesterday, according to Seifsa executive director Mr Brian Angus.

Last week management also declared a dispute with the unions for failing to accept the final employer offer, leaving the way open for a lockout should the dispute not be resolved.

The Independent Mediation Service of SA would act as mediator, Angus said.

Although the parties were far

apart, he believed mediation offered the best chance of settlement.

"But if the dispute cannot be resolved, Seifsa will hold a lockout ballot," he said.

The Cosatu-affiliated National Union of Metalworkers of SA - the largest union in the negotiations representing 113 000 workers - warned of mass industrial action if employers did not improve their offer.

Dispute

Union spokesman Mr Alastair Smith said a strike was one of the options the union was considering when the dispute was declared two weeks ago.

He said the union was, however, "committed to settlement" and would approach mediation "with an open mind".

Seifsa has offered wage increases of nine percent for artisans

and 12,6 percent for labourers - increases ranging from 48c to 86c an hour.

Numsa asked for increases of between 20 percent and 36 percent when the talks broke down but has reverted to its opening demand of R2 an hour or 25 percent - whichever is the greater - which amounts to increases of up to 48 percent.

Last year Seifsa and Numsa gained ballots in favour of a lockout and strike respectively but neither exercised the option. - *Sowetan Correspondent.*

Community News

READERS are reminded that the deadline for Community News is noon today.

Telephone the *Sowetan* at 474-0128 or hand in your news at our offices at 61 Commando Road, Industria West.

Technologists are faced with a bleak future

INFORMATION technologists in the computer industry may face a hazardous future.

Many "whizz kids" of the '70s and '80s are finding themselves on the shelf by the age of 40 because of short-sightedness, lack of personal planning and a fixation on personal benefit factors.

Bryan Hattingh Key People MD Bryan Hattingh says such people are joining the ranks of the unemployed every day.

He says the industry is now a buyer's market and experiencing a long-overdue maturing process in which companies are questioning their recruitment policies, suppliers, internal management structures and becoming more stringent about who they employ — and why.

Communicate Personnel consultant Charlie Viljoen says SA's computer staff

Reports by
MELANIE SERGEANT

are in a difficult situation.

"The DP industry has seen a drive towards state-of-the-art technology and increased competitiveness on the international front.

"Being on a par with overseas technology has demanded specific skills.

This need has become prevalent this year, with a tighter economy and smaller budgets.

"Companies are desperate for certain skills which can take months of advertising and recruiting to find.

"With smaller budgets they are unable to justify training and often do without until the right person is found."

But it's been found skills required by the market place — such as in fourth and fifth generation languages, Unix and RPG

III/AS 400 — among others, can still command good salaries.

She says for skills in areas like Cobol, salary increases have on average been slow.

"It's the market demand for a skill that determines the increase in salaries commanded and offered.

"However, salary increases over the last two years have diminished.

"There has been an increase in the last six months, and this is expected to improve in the next six months," she says.

Large Scale Systems marketing director Dave Sullivan says although top-class computer professionals are always in demand, there's been a reduction in the need for middle-of-the-road skills.

"This trend is evident in the high incidence of retrenchments in the computer industry."



BRYAN HATTINGH

The trend is partly due to consolidation among large users, which achieves savings in software licences and staff.

For this reason it's become essential for computer staff to have in-depth knowledge in vertical niche sectors, whether CICS, MVS, networking or Unix.

He says another facet of the trend towards high-level skills is the use of packaged software.

"Users have become self-sufficient with the availability of powerful development tools and low-level programmers aren't required to the same extent as in the past," he says.

The demand will be for more personnel

JUDGING by prevailing trends, ¹⁸¹ the IT industry, which provides work for about 30 000 people, will create jobs for at least 60 000 by the year 2000.

Pretoria University's department of informatics head Prof Dewald Roode, who is also MD of Pretoria-based information management consultants Inbekon, says this demand could be higher if SA's economic growth in the '90s is higher than in the '80s.

"The influence of IT and the computer implies more than just a greater demand for computer personnel.

"While current demand is highest for experienced people, the economy will continue to need people with a suitable level of computer literacy — but not necessarily any professional skills."

A recent study by the Human Sciences Research Council (HSRC) for the National Training Board focused on this problem and developed strategies to take SA into the 21st century as an IT based economy.

BIPCAW 20/6/91 Consequences

Prof Roode, who acted as chairman of the HSRC working committee, says the strategy being proposed will have far-reaching consequences for training and education in SA.

"We will have to tackle the problems of literacy and computer literacy simultaneously — neither can be left aside to address when the other is solved," he says.

If the HSRC investigation recommendations are accepted, all people at the secondary school level will receive a basic training in computer literacy, preparing them to enter an economy which will have to use IT to stay competitive in the world market.

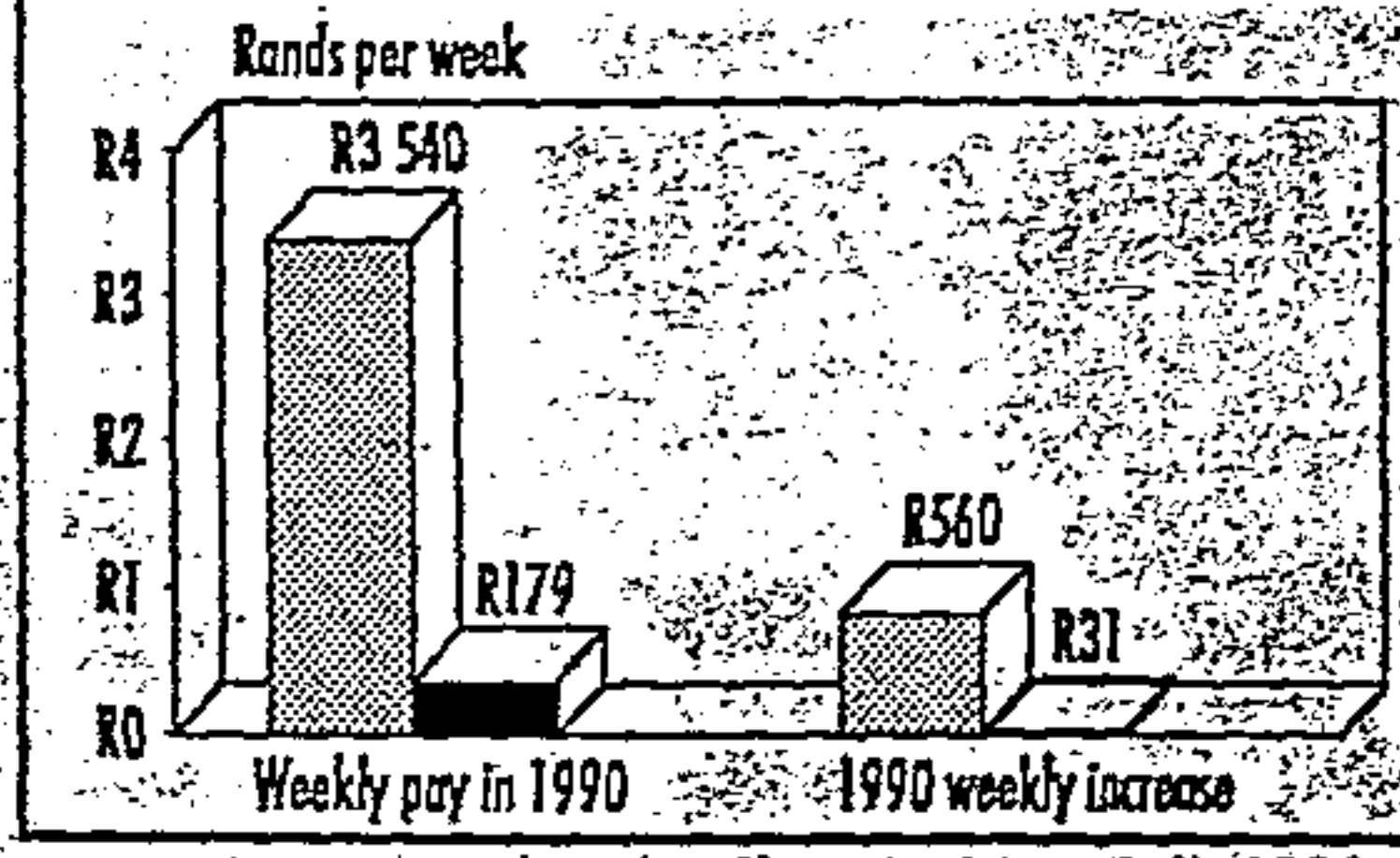
High technology, especially computer or IT, has often been viewed as counter-productive in an economy where creating jobs is important.

Prof Roode says this view is off the mark.

"Although computerisation may affect the immediate jobs of people where computerisation takes place, the net result of any computerisation is often the creation of more jobs."

DIRECTORS LIVE IT UP

504/72
20/6-26/6/91



~~181~~
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COSATUS "Retrench the Bosses" slogan gains new meaning from figures on executive earnings released by the Labour Research Service.

LRS found the 1 079 directors who control the top 100 companies earned a total of R199 million in 1990 — enough to support 14 547 families on R1 140 a month. The 129 directors employed by the 10 top-paying companies took home just under R1 mil-

lion each week in 1990. The 10 are: Malback, which pays directors an average of R9 615 pm, Trenoer (R9 475), Barlow Rand (R 8 814), Murray & Roberts (R8 028), Wooltru (R7 051), Seardel (R6 584), FSI (R6 381), Plate Glass (R6 308), Rembrandt (R6 282) and Senirachem (R5 522).

The 12 directors of Johannesburg Consolidated Investments earned R11 058 a week.

'Small firms essential part of economy'

ET 20/6/91 Own Correspondent

JOHANNESBURG. — The growth in the number of British small companies to 2.5-million over the past 10 years had meant that 96% of all businesses in the country were those employing fewer than 20 people, British Small Business Minister Eric Forth said yesterday.

Addressing the annual conference of Nafcoc's National Industrial Chamber (NIC) in Johannesburg, Forth said between 1979 and 1989, the number of businesses registered for VAT grew by almost 30%.

He said this was "a staggering increase of 373 000 or 100 additional businesses every day (including Sundays), something which was sustained over a period of 10 years."

Forth, who is also Minister of State for Employment, added: "In the 1980s firms which employed fewer than 20 people created more than 1-million jobs. In comparison, larger firms created half-a-million jobs over the same period."

"Small firms are an essential part of a healthy economy. They will produce industrial leaders of the future by maximising the range of choice available through market provision and challenge the dominance of existing market leaders," he added.

Forth said small companies were "the engine" of the British economy.

Sapa reports that the battle for a better deal for black businessmen is not over despite the events which have changed the "old" South Africa over the past 30 years, says black businessman Gab Mokgoko.

Speaking at the conference yesterday, Mokgoko said a new thrust had to be made by manufacturers and to adopt methods of co-operation with other enterprises.

Tax changes will deprive many of education

Brown 2/16/91

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TAX EXEMPTIONS for company bursaries are to be withdrawn in March next year — another addition to the list of increasing costs and funding cutbacks which are placing tertiary education out of the reach of most SA families.

The Income Tax Bill, which was passed in Parliament earlier this week, contains a number of shocks for education-conscious companies and parents. One is the abolition of tax exemptions for bursaries paid by companies for the education of their employees' children.

The tax changes may have other effects. Company-sponsored training which results in a diploma or degree for the employee seems likely to be taxed as a benefit to that individual.

There is less clarity on short-term training schemes which many companies sponsor to improve their employees' skills.

The bursary money received by employees for university, technikon and school education is currently tax-free. But, from March next year, it will be taxable. The full amount

awarded to the employee will be added to his or her salary for income tax assessments and, depending on the amount received, will add substantially to the tax burden.

The Bill, introduced by Deputy Finance Minister Theo Alant, also abolishes concessions on the payment of education subsidies of up to R750 a year to employees below the tax threshold, and sponsorship of professional exams passed by employees.

One important concession it introduces is tax exemption for corporate donations to primary schools. Currently, companies can claim deductions only for the sponsorship of tertiary and secondary education.

Abolition of tax exemptions for company bursaries has disturbing implications for current and future funding of all education, particularly tertiary.

Employees using the company bursary facility will have to reassess its financial implications and the impact of this on their ability to afford

LESLEY LAMBERT in Cape Town

their children's school and university education.

Lower income parents who intended using the bursary facility in the future will now have to find other funding sources. To many already using the facility, it will become unaffordable because of the huge additional tax bill, forcing them to remove children from technikons or universities. Tax experts argue that this consequence makes the amendment retrospective, because of the effect it will have on scholars whose funding will dry up before they have completed their studies.

The prospect of finding other sources of funding is becoming increasingly grim as costs rise and economic conditions force the private sector to cut back on bursary schemes.

Government subsidies to universities have declined substantially,

forcing the institutions to increase their annual tuition fees by percentages in excess of inflation. Efforts by the private sector to absorb a greater portion of the burgeoning demand for financial assistance have been thwarted by economic conditions. This tax amendment will place even greater pressures on the private sector's efforts to assist.

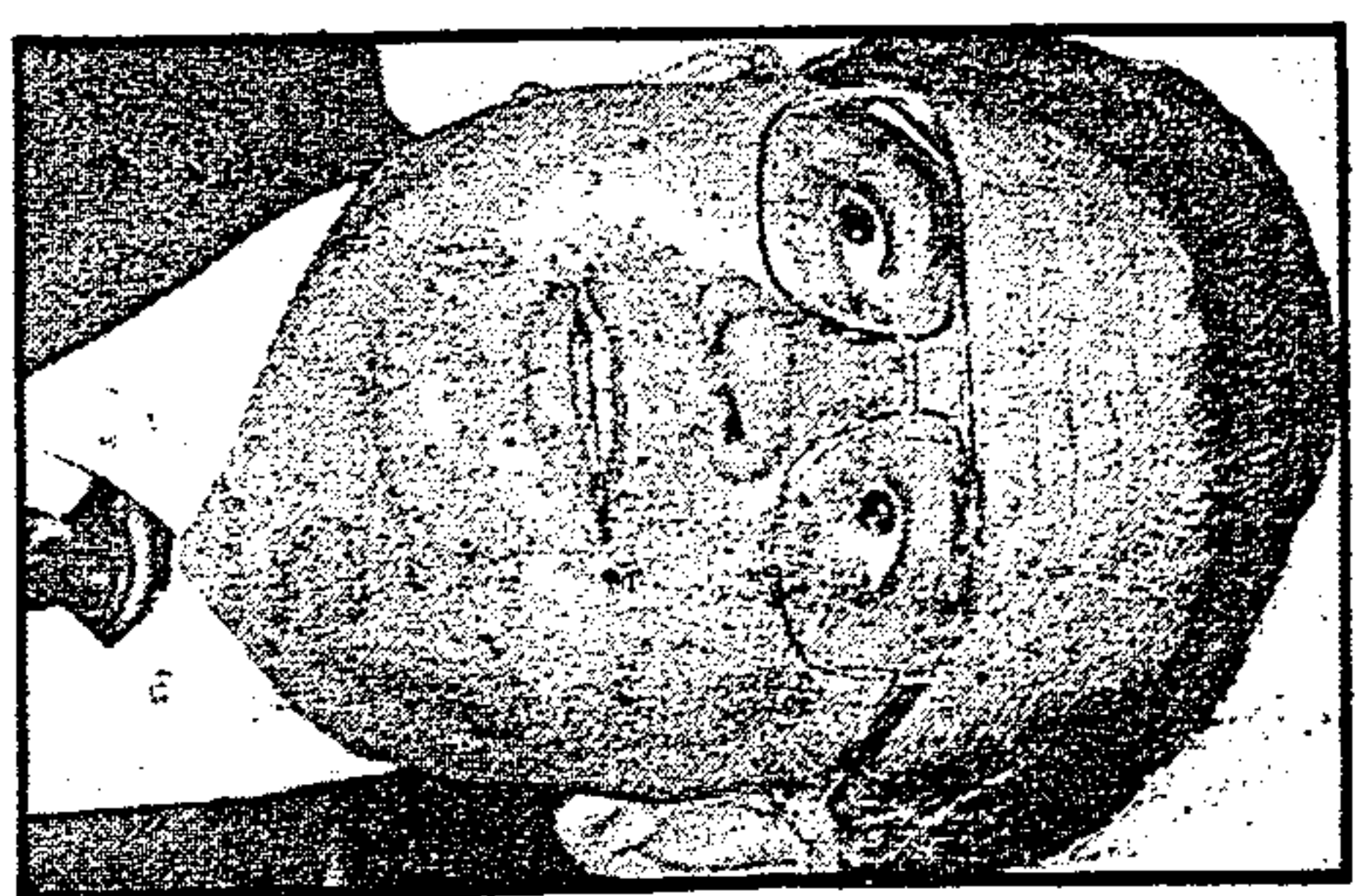
In a memorandum to the Income Tax Bill, the financial authorities argue that the concession was being abused "to such a degree" that it became necessary to withdraw it.

Alexander Forbes Executive Consultants MD Les Lawson, whose company specialises in employee benefits, argues that if the concession is being abused, it should be redefined or limited, not withdrawn.

Other specialists argue that people will find ways of getting around the tax.

But, as Lawson argues, it would be better to close the loopholes and maintain the concessions than to force people to break rules in order to fund their children's education.

LETTERS



□ ALANT

Taxman will listen to bursary plans

Bl Day 24/6/91
CAPE TOWN — The tax authorities could not backtrack on their decision to withdraw tax concessions for company bursaries but were prepared to listen to suggestions on the issue, Inland Revenue Commissioner Hannes Hattingh said yesterday.

Hattingh was responding to reports that the SA Chamber of Business (Sacob) was planning an urgent meeting with his department to discuss the withdrawal of tax concessions for employer-sponsored university, technikon and school education.

There was nothing the tax authorities could do to accommodate objections because the amendment had been passed by Parliament, he said.

But, they were prepared to discuss the matter and would consider proposals put forward.

Reinstatement

Sacob said at the weekend it was planning to take up the "serious implications" of the amendment with the tax authorities. Sacob's Tax Committee is expected to meet Hattingh this week.

Tax Committee chairman Bob Wood said yesterday Sacob would propose the reinstatement of more limited concessions which were not as open to abuse as the old system.

He said: "As a general rule, Sacob does not favour tax concessions on expenditure but in this case we believe the concessions should not have been withdrawn now because of the need to promote education."

Hattingh said the concession had been withdrawn because of widespread abuse. Bursaries were being granted to some employees as a fringe benefit.

He said the provisions applied to employees only and that companies would continue to get tax relief for

LESLEY LAMBERT

granting bursaries. Employees would also continue to qualify for tax relief if they received bona fide bursaries based on merit.

University of Cape Town registrar Hugh Amoore said all educational institutions would be affected by the withdrawal of tax concessions but private schools would probably be hardest hit.

Bursary facilities were more available to senior staff whose income levels enabled them to send their children to private schools, Amoore said. The decision could make it difficult for them to afford private schooling.

Amoore said most of the financially assisted students at UCT received bursaries from companies that did not employ their parents and they would not be affected by the move. GILLIAN HAYNE reports that Charter Life senior manager Martin Sweet said the move could not have come at a worse time.

Sweet, who spoke at a tax and insurance information seminar on Friday, said it would have been more reasonable for government to place a ceiling on the amount on which tax relief could be claimed.

"It is the young people wishing to improve their skills who will suffer, and this will lead to further socio-economic erosion in SA," he said.

The exemptions which will no longer be applicable are:

- Payments of up to R750 a year for the education of an employee's children, where the employee earns a salary below the tax threshold;
- Amounts paid to an employee for passing an exam or obtaining a degree or diploma; and
- Amounts paid to an employee in terms of an approved bursary scheme.

● Comment: Page 8

'Average pay not R500 000'

~~R500~~
R500 000
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CLAIMS by trade unions that the average pay of Johannesburg Consolidated Investments directors is more than R500 000 a year were dismissed by company chairman Mr Pat Retief yesterday.

Retief, accusing union researchers of deliberate distortion, challenged the basis on which the Labour

Research Service had calculated the average salary.

Retief said it was in fact much more modest - below R208 000 a year.

He said the LRS had failed to differentiate between actual directors' fees and any income from the sale of their personal shareholdings carried out as normal share transac-

tions.

The researchers, he said, had also failed to make proper allowance for the number of non-executive directors sitting on the main board - which, in the case of JCI, was as few as two - while in many companies it was a far higher proportion.

"Nor does the LRS report make plain that

directors' pay in South Africa is far lower than the emoluments paid their counterparts in such countries as the United States, Britain and Germany - even though they carry far more onerous duties in view of our socio-economic problems here," Retief said.

"The whole report is totally biased." - *Sowetan Correspondent.*

Sowetan 24/6/91

Sitting next to Nelly' reviewed

Task-specific training may keep the production wheels rolling, but it contributes to the alarming skills crisis.
By PORTIA MAURICE

JACOB MXENGE works at a plastics factory. His job is to tightly twist the screws on household plugs as they pass him on a conveyor belt. He has been doing this for eight years or so and it is tedious, to say the least. He'd give his right hand to do something a little more stimulating, but he has only a Standard Five qualification and little hope of advancement.

Mxenge's training was task-specific, what is commonly called the "sitting-next-to-Nelly" method in industry. He is among the Congress of South African Trade Union's (Cosatu) 1.5-million unskilled or semi-skilled members who stagnate at points on the production chain, despite the country's huge skills shortage. They provide the impetus for a discussion paper on Human Resource Development up for adoption at the federation's July congress.

"These members keep the wheels of production going in all key sectors of the economy, yet apartheid policies in education, training and industrial relations, together with the short-sighted failure of employers to invest in human resources, have combined to restrict the access of most of our members to skills," says Cosatu.

Historically, blacks have been educated to provide only cheap semi-skilled labour. Now, the skills crisis

Workplace education on the cards

A LITTLE bit of money and a lot more human energy—that's all it takes companies to invest in educating their employees' children.

Cards—Career and Resource Development Strategies—facilitates a programme which breaks from the social responsibility norm of providing educational funding in the form of bursaries, with little human input.

Through a strategy called Tekprep—Technological, Educational, Career Preparation Strategy—they provide businesses with a pack of educational materials, and train voluntary staff to run informal courses with the children. Course content is carefully designed, Cards spokesman Mish Middelmann told *The Weekly Mail*, to help the learners make sense of the world around them. "They're not cram schools," he said. "The children learn a range of skills in an active way—from self-help

has reached such alarming proportions that all the stakeholders—government, capital and labour—are beginning to take training seriously.

The government's recently announced Education Renewal Strategy signals a shift towards technical, career-orientated education, as opposed to academic education. But it is not sufficiently co-ordinated with a Human Sciences Research Council (HSRC) National Training Board investigation into a national training strategy, also recently published.

Yet, says Cosatu human resources co-ordinator Adrienne Bird, the gov-

and research techniques, to Maths and Science, to camping and outdoor exercises."

The educational model was pioneered by Cards director Lente-Louise Louw in the early 1980s. Eskom was the first to implement it, and now about 30 Tekprep groups operate at banks, car manufacturers, electronics companies, mines and railways nationwide.

Middelmann believes workers and employers can benefit from the scheme. Children need to develop critical awareness often neglected by formal education, and people in the private sector have knowledge and skills.

"Today's schoolchildren are tomorrow's employees, customers and suppliers for established business, as well as the potential entrepreneurs urgently needed for the healthy development of the economy," reads the Tekprep information booklet.

ernment has cut back funding for training and its trend towards privatisation indicates it may increasingly place sole responsibility on the shoulders of industry and abdicate its responsibilities.

"Many employers want to run the whole show. But they are going to have to learn to negotiate," says Bird. Present training is discriminatory, says Cosatu, even though the 1981 Manpower Training Act officially ended the prohibition on blacks training as artisans. Psychometric tests in English or Afrikaans, developed for white applicants with a background of

compulsory formal schooling, are used for black applicants at the point of management selection; women are systematically denied training opportunities; and, in some cases, there are different educational entry requirements for blacks and whites—on the basis that Bantu Education is inferior.

According to a 1989 HSRC investigation into Skills Training, 81 percent of new apprenticeship contracts entered into in 1987 were for whites; 8,1 percent for coloureds; four percent for Asians; and 6,8 percent for Africans. On average, companies spend about two percent of expenditure on training, while the average allocation in countries with which we compete is five percent.

"Training is viewed by South African managements as a cost to fulfill short-term manpower needs, not as a long-term investment in human resources," says Cosatu.

The union says a future national training policy needs to:

- Ensure employment security;
 - Provide continuous opportunities for all workers;
 - Address the special problems of women workers;
 - Be linked to broad skills bands determined at industry level;
 - Provide recognition of prior learning, whether formal or informal, and allow workers to progress to national standards while obtaining workplace skills.
- Bird says Cosatu "will be explaining our overall vision to Saccola (an employers' body), and industry negotiations on these issues are beginning to take place with individual affiliates."

Move to tax employer-funded bursaries delivers big blow to students

CAPE TOWN — Tax exemption for employer-sponsored university, technikon and school education has been withdrawn.

Inland Revenue Commissioner Hannes Hattingh said yesterday provisions of the Income Tax Bill, which was passed in Parliament on Monday, abolished current tax exemptions for company bursaries granted to employees or their children.

He said the exemptions had been withdrawn because of widespread abuse. "Bursaries were being used by employees as fringe benefits. They were not being granted on merit."

At present, the tax exemptions apply to

any "bona fide scholarship or bursary to enable an employee (or dependent) to study at a recognised educational or research institute".

They also apply to school education subsidies of up to R750 a year for employees below the tax threshold.

When the amendment is implemented on March 1 next year, the tax exemptions on bursaries for employees and their children and school subsidies, will be withdrawn and employees will be taxed on the amount they receive.

It appears, however, that the exemption

LESLEY LAMBERT

will continue to apply in cases where bursaries are granted on "merit". Hattingh said if applicants could convince the Commissioner they were top achievers and the bursary was bona fide, they would qualify for tax-free sponsorship.

"In these cases the bursary would be regarded as capital and therefore not taxable in the hands of the employee," he said. Hattingh also scotched rumours that the measure would apply more widely to all staff upliftment training schemes.

"These would be regarded as an expense to the employer in the production of income and, as such, we would not place them in the same category as bursaries," Hattingh said.

The abolition of the concessions has serious implications for the funding of education.

Up to 75% of students at Wits University are estimated to receive financial assistance in one form or another. It is likely that a fairly high proportion receive assistance through company bursaries.

The taxation of these bursaries will

place them out of the reach of many employers and, thus, their children.

Tax consultants say that the additional financial burden will so great, particularly in the case of lower-income recipients, that many will have to take their children out of university or technikon, or find another funding source.

The prospect of finding other sources is becoming increasingly difficult as state university subsidies dry up and economic conditions force the private sector to cut back on education assistance programmes.

● See Page 8

APARTHEID BAROMETER

DIRECTORS' SALARIES ~~181~~ 181

COMPANY directors who control the Top 100 industrial companies on the Johannesburg Stock Exchange earned a total of R199-million in 1990 — enough to support 14 547 families, each with a "living wage" of R1 140 a month.

This is the finding of the Cape-based Labour Research Service's (LRS) annual directors' pay survey, involving 1 079 directors.

The directors' weekly pay — which worked out to an average of R3 540 — was 20 times more than a labourer's average weekly wage of R179 in 1990. *w/mant 21/6 - 27/6/91.*

According to the LRS, mining houses pay more than industrial companies. "The 12 directors of Johannesburg Consolidated Investments (JCI) gave themselves R6,9-million in 1990. Each director got R11 058 a week, on average. This is 70 times larger than the weekly wage of R157 paid to a Grade Four underground mine-worker at a JCI gold mine."

HARMS COMMISSION ~~181~~

BARRING outstanding and legal expenses, the Harms Commission had cost R191 693,31. Minister of Justice Kobie Coetsee told parliament recently. *w/mant 21/6 - 27/6/91*

POLICE TRAINING ~~181~~

BASIC police training is to be integrated from next January, deputy Law and Order Minister Johan Scheppers announced this week. He said police colleges would be open to all races, but "forced integration" would be avoided and freedom of choice, religion, culture and dietary habits would be respected. *w/mant 21/6 - 27/6/91.*

Over 3 Million International Students Will Qualify For Colleague Grants &

By IKE MOTSAPI
THE Steel, Engineering and Allied Workers Union of South Africa scored a major victory when it successfully negotiated pay increases for its members at Flamecut Company, a union spokesman said yesterday.

The additional 22c for all members will be added to the offers negotiated by Flamecut and the Steel and Engineering Industries Federation of South Africa and applies to people of various grades in the company.

This means that if an employee falls under the H job grade and was to get a 48c an hour increase as negotiated by Seifsa and Flamecut, that person will now get an extra 22c an hour.

Seawusa organiser Mr Philemon Ntombela said in a statement: "Flamecut and the union entered into negotiations relating to wages and other conditions of employment for

Union scores victory over pay

the 1991/1992 year.

"This supplementary wage agreement will be implemented on July 1 1991 and shall operate up to an including June 30 1992."

Meanwhile, members of the National Union of the Metalworkers of South Africa are still locked in battle with various managements over wage increases.

Numsa has rejected increases offered to their members. Both parties have declared a dispute.

Numsa members have been staging countrywide demonstrations to highlight their plight.

Wage deadlock: co-ordinated strikes looming

21/6-27/6/91
By DREW FORREST *W/maul*

SOUTH Africa's first co-ordinated cross-sector strikes — potentially involving half a million workers — are looming following simultaneous deadlock in four key industry pay negotiations. (181)

At the heart of the storm is the National Union of Metalworkers, which is in dispute with bosses in the engineering, tyre, motor and vehicle assembly sectors. Wages and job security amid mass retrenchments are the flashpoints. This weekend, Numsa's national congress is certain to endorse the holding of strike ballots by 200 000 engineering, tyre and auto assembly members. (181)

In motor, an industrial council dispute meeting has still to be held. Given that employers have not tabled a wage offer — instead demanding a 12-month pay freeze — settlement seems highly unlikely.

Two rounds of mediation were held this week between the Steel and Engineering Industries Federation (Seifsa) and metal unions including Numsa and the Confederation of Metal and Building Unions, the voice of white metalworkers. Little progress is believed to have been made, although further mediation is planned.

In the tyre and auto sectors, dispute talks also involving Numsa broke down this week. In both encounters, the union moderated its R2-an-hour pay demand to R1,50 — about 20 per cent in both sectors — but the parties remain widely separated.

Also in dispute, said Numsa national organiser Gavin Hartford, were job security and creation demands. While Numsa wanted to restructure the tyre sector to make it more competitive, employers insisted on dealing with the issue plant by plant.

In auto, no response had been offered to Numsa "minimum conditions" for restructuring talks, including a moratorium on retrenchments.

Given the small number of tyre and auto plants, and the proverbial militancy of the workforce, conditions favour co-ordinated strike action.

In motor and engineering, where the workforce is dispersed over thousands of plants, the obstacles are greater. Numsa has only 76 000 members in the 234 000-worker motor industry, and has been weakened by a closed shop.

Pointing to surging retrenchments in metal and engineering — currently running at 2 500 a month — employers doubt the union has strike capacity in these industries.

But they are girding up their loins. Seifsa has declared its own dispute, opening up the possibility of an industry lockout, and plans strike and lockout workshops for members in three centres if mediation breaks down.

'Historic' training scheme planned

w/mcm 2/16-27/6/91
THE car assembly sector is poised to introduce South Africa's first industry education and training board, in line with revolutionary proposals by the National Union of Metalworkers.

Despite the dispute in the sector, which turns on pay and job security, Numsa and auto employers have reached virtual consensus on a "historic" new training dispensation, says the union's Gavin Hartford.

Unions and employers will have equal representation on the board, which is to be established by October this year with employer funding.

181
Numsa demands for proportional representation are, however, still in dispute.

The purpose, Hartford said, would be to consolidate and broaden existing plant-based training according to national standards and link it to industry needs and restructuring.

Training will be modular and competency-based, offering opportunities for all workers "from sweeper to engineer".

Included in the board's scope will be adult basic education and literacy.

The board will also seek to redress race and gender discrimination, including educational disadvantage.

... ..



Top men get R3500 a week

Row over huge payouts for directors

~~181~~ 181
Argus 22/6/91

A ROW has broken out about the accuracy of a survey which claimed the average pay packets of directors filling the boardrooms of South Africa's largest industrial companies have grown to more than R3500 a week.

Company bosses have challenged the validity of figures in a new survey into salary and wage trends by the Labour Research Service (LRS), based in Cape Town.

The survey found that 1079 directors who control the Top 100 industrial companies quoted on the Johannesburg Stock Exchange last year shared pay packets worth R199 million.

It estimated that the directors awarded themselves average increases of 18,8 percent in 1990, equal to R560 a week. The raises carried the average size of their pay packets to R3540 a week.

An LRS spokesman said a full report on the findings had been sent to Cosatu and all the major individual trade unions, which had financed the research.

The information was likely to be used by the unions as background material in their annual wage negotiations.

The survey underlined that the pay packets of directors were running 20 times higher than average weekly wages of labourers, which rose to R179 following 1990 increases of slightly more than 20 percent.

The R199 million paid out to directors

Biggest pay packets:

MALBAK	R9 615 a week
TRENCOR.....	R9 474 a week
BARLOW RAND	R8 000
MURRAY & ROBERTS	R8 000

of the top 100 industrial companies last year could have supported no fewer than 14547 families with a "living wage" of R1140 a month.

Results had been gathered by an analysis of directors' pay as disclosed by corporate annual reports and by calculations based on the size of total boardroom remuneration divided by the number of directors.

The exercise yielded the average size of pay packets. It was assumed executive directors were often paid more than the average and non-executives were paid less.

Directors of the big mining houses picked up even fatter pay packets, according to the survey. The researchers estimated that directors of Johannesburg Consolidated Investments, as an example, were paid R11058 a week on average.

This, it claimed, was 70 times more than the weekly wage of R157 paid to a Grade 4 underground worker at a JCI gold mine.

Among the largest industrial companies, according to the survey, boardroom pay packets were biggest at Mal-

bak, where the average pay of directors was R9615 a week.

The next highest weekly average was at Trencor (R9474). It was also above R8000 a week at Barlow Rand and Murray and Roberts.

However Johannesburg Consolidated Investments on Friday dismissed the survey as being inaccurate.

Company chairman Mr Pat Retief challenged the basis on which the Labour Research Service had tried to calculate average remuneration and accused the researchers of deliberate distortion of the facts.

He said the average fees of JCI directors was in fact a much more modest.

Mr Retief said the LRS had failed to differentiate between actual director's fees and any income from the sale of their personal shareholdings carried out as normal share transactions.

The researchers had also failed to make proper allowance for the number of non-executive directors sitting on the main board, which in the case of JCI was as few as two when in many companies it was a far higher proportion.

"Nor does the LRS report make plain that directors' pay in South Africa is far lower than the emoluments paid their counterparts in such countries as the United States, Britain and Germany - even though they carry far more onerous duties in view of our socio-economic problems here.

"The whole report is totally biased."



All hopes pinned on mediation

EMPLOYERS and trade unions who are party to deadlocked pay talks in the metal industry are pinning their hopes on mediation as a last-ditch effort to stave off industrial action. (181)

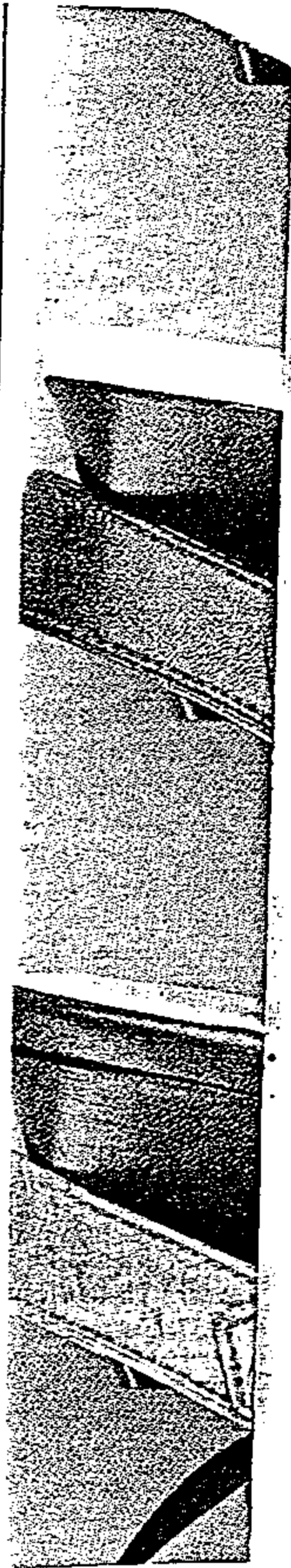
Agreement had not yet been reached, said mediator Mr John Brand, but mediation would continue if the parties agreed.

The Steel and Engineering Industries Federation of SA and its union opponents met for a third round of mediation on Tuesday.

The parties had agreed to report back to their constituencies on progress to assist settlement, said a spokesman for the National Union of Metalworkers of SA.

"We are supposed to go back to the Industrial Council with our mandate - either mediation or call it quits," he said.

He declined to comment further as the union still had to canvass the opinions of 113 000 members covered by the talks. - Sapa.



50 notew 2.7/6/91

Wage talks deadlocked

WAGE negotiations between the Chemical Workers Industrial Union (CWIU) and three major corporations in the petroleum industry have deadlocked. *Soult 276-31719*

The major demands of the union, which represents about 1 500 workers at BP, Caltex and Total Oil, are around wages, centralised bargaining and job security, CWIU national coordinator Mr Martin Jansen said on Wednesday.

Jansen said it was "evident" that the companies had coordinated their responses to the union's demands.

"All these companies' proposals on wage improvements average between 14 and 16 percent and the union's demands vary between 20 and 28 percent," Jansen said.

Only Total Oil had agreed to centralised bargaining.

The companies' argued that they did not want to "sit around the negotiating table with their competitors" was "ludicrous" in the context of a highly-centralised and regulated petroleum industry, with a long history of voluntary cooperation and joint ventures.

Attempts to contact company spokespersons for comment were unsuccessful.

Employees needed to be consulted on rationalisation

B 1024 28/6/91

STRIKE action related to retrenchments is increasing. Preliminary figures show that retrenchments in the second quarter of this year were an issue in 16% of all strikes compared with a negligible amount last quarter and 2% in the comparable quarter last year.

Reorganisation and retrenchments are complex exercises. They are concerned with job security, continued viability of businesses, endeavours to sustain relationships and ensuring that the processes meet minimum statutory requirements. These goals are at times incompatible and can escalate conflict unless correctly handled.

Cosatú is currently preparing an economic policy. Among its tentative proposals are that job losses and job creation should become a national issue, and that Cosatú should be involved in discussions with government and employer federation Saccola on the issue.

Cosatú also contends that retrenchments cannot be seen in isolation of SA's current economic position. It is considering suggesting a freeze or moratorium on retrench-

ments and a halt to privatisation and rationalisation which it believes lead directly to job losses.

Employers have already felt the impact of these draft policies with demands that retrenchment be handled centrally within groups of companies or even at industrial councils. There is a prospect of mass action by workers in protest against job losses.

There is also likely to be increased difficulty in achieving consensus on potential retrenchments. Severance packages may have to include training and other help to enable retrenched workers to get other jobs.

Employers also face the difficulty of improving their competitiveness in a declining economy, and potential exposure to international competition. They continually have to look at productivity and the quality of products and services, as well as rationalisation of their businesses.

International business trends and the introduction of fair labour practices in SA have resulted in new value systems being adopted which cause businesses to move away from a paternalistic attitude towards employees in favour of seeking to devel-

MIKE BEAUMONT

op employees. Autocratic management styles are giving way to participation and involvement of employees, particularly in decisions which directly affect them. When faced with potential retrenchment it is understandable that employees question company values.

At the same time economic realities cannot be discounted and difficult decisions about manning levels will need to be addressed. Employers should take steps to demonstrate that they have a caring attitude.

This should include continual communication with employees about business developments to help build understanding of the company's economic circumstances; sustained and visible cost-cutting throughout the organisation, including executive positions and costs; and approaching a potential retrenchment on a problem solving basis such as stressing the

need to reduce labour costs by a given percentage.

Engaging employees about the underlying problem and corporate objectives will give them the feeling that they are potentially able to influence the solutions and not be faced with a predetermined choice of events.

Labour law is continually eroding management prerogative regarding reorganisation and retrenchments. Management discretion, by and large, remains intact where this reorganisation is concerned with a change of shareholding.

However, as soon as the reorganisation affects the identity of the employer, and terms, conditions and potential retrenchments, then the employer is generally obliged to engage with the employees or their representatives before decisions are made and implemented.

Consultation gives employees the opportunity to explore alternatives and influence the outcome. Where the anticipated change is a permanent alteration, for example in markets, the alternatives will be limited. Where the changes are cyclical or

seasonal then the range of alternatives such as short time, lay-offs and job rotation would become more real possibilities. Recently the Industrial Court has confirmed that job-sharing must be considered as an alternative to retrenchment.

It is fairly settled law that in most cases retrenched employees will be entitled to severance pay.

Preserving corporate culture, satisfying legal norms and maintaining good industrial relations practices obliges the parties to focus on the processes which precede any possible retrenchment. The increased interest of trade unions in job losses and job creation represents a potential common ground with employees which can be seen as a way of reducing rather than escalating conflict in the workplace.

Retrenchments, particularly where they are perceived to have been imposed, can seriously scar future relationships. A problem solving approach can build reciprocity into the relationship.

□ Beaumont is managing executive, industrial relations at FSA-Contact (Pty) Ltd.

LETTERS

W/m out 28/6 - 4/7/91

Numsa code for foreign investment

By DREW FORREST

THE National Union of Metalworkers has spelt out its conditions for foreign investment in post-sanctions South Africa.

At its weekend congress, Numsa called for a code, to be jointly developed with the Congress of South African Trade Unions and canvassed with its allies, to ensure investment "benefits the working class".

The terms of foreign investment must be made public and open to negotiation between the state and civil society, including unions, it says.

Numsa calls for investment to develop manufacturing, mining, agriculture and social services — and a ban on speculative financial or property investment. Investment on the JSE must be "limited".

"Investment must comply with the short, medium and long-term policies laid down by the state in negotiations with the mass organisations of civil society," the resolution says.

Investors must agree to support centralised bargaining and national and industry training programmes, and will also be bound by minimum labour standards. They will have to comply with nationally negotiated wage levels.

MANUFACTURING — LABOUR

1991

JULY — OCT.

(181) (250) Star 2/7/91

Metalworkers begin strike vote

By Shareen Singh

The 280 000-strong National Union of Metalworkers (Numsa) yesterday started balloting its members for a nationwide strike.

Annual wage talks between Numsa and the Steel Engineering Industries Federation (Seifsa) were referred to mediation after the parties reached deadlock a few weeks ago.

No agreement was reached, and the parties were reporting back to

their members on the outcome.

The union is demanding an increase of R1,50 across the board against Seifsa's offer of between 48 and 86c an hour.

Numsa is also in dispute with the motor industry over its refusal to make a wage offer at annual wage talks, and the union rejects the proposal to postpone talks until September.

Numsa accused employers of not granting increases agreed upon last year, and claimed that employers were tak-

ing advantage of the situation because they did not feel legally bound to pay the new wage rates.

The delay by the Department of Manpower in gazetting the wage agreement sparked off demonstrations outside Manpower offices in Pretoria and Cape Town yesterday.

The department has agreed to set up a joint committee with employer and union representatives to address the delay in gazetting the agreement.

IS staff still earn top wages

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~~171~~

Argus 6/7/91

ANDREW MORRIS

DESPITE the economic downturn some specialist information systems (IS) staff still command premium salaries. This is one of the findings of the Computer Users Council Salary Survey.

Network support and software positions receive between six and 16 percent above the average IS compensation levels.

Market sector is a major determinant of pay with the automotive industry offering the best entry level packages, financial companies offering the best packages to senior technical staff and the oil industry paying the top price for management staff.

Different practices were identified for different levels with managers in the 35 to 40 age group earning more than those over 40, but older entrants to the industry earning more than younger entrants.

Factors determining the compensation packages ranked according to significance are as follows: size, market sector, age, skill level, technology, management structure, geography and sex.

The extent to which these factors are influenced by the economy, technological developments and the maturity of the computer industry will only become clear after further surveys.

Compensation practices are This survey was conducted for the CUC by Hay Management Consultants.

Metal workers to strike?

A NATIONWIDE strike ballot over wages began this week among the 300 000 members of the National Union of Metal Workers of South Africa.

Numsa demanded a R2-an-hour pay increase to kick off the 1991/92 wage talks with the employers' body, the Steel and Engineering Industries Federation of South Africa (Seifsa).

The demand was later changed to R1,50-an-hour for all grades.

Three rounds of mediation held last week culminated in some agreements which are not being disclosed, but the parties have so far failed to agree on pay increases.

However, consensus has been reached on social benefits, such as a training scheme.

The present Seifsa offer to all the unions involved in wage negotiations is a R1,01c increase for grade A workers and 53 cents for grade H workers.

If the unions accept the offer, Grade A workers will get R10,36 an hour.

Grade H workers, lowest paid in the industry at R4,18c an hour, will get R4,66.

Numsa's strike ballot is expected to continue until July 16. In terms of the agreements reached by unions with various companies last year, they can strike any time from now.

Workers have welcomed Num-

sa's national strike balloting. Workers at Rufflette in Kempton Park said they were not prepared to accept any offer below what the union was demanding.

Other unions involved are the Steel Engineering and Allied Workers' Union of South Africa, with a paid-up membership of 20 700 and the Metal and Electrical Workers' Union whose paid-up membership is 30 000.

Both Mewusa and Seawusa are affiliated to the National Council of Trade Unions (Nactu).

Seawusa general secretary Collin Kotu said: "At the beginning of wage talks we demanded a R7-an-hour increase across the board. It was reduced to R1,50 and presently it is R1 for all grades.

"We are not moving down any more.

"We are going to hold report-back meetings with workers from this weekend and will seek a new mandate regarding Seifsa's wage proposals."

Kotu said his union would hold discussions with Mewusa to develop a common approach.

Mewusa general secretary Tom Oliphant said report-back meetings with members had begun.

"So far our members have shown some concern with regard to strike action. However, they are discussing what form of action they can take to pressurise Seifsa," he said.

Oliphant said that at the beginning of wage talks the union demanded an increase of R1,50-an-hour for all grades and later this was reduced to R1,20.

Head of the Seifsa communications department, Vander Vevers, said his organisation was only prepared to offer R1,01 for grade A workers and 53 cents for workers in grade H.

A well-placed source who participated in the mediation process said: "Seifsa is prepared to agree to an implementation date of July 1 provided:

■ There is no strike action before July 31;

■ Full agreement is reached between all parties by July 31; and

■ All unions agree to set off any increases granted by employers after July 1.

Numsa has put its foot down, according to national organiser Veli Mjiyako.

"We have made it clear to the mediator that we will mobilise our members for a strike if Seifsa does not improve its offer," he said.

He added that Numsa's national industrial council - which comprises representatives of workers in the engineering, tyre, and motor-vehicle assembly sectors - would meet on July 16 to assess the strike ballot.

Parties involved in the wage talks with Seifsa will meet the following day. - CP Correspondent

CP News 7/7/91

Engineering a richer future

181

ster 9/7/91.

WHEN THE focus turns to the economic scenario as South Africa pushes towards a new post-apartheid era, Dr Roy Marcus, president of the South African Engineering Association, jabs an index finger at a set of facts and figures always at hand.

At the top of the list are estimates that no fewer than 17.5 million South Africans — 47 percent of the population — live in households that struggle to survive on as little as R695 a month.

The cost of rescue packages, to lift them no higher than the line drawn to mark what is considered a minimum living level by normal standards, would run to a staggering R15 000 million.

A dilemma beyond solution? It begins to look that way as the finger next follows the dismal record of economic performance in recent years: too feeble even to keep pace with the growth in population.

Dr Marcus, former dean of the faculty of engineering at the University of the Witwatersrand and now managing direc-

Engineering boffins believe South Africa faces the crossroads of its economic future: sliding in status to yet another African country in economic shambles, or turning to technology.

MICHAEL CHESTER reports.

tor of the Synergy Business Consultancy, also underlines the chronic shortage of skilled engineers needed to return the economic motors and give them more power.

Frustration mixes with anger when a new batch of statistics highlights the scarcity of engineering and science students among the 267 000 undergraduates flowing through a national network of 21 universities, compared with the hordes in pursuit of BA degrees with little direct relevance to manpower needs.

The frustration deepens when he points out that the number of technicians trails far behind at only 13, with a combined enrol-

ment of only 60 000 students.

"That's where South Africa's economic problems come to roost," argues Dr Marcus. "We need a radical rethink about our education and manpower priorities, and learn that much more emphasis must be devoted to technology."

"We'll never find the economic thrust to tackle the future with any confidence until there has been a dramatic increase in the supply and status of skilled engineers."

"If there are any lingering doubts, all South Africa needs to do is examine the formula that created the economic miracles achieved by the new tigers in the Far East: Japan, Taiwan, Singapore, Hong Kong and South Korea.

"All of them owe their success to the high priorities devoted to technology in their education systems.

"South Africa, now at new crossroads, has an ideal chance to chart a course to follow their example in the search for new economic strategies. It could mean virtual economic suicide if we ignore the opportunity. "We can cut out the nonsense



Radically rethink priorities... urges Dr Roy Marcus.

about South Africa not having the resources or the manpower to flex the sort of economic muscles that have been developed by countries in and around the Pacific Basin. Of course we do, if we apply our minds to it.

"With few natural resources of their own, most of them had little more than sheer determination to make full use of the tools of modern technology when they made an enigmatic debut on the stage of world

trade and rattled the complacency of global rivals on international markets.

"Each of them... pledged to deliver the goods at the right price, right quality and right time.

"Their industrial strategies are based on three elements: production, more production and still more production. And that means more skilled engineers and better technology. "South Africa needs to study the simple lessons well.

"And we can do without hang-ups about whether we have the potential talent to handle the exercise. Of course we do. That has been proved by the high technology developed at Sasol, Eskom, Armscor, in uranium enrichment and in the whole mining industry, where we lead the world."

Dr Marcus believes South Africa faces the blunt alternative of slipping into the status of yet another African country in an economic shambles — or pulling all the levers of technology to achieve the status of a winning nation.

The SA Engineering Association has pulled the first lever with the launch of what it calls TAP (Technology Awareness Programme). Its main objectives are:

- Creation of a national technological culture.
- Promotion of technology as the platform for economic growth and national survival.
- Increasing Government awareness of the key role of technology.
- Gaining wider industrial support and recognition of the leverage effect of technology.

- Action to avert a crisis in engineering education at tertiary institutions.
- Uplifting the perception of technology as a career opportunity.
- Development of a strong professional status for engineers and scientists.
- Establishment of a national technology think-tank.

The programme has been reinforced by a special contest to find the Technology Top 100 firms showing flair in the business sector.

The winners will be announced at the opening of the Trade and Industries Fair in Johannesburg next March.

With luck, the association will also persuade the State President to name March 9 as Technology Day — and make it an annual event on the South African business calendar.

"Back to our first concern about the number of South Africans living in absolute poverty. Do we really want that problem to stay unresolved? Or shall we all take the high road and generate a new confidence in society at all levels about the economic future?" □

10/19/91

SA firms 'far behind in staff motivation'

Staff Reporter

SOUTH AFRICAN businesses are years behind those in Western countries when it comes to motivating employees to provide a high standard of customer service, says a US human resources consultant.

Ms Laura Lyons, who was born in the "Deep South" of America when black people did not have the vote and suffered all the indignities which today are associated with apartheid, is conducting seminars in the city on how to improve employee "attitudes".

As a motivator she teaches by example. She obtained a master's degree in human behaviour after leaving school at 15 unable to read or write.

Ms Lyons said yesterday that she concentrated on teaching employees how to solve problems constructively and why it was to employees' advantage to "go above and beyond the call of duty".



ira Lyons.

Picture: ALAN TAYLOR

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Metal industry gears for fight

Sowetan 10/7/91

By IKE MOTSAPI

UNIONS and employers in the metal industry are squaring up for industrial action.

Both sides have declared that disputes and mediation seem to be the only solution to resolve the conflict.

Unions party to the National Industrial Council for the Iron, Steel Engineering and Metallurgical Industries have declared disputes with the Steel and Engineering Industries Federation of South Africa.

This signals continued solidarity in the face of employer resistance to wage demands and clearing the decks for a possible national strike.

And Seifsa responded by declar-

ing a dispute with the unions, opening the possibility of an industry-wide lock-out.

Mediation held last month by both parties failed to produce positive results.

Members of the National Union of Metalworkers of South Africa last week held a strike ballot and the results were kept secret.

Deadlock, which has been looming almost from the time wage talks started, was finally confirmed at the last scheduled round of talks on

May 29 this year.

This was despite Cosatu, Nactu and Mewusa-affiliated unions reducing their demand for across-the-board increases from R2,00 an hour to R1,50.

Numsa also demanded a 20 per cent increase on all wages.

Seifsa's final offer ranged from 86 cents an hour, which is nine per cent, on the minimum for the highest grades to 48 cents an hour - 12,6 per cent - for the lowest grades.

Mr Alistair Smith, an official of Numsa, said: "It was difficult to assess the seriousness with which employers approached mediation after they had rejected the unions' revised proposals."

SFW retrenchments (828) (181)

■ Stellenbosch Farmers' Winery said (181) this week 270 workers had been re-trenched or had taken early retirement as part of a cost-cutting programme.

The company said that bottling operations had been transferred from New Germany, King William's Town and George to other centres with spare facilities, while other services had been contracted out. About seven percent of the SFW workforce had been re-trenched. W (man) 12/7 - 18/7/91

Reports from Sapa

Company pensioners getting a better deal

181
1989

MAGNUS HEYSTEK
Finance Editor

THE pension fund industry has at long-last realised that South Africa has a high inflation rate.

Major employers are now increasingly adjusting pensions to the inflation rate.

This is the finding of the 1991 Survey of Major Employers' Benefit programmes done by consulting actuaries Alexander Forbes Shepley and Fitchett.

"Companies are increasingly turning their attention to the plight of early leavers and pensioners who have been on pension for some time. This is a marked departure from the attitude even five years ago and represents the beginning of voluntary preservation by private pension funds," the report says.

Findings

The important findings of the survey, which included 52 major employers, are:

- All the funds in the survey indicated that they reviewed pensions annually.
- Forty-four funds indicated that they had a defined pension increase philosophy.
- 39 granted increments on the basis of the increase in the Consumer Price Index over the previous year' and
- The remaining five funds based their decisions on the fund's return.

Star 13/1/91

employees received a "raw deal", says the report.

At an annual inflation rate of 15 percent a fixed pension is halved after only five years and is worth only 6 percent of its original value after 20 years.

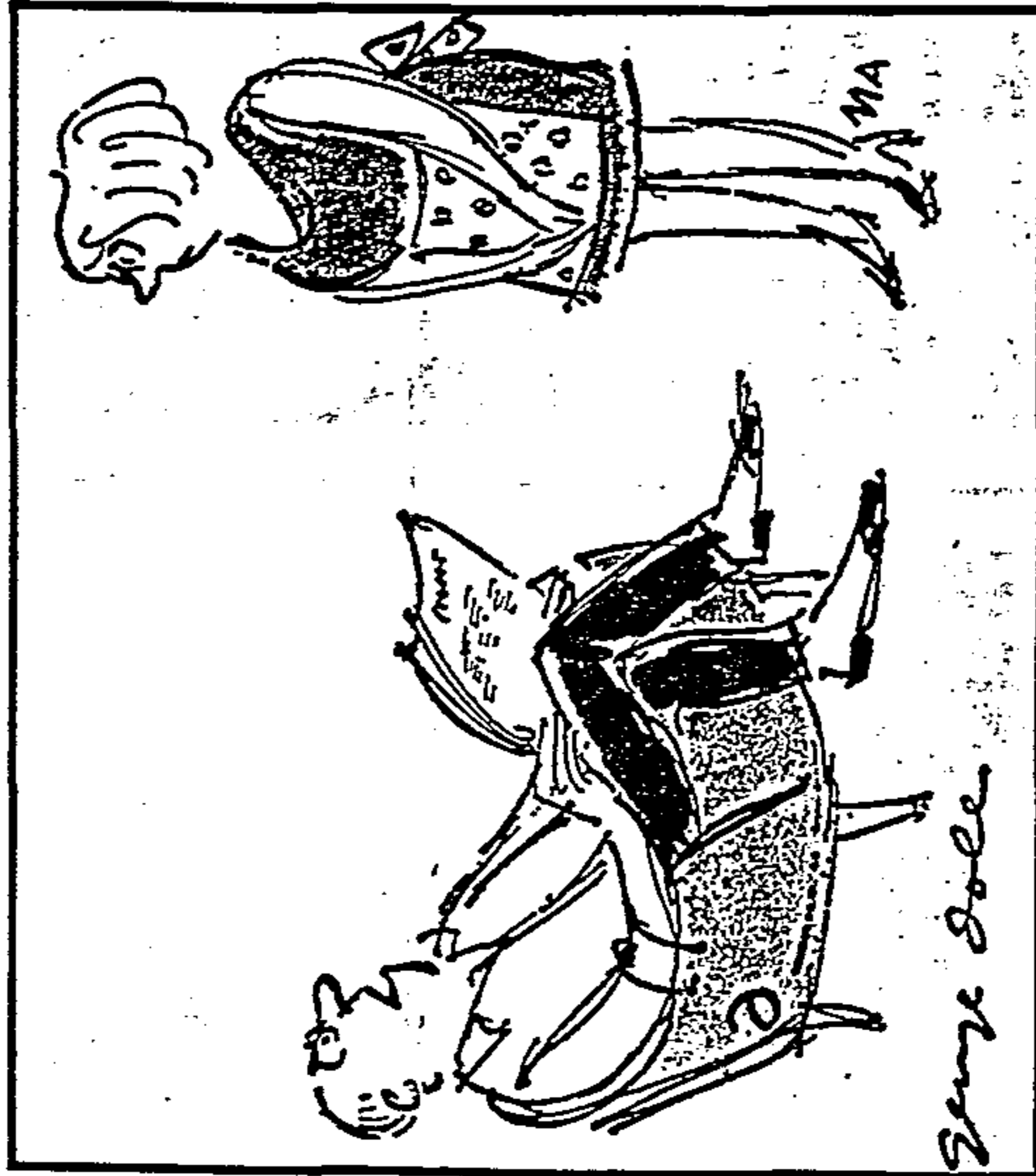
"In the early years of high inflation various spurious arguments were put forward to show that pensioners' cost of living was subject to less inflationary pressure than the rest of the community," says the report.

"In fact, with the rising cost of medical care as well as food at some 20 percent per annum, the reverse is true and the more enlightened pension fund trustees are seeking ways to push up pension increases to allow for the full effects of inflation."

Thirty-five funds indicated that it was their intention to increase pensions by at least 75 percent of the increase in the inflation rate, while nine intended to increase pensions at the inflation rate.

"The funds which base their decisions on investment return have been able to provide generous increases on the back of high real rates of investment return prevalent in the 1980s but their pensioners might come under pressure if investment earnings during the 1990s fail to match past performance, the survey warns.

Regarding benefits at early withdrawal from a pension fund the survey says: "In the past pension fund design has been controlled by employers with little concern for the interest of



PENSIONERS: "I know we should be affluent but our pension hasn't kept up with inflation".

Pension funds were designed long before the advent of persistent double digit inflation which rapidly erodes pensioners' living standards unless inflation-related increases are granted.

Employees are able to fight the effects of inflation by negotiating regular salary increases. Now it seems, says Alexander Forbes, pension fund trustees are starting to come to terms with the necessity of affording their pensioners similar protection.

In another major development, the survey reveals that the pension funds are now accepting that a major number of their employees will be leaving the company before retirement age and are making provision to preserve some of the benefits after a minimum period of service with their company.

Previously, early departing

employees who leave before retirement. Major employers are now moving strongly towards giving early leavers a better deal.

The reason for this development is two-fold: member pressure and the growing realisation that a "golden handcuff" system of remuneration may ultimately be counter-productive to successful motivation.

No less than 19 of the funds in the survey had improved their withdrawal benefits since the last previous survey a year ago.

Improvement

Whereas a decade ago it was common for members to leave with their own contributions without interest or with a nominal provision for interest, the average rate of interest now provided by the 52 funds surveyed was 8 percent per annum compound.

While much higher rates have been available to individuals using independent saving schemes, current falling interest rate patterns could soon make a risk-free, tax-free return of 10 percent per annum reasonably competitive.

An even greater cause for concern in the past has been the fact that contributions made by the employer on behalf of the employee reverted back to the fund when the employee left before retirement. Now, there is a definite trend towards paying a withdrawal benefit greater than a return of contributions plus interest, finds the survey.

Talks to go on, but metal strike looms

(181)
~~182~~

By Shareen Singh

Star 16/7/91

Mediation in the metal industry wage talks is set to continue tomorrow, but both employers and union were preparing for industrial action.

The 280 000-strong National Union of Metalworkers (Numsa) had balloted its members for a national strike but had not yet

finished counting votes.

The Steel and Engineering Industries Federation (Seifsa) was in the process of balloting its members for an industry-wide lockout if workers embarked on industrial action.

Results of the ballots could be expected later this week, the parties said.

Mediation in the wage dis-

pute started a few weeks ago and some progress had been made, according to Seifsa.

After report-backs to their constituencies, the parties were mandated by their members to continue mediation.

At the deadlock, Numsa was demanding an across-the-board hourly increase of R1,50 and Seifsa was offering 48c to 86c.

Union scores wage rise for steel workers

Sowetan 17/7/91

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THE National Union of Steel and Allied Workers (NUSAAW) scored a major victory when it successfully negotiated better salaries for its members this week.

Mr Ndomane Tibane, general secretary of NUSAAW, said his union also managed to sign a recognition agreement with Printed Circuit Laboratories on July 3 this year "after months of intensive negotiations."

He said: "The union, represented by Mlungisi Twana, managed to convince management of Printed Circuit Laboratories to recognise it."

The union also managed to negotiate less

By IKE MOTSAPI

working hours for its members without loss of pay.

Tibane added: "The company agreed that our members can now work for eight hours a day.

"I must say this has not been an easy task for the union.

"We have tried for so many months to get management to recognise us," he added.

Tibane said after the recognition agreement was signed the union submitted wages proposals to the company.

He said management surprised the union by agreeing to its proposals of an 85 cents an hour increase.

"The union is happy that it managed to negotiate better wages for its members considering the present conflict in the metal industry."

Mediation continues in metal trade

(KSP)

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So we know
19/7/91

MEDIATION between employers and trade unions in the metal industry continued on Wednesday and yesterday in an attempt to resolve a wage dispute, mediator Mr John Brand said.

Hitches delaying a settlement are believed to be centred on union demands on industrial restructuring and wages.

Mr Brian Angus, executive director of the Steel and Engineering Industries Federation of South Africa, yesterday dismissed union claims that employers had refused to agree to a basic programme of restructuring in the industry.

"The statement by the National Union of Metalworkers of SA is fac-

tually incorrect. We have agreed to set up a special committee with senior people on both sides to discuss these matters.

"We are obviously not able to settle all these issues and cannot resolve a matter as large as this in the course of negotiations on the Industrial Council Main Agreement," Angus said.

Proposals

He declined to comment on inquiries about wage proposals and counter offers.

Only Brand of the Independent Mediation Services of SA was entitled to comment to the Press, said Angus.

Numsa was not available for comment. - *Sapa*.

Sowetan 19/7/91

Strike looms in car, tyre industry

CAR assembly plants and tyre manufacturers are headed towards industrial action next week if national talks on wages and service conditions were not settled by today.

"We nonetheless seriously hope to settle outstanding issues, specifically wages and a moratorium on retrenchments," said Mr Les Kettledas, national secretary for collective bargaining in the National Union of Metalworkers of South Africa.

Numsa and auto assembly industry employers met on Wednesday and talks in the tyre industry resumed yesterday.

Strike ballot results this week revealed the union has majority backing for industrial action in both industries.

Numsa and the SA Motor Industry Employers Association yesterday held their first of three mandatory dispute meetings.

In its fourth major organisational sector, the metal and engineering industry, balloting has been extended and Numsa was locked in mediation with Seifsa yesterday.

Kettledas said motor assembly employers had not moved on their offer of a R1 across-the-board increase. Numsa demanded R1,50 or 20 percent, whichever was the higher.

Its pay claims were based on a cost of living increase no lower than 15 percent. - Sapa.

Unions on edge of giant strike across 3 sectors

W/Mon 19/7-25/7/91 (181)
By DREW FORREST

THREE key industrial sectors teetered on the brink of ignition this week, after ballots which could precipitate South Africa's first co-ordinated cross-sectoral strikes.

The National Union of Metalworkers reported that 71 percent of 4 220 eligible workers in the tyre sector and 56 percent of 23 993 eligible workers in the vehicle assembly industry had voted for strike action.

On the basis of the results, national shop steward councils in both sectors endorsed a recommendation of industrial action. Pay — Numsa wants a R1,50 an hour increase in both industries — and job security are the key flashpoints.

Yesterday Numsa officials were locked in last-ditch talks aimed at averting confrontation with auto assembly bosses. Similar talks with tyre employers were also scheduled for yesterday.

Workers have also balloted in the giant metal and engineering industries, but at the time of writing Numsa had released no overall result.

A local union official told our Port Elizabeth correspondent that 86 percent of Eastern Cape metalworkers had voted for strike action. It is unclear whether this is a percentage of votes cast or eligible workers.

Employer sources say they believe Numsa has failed to secure enough votes and intends balloting more metal plants. The outcome in the PWV area — the heartland of the industry — will be critical.

Gruelling mediation between the Steel and Engineering Industries Federation (Seifsa), Numsa and other metal unions resumed on Wednesday.

Pay is again at issue but Numsa complained in a statement that employers had also refused to agree to a "basic programme of restructuring for the metal industries" and were seeking to restructure by forcing down real wages. This suggests that non-wage concessions may hold the key.

Large award in Frame mill closure case

By DREW FORREST

WHAT lawyers say is South Africa's largest arbitration award in a termination of service case has been made in a dispute between the Frame group and the South African Clothing and Textile Workers' Union (Sactwu).

Independent Mediation Service arbitrator John Brand has awarded 1 000 workers at Frame's Wentex mill, in Durban, four weeks' pay in addition to their retrenchment money, following the mill's closure. The total award amounts to between R600 000 and R700 000.

Sactwu declared a dispute with Frame over the two weeks' severance pay given by the company, arguing that this was appropriate to a retrenchment, but not to a closure where there was no hope of re-employment.

The dispute went to arbitration in terms of the recognition agreement.

Brand found the closure procedurally unfair, in that the company had failed to consult the union, which had been recognised for many years, before deciding to close.

The ruling was important, said the workers' lawyer, Helen Seadey, because of its closely argued and categorical finding that is not enough for employers merely to consult on the consequences of a closure. Court rulings on this are contradictory.

She added that it would help to counter the Industrial Court's "creeping tendency" to find that prior consultation was not required if it was unlikely to have altered the decision.

Arbitrations do not bind the industrial court or other arbitrators, but can be of strong persuasive effect.

Lawyers say a jurisprudence is being developed through arbitration, with the growing number and weight of matters arbitrated.

Numsa settlement deadline

CAPE TOWN — Car assembly plants and tyre manufacturers were headed towards industrial action next week if national talks on wages and service conditions were not settled today, a trade unionist warned yesterday.

"We nonetheless seriously hope to settle outstanding issues — specifically wages and a moratorium on retrenchments," national secretary for collective bargaining in the National Union of Metalworkers of SA Les Kettleidas said.

Numsa and vehicle assembly industry employers met on Wednesday, and talks in the tyre industry resumed yesterday.

Strike ballot results this week gave the union majority backing for industrial action in both industries.

Numsa and the SA Motor Industry Employers Association yesterday held their first of three mandatory dispute meetings.

In its fourth major organisational sector, the metal and engineering industry, balloting has been extended and Numsa was locked in mediation with Seifsa yesterday.

Kettleidas said vehicle assembly employers had not moved on their

offer of a R1 across-the-board increase. Numsa demanded R1,50 or 20%, whichever was the higher.

Its pay claims were based on a cost-of-living increase no lower than 15%, and a further 5% to compensate for VAT, he added.

Kettleidas said sufficient progress had been made towards resolving union demands on training.

Numsa had given employers until the close of business yesterday to respond to demands on job security.

In talks with the new Tyre Manufacturers' Employers' Association in Port Elizabeth yesterday some progress had been made on demands on training, said Kettleidas. The negotiations were continuing.

Seifsa executive director Brian Angus yesterday dismissed claims that employers had refused to agree to a basic programme of restructuring.

"We have agreed to set up a special committee with senior people on both sides to discuss these matters."

He declined to comment on inquiries about wage proposals and counter-offers, saying the parties were bound to silence. — Sapa.

21 000 car, tyre sector workers strike

MORE than 21 000 workers in the vehicle assembly and tyre sectors went on strike yesterday to support demands for increased pay and job security.

National Union of Metalworkers (Numsa) negotiator Les Kettleidas said more than 18 000 workers at most vehicle assembly plants in major centres went on strike yesterday. Employees at the BLW plant in Rosslyn near Pretoria were not yet on strike as they worked a four-day week, and were only to return to work today, he said.

Mercedes-Benz management allegedly refused to allow East London union members to hold report-back meetings on progress made in wage talks.

8 Day 23/7/91

VERA VON LIERES

Kettleidas was unable to specify which plants had been affected by strikes, but other manufacturers believed to have been affected included Volkswagen, Samcor and Nissan.

Sapa reports Toyota confirmed yesterday that about 5 000 workers at assembly plants in Durban and Johannesburg had downed tools.

No incidents were reported and workers left the affected premises, Toyota group personnel and industrial relations director Theo van den Bergh said.

Meanwhile, in the tyre sector, another

To Page 2

Strike

3 500 workers went on strike yesterday. This followed a special Industrial Council meeting last week intended to avert industrial action.

The workers are striking at Goodyear and Firestone, while those at Tycon are expected to down tools this week.

Kettleidas said vehicle assembly employers failed to improve their wage offer at last week's meeting. The offer amounted to a wage cut for workers. Employers also failed to agree to demands for job security and a moratorium on retrenchments in the industry.

Tyre sector employers increased their wage offer by less than 1% at an Industrial Council meeting last week. Kettleidas said this failed to take account of the current rate of inflation and the introduction of VAT later this year.

Kettleidas said Numsa was willing to meet employers in an effort to settle the disputes.

Numsa last week reported that most tyre and vehicle workers favoured strike action.

Strike action in the metal industry was averted last week after a three-day mediation session between the Steel and Engineering Industries Federation (Seifsa), Numsa and other metal unions.

Independent Mediation Services of SA mediator John Brand said yesterday the parties had agreed to go back to their constituencies for a mandate to continue mediation on July 29.

Brand said considerable progress had been made in mediation, which started last month. But differences on wages continued to stand in the way of a settlement.

From Page 1

9 000 ~~181~~ motor ~~181~~ workers 24/7/91 on strike

AT LEAST 9 000 motor industry workers in Pretoria's Rosslyn and Waltloo have downed tools as the National Union of Metalworkers of SA started an industry-wide strike over pay.

Police were called to Nissan, Truckmakers and Theo Mobile in Rosslyn yesterday after shop stewards apparently locked gates to the factories, following strike action by workers at Toyota assembly plants in Durban and Johannesburg.

Workers

At Samcor in Waltloo, about 3 000 workers have been on strike since Monday while 6 000 Nissan workers in Rosslyn downed tools yesterday afternoon.

Workers at BMW in Rosslyn were locked in a shopfloor meeting early yesterday to decide whether to follow suit.

About 1 000 singing and toyi-toying workers picketed the entrance to Nissan in Rosslyn yesterday while riot police kept a close watch, but no incidents were reported.

A Nissan spokesman said the entire workforce - about 6 000 workers - at the Nissan Rosslyn plant had downed tools yesterday afternoon.

Talks

He said pay talks with Numsa had broken down because shop stewards had "not presented themselves for meetings".

The strikes come less than a week after Numsa announced 56,47 percent shopfloor backing for industrial action.

About 5 000 workers at Toyota assembly plants in Durban and Johannesburg downed tools yesterday. - *Sowetan Correspondent.*

Plea for housing schemes

BOTH management and black workers need to be better informed about the factors behind successful in-house company housing schemes, says Ian Bernhardt, a director of employee housing consultant Bernhardt, Dunstan and Otten.

"While companies have, for many years, offered their employees pension and medical aid benefits, housing has been neglected," he adds.

More and more companies are now realising that providing acceptable housing for employees can greatly help improve productivity, Bernhardt says.

But these companies often decide not to introduce such a scheme as they lack the necessary expertise. "Some believe that taking steps in this direction will raise expectations that cannot be fulfilled, while others are put off by the possible cost implications," he adds.

On the other hand, employees are often unaware of the realities and consequences of buying a home, with unscrupulous developers raising their hopes by failing to ex-

plain properly the long-term financial implications of the diverse housing options available.

Even workers at the lowest level can have access to reasonable housing. They should be encouraged to look at realistic options that could involve existing homes or even shacks, says director Joe Dunstan.

Bernhardt, Dunstan and Otten will stage a series of workshops focusing on the critical aspects of the introduction and operation of housing schemes.

Dunstan, who will present the workshops, says those attending will be trained in the proper assessment of individual employee needs as well as a company's ability to meet these needs.

"The workshops will be supported by a full consulting service designed to help companies in implementing simple, user-friendly housing policies.

"We can also become directly involved in educating shop stewards and the workforce."

16/11/72
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181 122

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Vehicle industry jobs at risk

6/10 am 24/7/91
VEHICLE assembly employers have warned that the strike by 21 000 members of the National Union of Metalworkers (Numsa), which entered its second day yesterday, has put thousands of jobs at risk.

Employers labelled the countrywide strike "unprocedural and irresponsible".

Numsa national negotiator Les Kettle-das confirmed that strike action had spread to most major vehicle assembly plants in Pretoria, Port Elizabeth, Durban and East London.

National Association of Automobile Manufacturers of SA (Naamsa) president Spencer Sterling said industrial action at vehicle assembly plants could jeopardise thousands of jobs in the industry.

He urged Numsa to review its position as "the time had arrived for economic industry realities and employee expectations to come to terms with each other".

The strike could result in employers

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MARC HASENFUSS
and VERA VON LIERES

withdrawing an offer concerning a moratorium on retrenchments, and might prompt employers to reconsider participation in the National Bargaining Forum.

Kettle-das denied accusations that the strike was unprocedural, saying the parties had held a number of dispute meetings. Numsa had declared a dispute on June 7 and gained more than 50% support for industrial action through a ballot.

Sterling said that against the background of the downturn in the vehicle market, employers and employees would pay dearly for industrial action.

Numsa is demanding a R1,50 an hour across-the-board increase. Kettle-das said employers' offers ranged between 12,5% for top grades and 13% at the bottom.

Numsa this week warned of serious con-

□ To Page 2

Jobs

6/10 am 24/7/91
flict in the motor industry if employers continued to insist on freezing wages until August 1992. Although a second dispute meeting was scheduled for August 9, employers showed "little willingness to look for any settlement", the union said.

Motor manufacturers affected by strike action included the Port Elizabeth and Pretoria branches of Nissan and Samcor, Toyota assembly plants countrywide, Man truck plants in Pinetown, Delta Motors in Port Elizabeth, the Pinetown branch of Mercedes-Benz and the BMW plant in Rosslyn, near Pretoria.

A Delta spokesman said production at its Port Elizabeth plant was suspended until tomorrow after workers "engaged in illegal industrial action" yesterday.

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From Page 1
Mercedes-Benz SA spokeswoman Wendy Hoffman said yesterday production was normal at the company's East London plant. However, about 180 workers at the company's Pinetown parts division were on strike.

A Volkswagen spokesman said production at the Uitenhage plant was running at full capacity yesterday, but felt the situation could change at any moment.

In the tyre sector, more than 3 000 workers had downed tools at Gentyre and Firestone plants in Port Elizabeth, Kettle-das said. No industrial action was reported at Tycon, Port Elizabeth, where shop stewards were scheduled to report to members on wage talks yesterday, a Tycon spokesman said.

Warning as car workers' strike enters day two

Star 24/7/91

CAPE TOWN — Up to 18 000 auto assembly workers refused to work for a second day yesterday as employers condemned their strike as unprocedural and jeopardising offers on job security.

Assembly plants in major centres such as Port Elizabeth, Durban and Rosslyn remained strike-bound yesterday, said National Union of Metalworkers of SA negotiator Les Kettleidas.

About 4 000 Numsa members at Nissan's Rosslyn plant were locked out yesterday, according to unconfirmed reports, and 3 000 Mercedes-Benz workers in East London were set to join the strike, he said.

Mr Kettleidas denied accusations by the National Association of Automobile Manufacturers of SA (Naamsa) that the strike was unprocedural.

The parties had held the scheduled number of dispute meetings; the union had declared a dispute with Naamsa on June 6; and a strike ballot, with more than 50 percent backing for industrial action, had followed, he said.

Numsa members were still demanding a cost-of-living increase which catered for inflation and VAT, but employers were offering less than inflation, said Mr Kettleidas.

He said the employers' offer ranged between 12,5 percent on the top grades and 13,3 percent at the bottom.

"As a percentage of the actual rate of pay, the increases are below the inflation rate," said Mr Kettleidas.

Naamsa president Spencer Stirling said yesterday the employer offer of a R1 across-the-board increase represented a 15,2 percent rise on the minimum rates and 12,4 percent on industry averages.

"Including fringe benefit costs, the average packet enjoyed by workers amounts to some R2 120 a month," he said.

It was absolutely essential for unions and employers to evolve a joint commitment to improved productivity and containment of costs if the industry were to protect existing jobs and remain competitive in international markets, Mr Stirling said.

He urged Numsa, as a matter of urgency, to review its position in regard to the strike. A failure to do so could jeopardise thousands of jobs.

Employers had made an amended final offer to include a conditional moratorium on retrenchments, effective for the period of the agreement.

He said the current unprocedural action at various assembly plants was totally unacceptable and could result in employers withdrawing their offer on the retrenchment moratorium.

The continued strikes could lead to the employers party to the negotiations to reconsider their future role and participation in the industry's national bargaining forum. — Sapa.

30 000 out as strike sweeps car factories

Wmcaul 26/7-1/8/91

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By DREW FORREST

UP to 30 000 workers are now on strike countrywide at all major car manufacturers, after industrial action spread to the giant Volkswagen plant in Uitenhage on Wednesday.

In what may be South Africa's first cross-sector strikes by the same union — in this case, the National Union of Metalworkers — about 3 500 tyre workers also downed tools on Monday at General Tyre and Firestone. Tycon, the other employer party to the bargaining forum, is not affected.

In crisis talks on Wednesday, Numsa's national strike committee in the auto sector, comprising shop stewards from all plants, adopted a set of recommendations for settlement to be referred to the union's membership. If accepted, these would be forward-

ed to employers, said Numsa national organiser Les Kettleas.

He complained that some auto employers, notably Toyota, were acting "improperly" by offering plant-level increases to induce strikers to return to work. "Offers should be made inside the central bargaining forum," he insisted.

In both sectors, Numsa's last publicised wage demand was for a R1,50-an-hour or 25 percent, whichever is higher.

Auto bosses have offered R1 across the board, representing 15 percent on minima and 12,4 percent on industry averages, while at the last round of talks, tyre companies revised their previous R1,10 proposal to a phased offer of R1,05 from July and another 10c from December.

Numsa complains that both offers represent a cut in real wages, adding that the looming implementation of VAT — which it believes will raise the living costs of the lowest paid by five percent — is a "critical consideration".

Equally central to the dispute are union proposals on job security and job creation, including demands for an unconditional retrenchment moratorium.

In the auto industry, Kettleas confirmed, employers had offered a moratorium, but had tied it to a number of conditions, including the achievement of monthly production schedules. It would also not apply in the case of partial or total plant closures or sales. Some progress had also been made

in tyre negotiations on training and job security, Kettleas said. The national strike committee in the sector would meet towards the weekend to assess the situation.

Meanwhile, two other key Numsa industries are also teetering on the edge of confrontation. Strikes in the engineering and motor industries potentially involve half a million workers.

In engineering, mediation aimed at breaking a protracted wage deadlock is scheduled to restart on Monday. And in motor, where industrial council talks start later than in other Numsa sectors, the South African Motor Industry Employers' Association has repeated its call for a wage freeze until August next year, Numsa says.

Numsa to end strike if wage talks reopen

MORE than 24 000 striking vehicle assembly workers would return to work on Monday if employers agree to reopen wage negotiations, the National Union of Metalworkers (Numsa) said yesterday.

The union dropped its wage demand from R1,50 to R1,20c an hour as the strike entered its fourth day yesterday.

However, a motor industry source said last night employers would insist that striking workers return to work before further talks could take place.

BMW spokesman Dave Kirby confirmed yesterday Numsa had requested a meeting with employers on Monday to reopen discussions on wages and a moratorium on

retrenchments in the industry.

Kirby said Numsa had informed employers that their offer of a moratorium was acceptable provided certain conditions were dropped.

He said employers hoped to reply to the union by last night. Numsa's modified wage demand was still a long way from the employers' offer, he said. However, the most important question was now that of setting a date for a meeting.

Vehicle manufacturers are offering an

To Page 2

VERA VON LIERES
and MARC HASENFUSS

Strike

across-the-board wage increase of R1 an hour.

Numsa national negotiator Les Kettle-das said yesterday the union had put forward proposals in a serious effort to normalise the current situation.

He said workers would return to work on Monday if employers responded positively to Numsa's proposal for a meeting.

Numsa was concerned by reports that employers at some plants were offering better increases than others. Kettle-das said any improved wage offer had to be

made at the bargaining forum level.

Union recommendations to end the strike had been accepted by Numsa members yesterday.

The National Association of Automobile Manufacturers of SA (Naamsa) said this week it was essential that Numsa and employers evolve a joint commitment to improved productivity and cost containment.

It is understood the strike action has cost the industry almost R60m a day in lost turnover.

From Page 1

Call for 'drastic action' over Duduza stayaway

DRASTIC action would be taken against workers who had honoured the stayaway called by the Duduza Civic Association, Nigel Chamber of Commerce and Industries chairman Bernard Fitton warned yesterday.

Fitton said the stayaway, which enters its fifth day today, was wreaking havoc on businesses in the East Rand town.

"About 80% of the Duduza workforce has not been turning up since the stayaway began and industries' production has dropped by as much as 50%," he said.

Fitton said his chamber would recommend that its affiliates take "very drastic" action against their employees when they returned to

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WILSON ZWANE
Friday 26/7/91
work. Businesses canvassed yesterday acknowledged the stayaway was affecting them.

OK Bazaars manager Dirk Kotze said his store's turnover was down by at least 20%.

Checkers said it would only assess the impact of the stayaway today.

The stayaway was called by the civic association in retaliation for the Duduza Town Council's decision to impound property of rent defaulters.

At a mass meeting this week Duduza residents resolved to continue a work stayaway until the council had returned the impounded property.

A spokesman for the civic association claimed the stayaway was 100% effective.

"Apart from demanding the return of the four comrades' goods, we are also demanding the recognition of a rent agreement between itself and the Transvaal Provincial Administration and the resignation of local councillors," the spokesman said.

In terms of the agreement which was reached last year, households with electricity are to pay R50 a month while households without electricity and shackdwellers are to pay R20 and R10 respectively.

The Duduza Town Council could not be contacted yesterday.

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Cheques in payment of interest will be posted in Johannesburg on or about 28 August 1991.

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26 July 1991



AMPROS 018/DSC

Guns for Inkatha: Coetsee meets attorney-general

Business Day Reporter

NATAL Attorney-General Mike Imber met Justice Minister Kobie Coetsee yesterday after receiving a report on a police investigation into allegations that Maritzburg security police bought guns for Inkatha.

Some of the weapons were allegedly used in political murders in Natal.

The police report was ordered by a Natal judge after court evidence about the purchase of 24 revolvers from a Maritzburg gun shop. Evidence in the case was that the weapons had been given to Inkatha members.

DP MP for Greytown Pierre Cronje said two of the weapons had been ballistically linked to political murders.

Police said last night no decision had been taken regarding the suspension of the security policeman who allegedly bought the weapons.

Suggestions of security police involvement in the purchase of the weapons emerged in January during the trial of Inkatha gunman Stembiso Dumakude, who was sentenced to life imprisonment for killing four people and wounding four others on March 5 1989.

Dumakude, who four days after his initial attack injured several more people in a petrol bomb attack on a night vigil for the dead, allegedly used one of the weapons bought from a King's Sports shop.

Store manager Tony Wessels said yesterday that late in 1987 the shop was asked to supply the guns. Three or four men later paid cash for the weapons. Most of the guns were collected by black men over the next year.

CAN ALL GO HOME!

will now be able to get the 'real'

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SA firm stubs out smoking

Own Correspondent

CAPE TOWN — A Retreat company has become one of the first in the country to ban smoking on the premises.

Staff reaction has been mainly positive, according to Bernice Anderson, secretary to the marketing director of the pharmaceutical firm, Parke Davis.

"Most smokers, including me, would really like to stop and this is probably a good opportunity. You need something to give you that little push."

The smoking ban, accepted at board level, is being phased in over six months. From July 1 smoking was restricted to private offices and a demarcated area of the canteen, but from January 1 next year smoking will be banned throughout the premises.

The phasing in period will be launched at all of the company's branches.

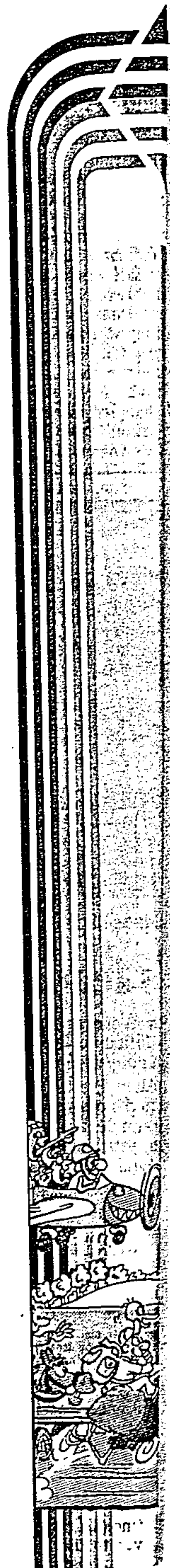
Marketing director Ian Robertson, who gave up smoking years ago, said: "As a pharmaceutical company we are committed to the health care needs of South Africa, and the health care needs of our staff are a logical extension of our duty to society."

Mrs Anderson said at present people who worked in open-plan areas in their Retreat offices were smoking in a small disused office. "People pop in there for the occasional smoke, and it really stinks... I've now stopped smoking at work altogether, because I can't bear the smoking room."

"Most people here have welcomed the ban."

"People from other companies have told me they envy the ban."

The firm's decision has been welcomed by the Heart Foundation.



Hope for accord in car industry dispute

Blouw
29/7/91
VERA VON LIERES 181
and MARC HASENFUSS

INDUSTRY sources were yesterday hopeful that talks due tomorrow between employers and the National Union of Metalworkers (Numsa) could settle the costly dispute in the vehicle assembly industry.

About 24 000 union members who had joined the strike by late last week are due to suspend their action tomorrow as the meeting gets under way.

An industry spokesman said the parties had moved closer in their latest positions and a proposed employer moratorium on retrenchments represented "a significant concession" in a bid to reach a settlement.

Numsa, which represents 25 000 workers in the vehicle assembly sector, has dropped its hourly across-the-board wage demand from R1,50 to R1,20.

A union spokesman said at the weekend that Naamsa (the National Association of Automobile Manufacturers of SA) had agreed to a union proposal to hold a meeting. The union had proposed a meeting and suspension of the strike today, but this had been postponed at employers' request.

Main centres hit by the strike include Port Elizabeth, East London, Durban, Maritzburg and Rosslyn.

In the tyre sector, more than 3 000 workers downed tools at Gentyre and Firestone plants in Port Elizabeth last week.

A Numsa spokesman said at the weekend talks between the parties had not been

□ To Page 2

Dispute

Blouw
29/7/91

set up yet and the strike was continuing.

The strike has been described as the longest and most damaging in SA's history and employers are estimated to have lost up to R300m in turnover.

Analysts have warned that further industrial action could irreparably damage the industry, causing serious supply shortages.

With the motor industry labouring under the increased requirements of Phase VI of the local content programme and an extremely depressed market for new vehicles, further industrial unrest is of

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grave concern.

Analysts said a stable workforce was necessary to warrant the costs of tooling up for increased exports under Phase VI.

The three German manufacturers have recently made considerable investments in new or upgraded plants and analysts fear prolonged strikes could force the parent companies to freeze further spending.

Further industrial unrest could delay Japanese investment. Industry sources said Japan would only invest once the socio-economic situation had stabilised.

● Comment: Page 8

All-out effort to end strike

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Sowetan
30/7/91
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THE country's biggest trade union goes into critical negotiations with employers today in a last-ditch attempt to resolve the longest and most costly car and tyre industry strike in South Africa.

The industry's future, measures to improve productivity and job security, and to make cars more affordable for South Africans, would come under the spotlight, the National Union of Metalworkers said.

Numsa national negotiator Mr Les Kettleidas said the union, which represents striking workers at tyre and vehicle assembly plants across the country, would meet employers today in an attempt to resolve the situation.

As part of a compromise, the 28 000 striking workers would return to work today and normal production was expected to resume for the first time since the industrial action began last Monday on the strength of a 56 percent strike ballot.

There was no production yesterday at the affected plants, which include Delta, Samcor, Firestone and Gentyre in Port Elizabeth and Volkswagen in Uitenhage.

The National Association of Automobile Manufacturers said it would comment only after today's meeting with Numsa.

"The object of this meeting is to settle the dispute," Kettleidas said. - *Sapa*

Companies taken to task over 'criminal' retrenchments

By Des Parker *Star* 30/7/91

National Sorghum Breweries executive chairman Mohale Mahanyele yesterday described retrenchments as "criminal" and took companies to task for laying off the lower echelons of employees while allowing managers and directors to keep their jobs and their perks.

Defending NSB's policy of affirmative action in employment — blacks are given preference in all appointments — Mr Mahanyele told delegates to the annual convention of the Association of Black Accountants of Southern Africa in Durban yesterday it was "an indictment of the South African system" that thousands of jobs had to be sacrificed every year so that companies could announce good financial results to their shareholders.

"We have the highest unemployment level in our history. Forty percent of economically active people are out of work and the effect pervades all levels of society," said Mr Mahanyele.

"Yet despite this, there are massive retrenchments by companies that are proud to announce good returns at the end

of the year, never mentioning the fact that thousands of their fellow South Africans have had to be retrenched for them to be able to announce these results and show how effectively they are running the companies."

He said black people had to acquire ownership and control of the "resources of the economy" to ensure political emancipation was translated into economic empowerment and was not rendered meaningless by the continuation of widespread poverty.

Action needed

"Somebody has to step in and take action in the same way economic power was given to the Afrikaners.

"Anglo American gave General Mining to the Afrikaners as part of a strategy to empower these people so they could become major players next to the English and the Jews in SA.

"These things do not just happen due to a process of evolution; somebody has to step in and take action.

"The process has been set to one side in favour of political freedom all over the continent (of Africa) and history has shown that the situation never

gets righted because those who come to power face a situation known as equal opportunity."

NSB, since its creation from the merger of the formerly State-owned sorghum breweries, had changed from a completely white-dominated organisation to one where the structure was rapidly coming to reflect the "population proper".

A lot of blacks had been brought in across the spectrum of positions and three of the six major divisions now were run by blacks. Blacks had to be considered before whites to fill vacancies, while the company endeavoured to make its purchases only from businesses which advanced blacks.

Mr Mahanyele took issue with people who criticised these types of policy as being "reverse discrimination".

"This is a major bluff in this country; you cannot have reverse discrimination in a country which has discrimination on the scale we have in this country.

"If we do not do these things, we are going to end up in the same position as countries like Zaire, where the people have no economic power, only political," he said.

Car, tyre strikers return to work

By Shareen Singh ^{Star} 30/7/91

Some 25 000 workers in the car and tyre industry are to resume work today after a week-long national strike, pending further talks between employers and their union.

The National Union of Metalworkers (Numsa) and motor companies had arranged to meet today in a last-ditch attempt to reach a wage settlement and end the strike, which had brought production to a standstill.

Numsa spokesman Les Kettledas said workers had agreed to return to work pending further talks with employers on the union's revised demands.

The union had initially demanded an across-the-board increase of R1,50 an hour which was based on a 15 percent inflation rate and the impact of value added tax, but in a bid to reach settlement, workers had agreed to lower their demand

to R1,30, Mr Kettledas said.

Numsa still held on to its demand for a moratorium on retrenchments but made some concessions in this area.

If employers halt retrenchments, Numsa would accept changes to working hours and agree to temporary layoffs, he said.

At the time of deadlock, employers had offered an across-the-board increase of R1 an hour.

In a statement yesterday, National Association of Automobile Manufacturers of South Africa president Spencer Sterling said that by agreeing to meet the union, employers did not want to create expectations that further concessions would be granted beyond the employers' final offer.

He added that the success of today's meeting would depend on good-faith bargaining on the part of both parties and the taking into account of current economic circumstances.

Strike in car trade stopped

Saxeten 3/17/91. ~~181~~ 181

THE most costly strike in the local auto assembly industry was partially suspended yesterday.

This comes in the wake of the meeting of employers and the National Union of Metalworkers of South Africa in Port Elizabeth.

Numsa last Thursday agreed to suspend the strike, which started last Monday, pending the outcome of yesterday's talks.

Several plants remained closed yesterday, with sporadic attendance by up to 30 000 workers who were reported to have been on strike over pay and job security.

The strike had cost up to R300 million in lost production, according to employers represented by the auto assembly industry's National Bargaining Forum.

Some companies closed their operations yesterday because of incomplete attendance.

Among these were Toyota in Durban, which shut down its Prospecton assembly plant. No workers reported for duty at the Moberi stamping division, said company personnel and industrial relations group director Mr Theo van der Bergh.

According to industry sources, the Delta plant in Port Elizabeth had also been shut down and Samcor at Rosslyn, Pretoria, had reportedly sent its workforce home.

At Volkswagen in Uitenhage, workers held a meeting on the company premises, but the majority of the 6000-strong workforce went home afterwards, said a company spokesman.

Production was kept up at the BMW plant in Rosslyn, according to

sources, and Mercedes-Benz spokesperson Ms Wendy Hoffman said the East London assembly plant and Pinetown's parts division were operational yesterday.

Numsa members also reported for work at the Nissan plant at Rosslyn, according to sources.

Pay and union calls for a blanket moratorium on retrenchments remained the main stumbling blocks to a settlement.

Numsa is demanding a R1,20 across-the-board increase on hourly wages, a drop in 30 cents on its opening claim.

Van den Bergh warned that wage negotiations at national level could only resume once all vehicle manufacturers were back in production.

Hoffman said Mercedes-Benz had sustained production at the East London plant throughout last week. - Sapa.

Rise in minibus taxi commuters

GERALD REILLY

PRETORIA — The minibus taxi industry's share of commuter traffic rose sharply at the expense of other modes of transport between 1987 and last year, a Department of Transport study has found.

The survey, by the department's Directorate of Transport Systems Planning, established that minibuses' share of the total commuter market increased from 29% in 1987 to 44% in 1990 — an increase of 51%.

The most dramatic increases were in the East Rand (274%), East London (248%), Cape Town (38,2%) and Port Elizabeth (31%). Train transport declined from 21% of the total in 1987 to 16%.

The survey shows the shift towards minibuses was partly due to an outbreak of attacks on commuters shortly before the latest survey was conducted in October last year.

The 24% loss in train traffic was most pronounced in Durban (67%), Port Elizabeth (40%), Cape Town (37%) and the East Rand (27%).

At the same time state-subsidised passengers — travelling by train and bus — last year declined from 50% of all commuters to 40%.

The survey also shows the most transport important modes — train, bus and taxis — slightly increased their share of the market.

The survey said the main sources of dissatisfaction with public transport last year were growing crime on trains, perceived high bus fares and the frequency of taxi accidents.

Stayaway could claim 200 jobs

AT LEAST 200 workers living in the East Rand township of Duduza could be fired for heeding a stayaway called by a local civic organisation last week, Nigel Chamber of Business chairman Bernard Fitton said yesterday.

Fitton said representatives of 20 businesses held an emergency meeting yesterday at which they discussed a call in a letter sent by the Duduza Civic Association to the chamber for "leniency" on workers who heeded the stayaway.

There were indications that companies would abide by their industrial procedures.

Warning

"All but one of the companies represented at the meeting indicated their companies would give due warnings according to their industrial procedures," Fitton said.

"In cases where employees had been warned three times for the same offence, they will be fired."

One company not affiliated to the chamber said it would stick to its "dismissal without warning" policy.

"That means about 200 people could be fired," Fitton said. He declined to name the company.

He said there were no plans as yet to hold discussions with the civic as-

socialion.

"But in the letter in which the civic asked employers to be lenient on the workers, it stated it would, in future, talk to employers first before engaging in similar actions," he said.

The association could not be reached for comment yesterday.

The stayaway was called in retaliation against Duduza town council's decision to impound the property of rent-defaulters. The action began on Monday last week and ended on Friday after the town council returned the property of the four residents.

□ Meanwhile, THEO RAWANA reports that Daveyton residents, threatened by a power cut over a R5m rent and services debt, will stage a half-day stayaway today.

Daveyton Interim committee chairman James Ngubo said Eskom, which was owed R2m by the township of 250 000 people, had written him a letter threatening to cut electricity if tomorrow's talks between the council, the interim committee, the Daveyton town council and the Transvaal Provincial Administration did not yield a solution.

He said residents were paying an agreed R70 monthly flat rate, but the council was not paying Eskom.



Ria Oomen Ruyten, the Netherlands representative in the European People's Party delegation, with Foreign Minister Pik Botha after their meeting yesterday. Picture: ROBERT BOTHA

European politicians' visit 'important'

PRETORIA — Government considered the visit to SA by the European People's Party delegation important, Foreign Affairs Minister Pik Botha said at a news conference yesterday after talks with the delegates.

The delegation, which also met President F W de Klerk earlier yesterday, was here to observe, discuss and to meet members of government, he said.

The EPP represents a compilation of European Christian Democratic parties.

Botha said he had told them where government stood in the negotiation process.

Delegation spokesman Ria Oomen Ruyten said she appreciated the "open way" in which Botha had discussed the problems which government was trying to resolve.

She said anything which happened which threatened to destroy the process of negotiation was a source of concern to the EPP. She said Botha had assured them government would continue to fight apartheid and wanted a real democratic SA. — Sapa.

Metal workers win increases of up to 15%

8/Day 11/8/91
VERA VON LIERES
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THE metal industry's 350 000 workers will get wage increases of between 12% and 15% in terms of an agreement reached between four unions and the Steel and Engineering Industries' Federation (Seifsa) last night.

The agreement — which came after four months of talks and was described as a major breakthrough — provides for average wage increases of 13%.

The parties also agreed to establish two joint bodies to co-ordinate training in the industry and to investigate economic growth strategies and job creation.

The agreement was signed by Seifsa, the National Union of Metalworkers (Numsa),

the Confederation of Metal and Building Unions, the Metal and Electrical Workers' Union and the Steel, Engineering and Allied Workers' Union.

Numsa national secretary Bernie Fanaroff said that by matching the inflation rate in some categories, the settlement had set a precedent for continuing negotiations in other sectors, including the vehicle assembly and tyre industries.

"This breakthrough heads industry away from the strategy of trying to solve the economic crisis by cutting real wages. This low wage strategy has been rejected by

Numsa and Cosatu," Fanaroff said.

Before mediation started two months ago, Seifsa offered increases of between 9% and 12,6%. The settlement will raise the new industry minimum to R4,70 at the bottom level and R10,44 at the top. Artisans and labourers will receive hourly increases of R1,14 and 63c respectively.

Wage talks extended over a period of more than four months and culminated in nine days of mediation spread over two months.

Numsa balloted its members on possible strike action and employers voted on whether to take lockout action. The results of

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Metal

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the two ballots were not disclosed.

A separate agreement reached yesterday states that all workers should have access to appropriate training which included providing broad-based skills that were transferable. To this end, the parties agreed to set up an industry training committee consisting of employers and union representatives to consider what should be done at industry level in terms of training other than artisan training.

Seifsa executive director Brian Angus said it was hoped that a broader training board would be established within two

From Page 1

years to ensure that all workers received training. Training is currently conducted through the industry's artisan training board and is available only to artisans.

A separate body, also consisting of employers and union representatives, would be set up to look at structuring of the industry, which would focus on economic growth and job creation.

Employers described yesterday's agreement as "fair and reasonable, given the very poor business conditions in the industry, and continuing increases in the cost of living".

ATTEMPTS to resolve the eight-day dispute in the motor industry stalled yesterday when employers withdrew from talks with the National Union of Metalworkers of SA (Numsa).

National Association of Automobile Manufacturers of SA (Naamsa) president Spencer Sterling said Numsa's failure to keep assurances that normal production would be resumed at all assembly plants was the main reason for the breakdown of national bargaining forum deliberations.

Employers would meet today to formulate an appropriate course of action.

Although some workers reported for work yesterday, production could not be restarted at Delta in Port Elizabeth, Sarcor in Silverton and Port Elizabeth, Volkswagen in Uitenhage and Toyota's stamping

Talks break down in motor industry

13 Day 1/8/91

MARC HASENFUSS

plant at Mobeni.

Thousands of workers returned to work on Tuesday. Last week more than 24 000 Numsa members were on strike.

Sterling called on Numsa to take urgent steps to ensure the early resumption of full, normal production in order to prevent any further escalation of the dispute.

Sapa reports that Numsa negotiator Les Kettle said many workers could not go back to work because of interference by employers in the bargaining forum.

Car makers get tough as strike drags on

Major car manufacturers are closing their plants and pulling out of negotiations pending guarantees that strikers will go back to work.

The closing of plants comes amid accusations that thousands of workers broke their commitment to end an eight-day strike yesterday.

National Association of Automobile Manufacturers of SA (Naamsa) president Spencer Sterling called on

the National Union of Metalworkers of SA (Numsa) to take urgent steps to ensure the early resumption of full production in the industry, which had suffered daily losses of up to R60 million.

Only three of the country's seven main vehicle manufacturers managed to sustain full production yesterday, according to sources.

Naamsa was due to meet in Johannesburg later today to chart a course of action in a dispute which has virtually

paralysed the industry since last Monday.

About 25 000 Numsa members downed tools in support of wage demands and calls for a blanket moratorium on retrenchments. Numsa also represents about 3 000 tyre industry workers in the eastern Cape who have also been on strike since last Monday.

Mr Sterling said Naamsa had suspended talks because of the union's inability to adhere to its assurance that

normal production would resume yesterday.

Numsa negotiator Les Kettledas said many workers could not go back to work because of interference by employers.

Mr Kettledas said Toyota SA had closed its Prospecton Durban for a second day yesterday because workers at the Mobeni stamping division had refused to work.

The company had not attended yesterday's talks,

making it impossible for the union to negotiate, he said.

Theo van den Bergh, Toyota SA group director for personnel and industrial relations, said illegal strike action at Mobeni had continued despite assurances from Numsa that production would have resumed from Monday, July 29.

Mr Kettledas said Volkswagen management in Uitenhage had told workers it would not be paying more than the R1 hourly increase

offered by the National Bargaining Forum (NBF), and had claimed that talks between Numsa and Naamsa had been cancelled.

In Pretoria, Samcor has followed the lead of other major motor manufacturers by closing its plants and pulling out of negotiations with Numsa. This follows similar action by the Delta Motor Corporation on Monday.

Both manufacturers have pulled out of the NBF's nego-

tiations with Numsa, as has Toyota SA, thus raising the spectre of a prolonged strike by motor industry workers.

Numsa provisionally suspended the industrywide strike on Monday in an effort to resolve the deadlock in negotiations about pay demands. However, workers at Toyota, Delta, Volkswagen and Samcor plants failed to return to work. — Staff Reporter, Own Correspondent, Sapa.

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Confusion over Numsa strike

South
1/8-7/8/91

THE motor industry was still in chaos on Thursday, despite an agreement earlier this week between the National Union of Metal Workers of South Africa (Numsa) and vehicle manufacturers for workers to resume work.

According to Numsa's chief negotiator, Mr Les Kettleidas, workers at the Toyota plant in Durban were locked out when they arrived at work on Tuesday.

Numsa and vehicle manufacturers held ongoing talks this week; Toyota was the only company absent.

Kettleidas said the foreman at Volkswagen told workers their demand for a R1 an hour across-the-board increase had not been met.

The strike, by 25 000 workers, has lasted a week and cost R60 million a day.

Meanwhile, the strike in the tyre industry, by 4 000 workers, remains unchanged and no date for further negotiations has been set.

LABOUR

By DREW FORREST
AN agreement on training and restructuring of the metal industries, which concedes a major role to unions, is the most important breakthrough of the wage deal struck between metal unions and employers this week.

Covering 350 000 workers, the industrial council deal between the National Union of Metalworkers, among other unions, and the Steel and Engineering Industries Federation, followed the declaration of a dispute by all union parties, a Numsa strike ballot and nine days of gruelling mediation. It provides for pay rises of between

15 percent for labourers (a guaranteed increase of 63c an hour) and 12 percent for artisans (a R1,14 personal increase).

Numsa hailed the wage deal as matching the inflation rate, stressing that Seifsa had earlier refused to concede this — its pre-mediation offer ranged between nine and 12,6 percent. "This breakthrough heads industry away from trying to solve the economic crisis by cutting real wages," the union said.

However, sources point out that in all

but the lowest pay category, less than the inflation rate has been conceded. "The agreement amounts to wage restraint," one commented.

Numsa said other breakthroughs included the first 13th cheque and minimum severance pay of one week a year of service to a maximum of four years.

The key feature of the agreement is undoubtedly its provision on training and industry restructuring. It provides for the creation of a joint union-employer committee whose task it will

be to consider all forms of training in the industry — not merely artisan training. The agreement enshrines the principle that "appropriate" training is the right of all metalworkers.

Basic literacy and numeracy will also fall within its scope. Seifsa director Brian Angus said R1-million was already available for such training from the industry's technological fund and that employers believed "this would be a good place to start".

Within two years, a new training

Settlement in metal industries

Wimant 2/18 - 8/8/91

board will be established to oversee all training activities.

A committee of senior unionists and industrialists will also be established to consider how to achieve growth and job creation in the metal industries — a major Numsa demand. The agreement concedes that unions "have an important role ... in developing strategies for attaining these objectives".

It appears that during mediation, Numsa dropped several conditions for restructuring talks, including a re-trenchments moratorium and disclosure of financial information by companies.

NUMSA 2/18 - 8/8/91

D-Day for motor strike

Star 2/8/91 (181/355)
By Shareen Singh
and Shirley Woodgate

Final talks to end a strike by 25 000 auto-assembly workers — which has already cost motor manufacturers more than R500 million — will resume today, and employers were yesterday planning drastic action if workers did not return to their jobs.

Sources in the motor industry indicated that the seven companies involved in the dispute were considering an industry-wide lockout, or court interdicts, if normal production had not resumed by Monday.

Employers urged the National Union of Metalworkers to end the strike, which is costing in excess of R60 million a day.

With the exception of Mercedes-Benz, all other motor companies have shut down production.

Two meetings this week to end the strike failed.

Numsa spokesman Les Kettleidas said employers refused to discuss the issues that sparked off the strike until normal production was resumed.

He said he hoped that employers would attend today's meeting with the intention of resuming wage talks rather than focusing on whether workers had returned.

"In the final analysis it is the resolution of these issues that would determine whether the strike ends," he said.

Central to the dispute is Numsa's R1,20-an-hour wage demand, a moratorium on retrenchments, and wage adjustments early next year to accommodate the impact of VAT. Employers have so far offered only R1 an hour.

Threats

"Our demand for a 16 per cent increase would just about match inflation, and would only enable people to keep up with the cost of living," Mr Kettleidas said.

In the light of Nissan's retrenchment of 1 200 workers this year and threats from other motor companies that more than 2 000 workers could lose their jobs, workers were hell-bent on their demand for a moratorium on retrenchments, he said.

There were alternatives to retrenchments — temporary shutdowns and shorter working hours — which the union would be prepared to accept, but these could be discussed only when employers halted retrenchments.

The nine-day strike has already filtered through to vehicle dealers and service stations, who have warned that a continued stayaway will hit hard.

Certain new car models are unobtainable as they had not come off the production line, and vehicle spares — considered an ongoing problem — are becoming increasingly difficult to obtain.

One spokesman in the motor retailing industry said the business had been slightly affected.

Since the strike coincided with a general downturn in the economy and a drop in car sales, there had been a build-up in stock at many factories which were using the strike period to get rid of surplus vehicles, he said.

However, he added that a prolonged strike would severely disrupt the sales and service sector.

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P.T.O.

Employers ponder motor strike options

2/9/91 • From Page 12/8/91

Another spokesman said the small Citi Golf models were hard to obtain and Volkswagen workshops were now drawing from excess stock for spares.

Most strikers interviewed by The Star at Samcor and Nissan plants in Pretoria favoured the strike, but expressed concern at the backlog in production which they said could result in them being forced to work overtime against their will.

Workers at Samcor complained about shop stewards

who told workers to return to work on Tuesday and the next day told them to resume the strike because management had not responded favourably.

Although the interviewed majority would not reveal how much they earned, they told The Star that they earned "peanuts" and their union's demand for an increase of R1,20 an hour was reasonable. Some wanted an increase of R1,50 an hour.

Some said they were prepared to return to work only if management could agree to a R1,30 increase — retrospective

to July 1 — with another 20c after the introduction of VAT.

Some workers were against the strike, but would go along with the wishes of the majority.

A mother of three said most of her colleagues were opposed to the strike as they were the sole breadwinners.

"I admit that we need the increase, but we are not prepared to work the mandatory overtime which would follow immediately after the strike. The greater part of overtime money, in any event, would go to the tax man."

Final bid to end R300m motor industry strike

THE National Union of Metalworkers (Numsa) and vehicle assembly employers will make a last ditch attempt today to resolve the motor industry strike which by yesterday had left only Mercedes-Benz operating at full capacity.

The strike has cost more than R300m in lost turnover and could cut the supply of new cars this year.

Sapa reports that Numsa national secretary Les Kettle said a meeting had been scheduled for 9.30am between the union and vehicle manufacturers.

B (Day) 2/8/91

MARC HASENFUSS

Chief executives of vehicle assembly plants met in Johannesburg yesterday to determine a course of action to resolve the nine-day strike. Details of the meeting were not released last night.

Nissan and BMW workers downed tools yesterday and rejoined strike after production was resumed at both Rosslyn plants this week. An estimated 25 000 Numsa members were on strike this week.

Strikes also continued at Toyota, Delta, Volkswagen and Samcor.

Workers at BMW and Volkswagen reported for work but left both plants after holding short meetings, spokesmen said.

A Volkswagen spokesman said no production was scheduled for today and workers would hold a meeting on Monday morning to decide whether to return to work.

Only Mercedes-Benz's plants at East London and Pinetown remained at full production, a company spokesman said.

Use more blacks - Dhlomo

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Sowetan 2/8/91.

WORKERS will have to be increasingly brought into industrial decision-making in a post-apartheid South Africa to ensure industrial peace, Dr Oscar Dhlomo has said.

Addressing the Johannesburg Afrikaanse Sakekamer last night, Dhlomo, executive chairman of the Institute for a Multiparty Democracy, said industrial relations would be an area where socio-political change would be most profound.

SOWETAN Correspondent

"Our failure to successfully manage this change will destroy whatever hope we have of a new South African industrial giant able to hold its own among other industrial and trading nations of the world," said Dhlomo.

Motto

Labour and industry would have to establish a new symbiotic relationship which would be underpinned by the motto that without industry there could be no labour

and vice-versa.

Another change in industrial relations would involve the introduction of black managers in most sectors of industry, Dhlomo added.

"If and when a predominantly black government of the future comes to power, it will almost certainly insist that more blacks be brought into management sooner rather than later."

Industries had to begin implementing policies that facilitated the rapid advancement of blacks up the managerial ladder and should not wait for a future government to tell them to do this, Dhlomo said.

Pay rise for metalworkers

A MAJOR breakthrough was made in the metal industry this week when agreement was reached in the annual wage negotiations between employers and all trade unions. *Savetam 2/18/91*

The agreement, which averted a nationwide strike by union members in the metal industry, was reached after mediation yesterday.

This cleared the way for the implementation of improvements in working conditions for its 350 000 employees and includes wage increases of between 12 and 15 percent, with an average increase on scheduled wages of 13 percent.

The settlement package is as follows:

- * A 15 percent wage increase for labourers, which means a guaranteed personal increase of 63 cents an hour. Artisans are awarded personal increases of R1,14 an hour, which amounts to 12 percent on the scheduled wages;

- * The normal working week to be a maximum of 44 hours;

- * A minimum severance payment, on retrenchment, of one week's pay for each year of service up to a maximum of four weeks after four years; and

- * Subsistence allowances increases to range from 12,8 to 14,5 percent.

Workers will also enjoy leave bonuses of 8,33 percent calculated on the annual wage payable in the first and subsequent leave cycle.

- (c) overtime;
 (d) allowance for acting; and
 (e) merit bonus,

but excludes—

- (i) pension and medical contributions;
 (ii) housing subsidy; and
 (iii) travelling allowances; and”;

(b) by the substitution for subclause (1) of clause 7 of the Scheme of the following subclause:

“(1) Every employer in the Local Authority Undertaking shall, during July but not later than 31 July of each year, submit and pay to the Fund at the head office of the Scheme, P.O. Box 10638, Johannesburg, 2000, or such other address as the Board may notify in writing to the employer—

(a) return in the form determined by the Board and supplied to the employer from time to time; and

(b) an annual levy—

(i) in the case of a Local Authority, as defined herein, of 0,04% (nought comma nought four per cent) of the total salary budget for the preceding financial year;

(ii) in the case of a Regional Services Council, as defined herein, of 0,18% (nought comma one eight per cent) of the regional services levy budgeted for the financial year in which this levy is payable,

which payment must accompany the return referred to in paragraph (a).”;

(c) by the deletion of Annexure A to the Scheme.

E. VAN DER M. LOUW,
 Minister of Manpower.

No. R. 1796

2 August 1991

LABOUR RELATIONS ACT, 1956

CANVAS GOODS INDUSTRY, WITWATERSRAND
 AND PRETORIA: AMENDMENT OF AGREEMENT

I, Eli van der Merwe Louw, Minister of Manpower, hereby—

(a) in terms of section 48 (1) (a) of the Labour Relations Act, 1956, declare that the provisions of the Agreement (hereinafter referred to as the Amending Agreement) which appears in the Schedule hereto and which relates to the Undertaking, Industry, Trade or Occupation referred to in the heading to this notice, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 31 October 1991, upon the employers' organisation and the trade union which entered into the Amending Agreement and upon the employers and employees who are members of the said organisation or union; and

(b) in terms of section 48 (1) (b) of the said Act, declare that the provisions of the Amending Agreement, excluding those contained in clause 1 (1) (a), shall be binding, with effect from the second Monday after the date of publication of this notice and for the

(4) die omskrywing van “werkgever” en “werknemer” respektiewelik deur die volgende omskrywings te vervang:

“ ‘werkgever’ 'n Plaaslike Owerheid of 'n Streeksdiensteraad soos hierin omskryf;

‘werknemer’ enige persoon wat in diens is by of werk vir 'n werkgever en wat van sodanige werkgever besoldiging ontvang of geregtig is om besoldiging te ontvang;” en

(b) deur subklousule (1) van klousule 7 van die Skema deur die volgende subklousule te vervang:

“(1) Elke werkgever in die Plaaslike Owerheids-onderneming moet, gedurende Julie maar nie later nie as 31 Julie van elke jaar aan die Fonds by die Skema se hoofkantoor, Posbus 10638, Johannesburg, 2000, of sodanige ander adres as wat die Raad skriftelik aan die werkgever mag verwittig—

(a) 'n opgawe verstrek in die vorm wat die Raad van tyd tot tyd bepaal en aan die werkgever voorsien; en

(b) 'n jaarlikse heffing betaal—

(i) in die geval van 'n Plaaslike Owerheid, soos hierin omskryf, van 0,04% (nul komma nul vier persent) van die totale salarisbegroting vir die voorafgaande finansiële jaar;

(ii) in die geval van 'n Streeksdiensteraad, soos hierin omskryf, van 0,18% (nul komma een agt persent) van die streeksdiensheffing waarvoor begroot is vir die finansiële jaar waarin hierdie heffing betaal moet word, welke betaling die opgawe bedoel in paragraaf (a) moet vergesel.”; en

(c) deur Aanhangsel A tot die Skema te skrap.

E. VAN DER M. LOUW,
 Minister van Mannekrag.

No. R. 1796

2 Augustus 1991

WET OP ARBEIDSVERHOUDINGE, 1956

SEILWARENYWERHEID, WITWATERSRAND EN
 PRETORIA: WYSIGING VAN OOREENKOMS

Ek, Eli van der Merwe Louw, Minister van Mannekrag, verklaar hierby—

(a) kragtens artikel 48 (1) (a) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings van die Ooreenkoms (hierna die Wysigingsooreenkoms genoem) wat in die Bylae hiervan verskyn en betrekking het op die Onderneming, Nywerheid, Bedryf of Beroep in die opskrif by hierdie kennisgewing vermeld, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Oktober 1991 eindig, bindend is vir die werkgewersorganisasie en die vakvereniging wat die Wysigingsooreenkoms aangegaan het en vir die werkgever en werknemer wat lede van genoemde organisasie of vereniging is; en

(b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalings van die Wysigingsooreenkoms, uitgesonderd dié vervat in klousule 1 (1) (a), met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31

period ending 31 October 1991, upon all employers and employees, other than those referred to in paragraph (a) of this notice, who are engaged or employed in the said Undertaking, Industry, Trade or Occupation in the areas specified in clause 1 of the Amending Agreement.

E. VAN DER M. LOUW,

Minister of Manpower.

SCHEDULE

**INDUSTRIAL COUNCIL FOR THE CANVAS GOODS
INDUSTRY, WITWATERSRAND AND PRETORIA**

AGREEMENT

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

Transvaal Canvas Goods Manufacturers' Association

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

South African Canvas and Ropeworkers' Union

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

being the parties to the Industrial Council for the Canvas Goods Industry, Witwatersrand and Pretoria,

to amend the Agreement published under Government Notice No. R. 203 of 12 February 1988, (hereinafter referred to as the Re-enacting Agreement), as extended and amended by Government Notices Nos. R. 727 and R. 728 of 14 April 1989 and R. 2505 of 20 October 1990.

1. SCOPE OF APPLICATION OF AGREEMENT

(1) The terms of this Agreement shall be observed in the Canvas Goods Industry—

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

(b) in the Magisterial Districts of Alberton, Benoni, Boksburg [excluding that portion which, prior to 6 November 1964 (Government Notice No. 1779 of 6 November 1964), fell within the Magisterial District of Heidelberg], Brakpan [excluding those portions which, prior to 25 July 1930, 6 November 1964, 1 April 1966 and 1 July 1972 (Proclamation No. 149 of 25 July 1930 and Government Notices Nos. 1779 of 6 November 1964, 498 of 1 April 1966 and 871 of 26 May 1972, respectively), fell within the Magisterial Districts of Heidelberg and Nigel, but including that portion of the Magisterial District of Heidelberg which, prior to 27 November 1970 (Government Notice No. 2095 of 27 November 1970), fell within the Magisterial District of Brakpan], Delmas, Germiston, Johannesburg, Kempton Park, Krugersdorp [including those portions of the Magisterial Districts of Koster and Brits which, prior to 26 July 1963 and 1 June 1972 (Government Notices Nos. 1105 of 26 July 1963 and 872 of 26 May 1972, respectively), fell within the Magisterial District of Krugersdorp], Pretoria [including those portions of the Magisterial Districts of Groblersdal, Cullinan and Brits which, prior to 28 November 1941, 30 May 1968 and 1 June 1972 (Proclamation No. 225 of 28 November 1941 and Government Notices Nos. 970 of 30 May 1968 and 872 of 25 May 1972, respectively), fell within the Magisterial District of Pretoria, but excluding the farm Geelbeksley 345], Randburg, Randfontein [excluding the farms Moadowns 1, Holfontein 17, Leeuwan

Oktober 1991 eindig, bindend is vir alle ander werkgewers en werknemers as dié genoem in paragraaf (a) van hierdie kennisgewing wat betrokke is by of in diens is in genoemde Onderneming, Nywerheid, Bedryf of Beroep in die gebiede in klousule 1 van die Wysigings-ooreenkoms gespesifiseer.

E. VAN DER M. LOUW,

Minister van Mannekrag.

BYLAE

**NYWERHEIDSRAAD VIR DIE SEILWARENYWERHEID,
WITWATERSRAND EN PRETORIA**

OOREENKOMS

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

Transvaal Canvas Goods Manufacturers' Association

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

South African Canvas and Ropeworkers' Union

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

wat die partye is by die Nywerheidsraad vir die Seilwarenywerheid, Witwatersrand en Pretoria,

om die Ooreenkoms gepubliseer by Goewermentskennisgewing No. R. 203 van 12 Februarie 1988 (hierna die Herbekragtigingsooreenkoms genoem), soos verleng en gewysig by Goewermentskennisgewings Nos. R. 727 en R. 728 van 14 April 1989 en R. 2505 van 20 Oktober 1990, te wysig.

1. TOEPASSINGSBESTEK VAN OOREENKOMS

(1) Hierdie Ooreenkoms moet in die Seilwarenywerheid nagekom word—

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

(b) in die landdrostdistrikte, Alberton, Benoni, Boksburg [uitgesonderd die gedeelte wat voor 6 November 1964 (Goewermentskennisgewing No. 1779 van 6 November 1964) binne die landdrostdistrik Heidelberg geval het], Brakpan [uitgesonderd die gedeeltes wat voor 25 Julie 1930, 6 November 1964, 1 April 1966 en 1 Julie 1972 (onderskeidelik Proklamasie No. 149 van 25 Julie 1930 en Goewermentskennisgewings Nos. 1779 van 6 November 1964, 498 van 1 April 1966 en 871 van 26 Mei 1972) binne die landdrostdistrikte Heidelberg en Nigel geval het, maar met inbegrip van die gedeelte van die landdrostdistrik Heidelberg wat voor 27 November 1970 (Goewermentskennisgewing No. 2095 van 27 November 1970) binne die landdrostdistrik Brakpan geval het], Delmas, Germiston, Johannesburg, Kempton Park, Krugersdorp [met inbegrip van die gedeeltes van die landdrostdistrikte Koster en Brits wat voor 26 Julie 1963 en 1 Junie 1972 (onderskeidelik Goewermentskennisgewings Nos. 1105 van 26 Julie 1963 en 872 van 26 Mei 1972) binne die landdrostdistrik Krugersdorp geval het], Pretoria [met inbegrip van die gedeeltes van die landdrostdistrikte Groblersdal, Cullinan en Brits wat voor 28 November 1941, 30 Mei 1968 en 1 Junie 1972 (onderskeidelik Proklamasie No. 225 van 28 November 1941 en Goewermentskennisgewings Nos. 970 van 30 Mei 1968 en 872 van 26 Mei 1972) binne die landdrostdistrik Pretoria geval het, maar uitgesonderd die plaas Geelbeksley 345], Randburg, Randfontein [uitgesonderd die plase Moadowns 1, Holfontein 17, Leeuwan 18, Ireton 19, Pahtiki 20, Bospan 21, Goudvlakte-Oost 37, Rooipoort 38, Oog van Wonderfontein 39, Elandsfontein 46, Doornpoort 47 en Riefontein 48, maar met inbegrip van

18, Ireton 19, Pahtiki 20, Bospan 21, Goudvlakte-Oost 37, Rooipoort 38, Oog van Wonderfontein 39, Elandsfontein 46, Doornpoort 47 and Rietfontein 48, but including those portions of the Magisterial Districts of Oberholzer and Koster which, prior to 14 August 1953 and 26 July 1963 (Government Notices Nos 1718 of 14 August 1953 and 1105 of 26 July 1963, respectively), fell within the Magisterial District of Randfontein], Roodepoort, Springs and Westonaria [excluding those portions which, prior to 1 October 1966 and 1 September 1978 (Government Notices Nos. 1476 of 30 September 1966 and 1745 of 1 September 1978), fell within the Magisterial Districts of Vanderbijlpark and Potchefstroom, respectively, but including that portion of the Magisterial District of Vereeniging which, prior to 1 November 1970 (Government Notice No. 1618 of 2 October 1970), fell within the Magisterial District of Westonaria] and Wonderboom.

(2) Notwithstanding the provisions of subclause (1), the terms of this Agreement shall only apply in respect of employees for whom wages are prescribed in clause 4.

2. CLAUSE 4: REMUNERATION

In subclause (1), substitute the following for the existing table:

	"R per week
(a) Blindhanger	187,00
(b) (i) Chopper-out, unqualified:	
First six months of experience.....	111,00
Second six months of experience	117,00
Third six months of experience	127,00
(ii) Chopper-out, qualified	135,00
(c) (i) Cutter, learner:	
First six months of experience.....	122,00
Second six months of experience	138,00
Third six months of experience	149,00
Fourth six months of experience	158,00
Fifth six months of experience.....	171,00
(ii) Cutter, qualified	184,00
(d) (i) Driver (deliveries): Driver of motor vehicle with an unladen mass of—	
up to 450 kg	111,00
over 450 kg to 2 750 kg	113,00
over 2 750 kg to 4 550 kg	136,00
over 4 550 kg	151,00
(ii) Driver (staff).....	111,00
(e) Foreman.....	247,00
(f) (i) General assistant, unqualified:	
First six months of experience.....	111,00
Second six months of experience	117,00
Third six months of experience	127,00
Fourth six months of experience	136,00
Fifth six months of experience.....	152,00
(ii) General assistant, qualified	175,00
(g) Handyman.....	148,00
(h) Mechanic.....	190,00
(i) Machinist (heavy machines)	175,00
(j) (i) Machinist, unqualified (other machines):	
First six months of experience.....	111,00
Second six months of experience	122,00
(ii) Machinist, qualified (other machines)	139,00
(k) Night watchman.....	120,00
(l) Not elsewhere specified.....	111,00
(m) Welding machine operator.....	115,00
(n) Labourer	117,00".

die gedeeltes van die landdrostdistrikte Oberholzer en Koster wat voor 14 Augustus 1953 en 26 Julie 1963 (onderskeidelik Goewermentskennisgewing Nos. 1718 van 14 Augustus 1953 en 1105 van 26 Julie 1963) binne die landdrostdistrik Randfontein geval het], Roodepoort, Springs en Westonaria [uitgesonderd die gedeeltes wat voor 1 Oktober 1966 en 1 September 1978 (Goewermentskennisgewings Nos. 1476 van 30 September 1966 en 1745 van 1 September 1978) onderskeidelik binne die landdrostdistrikte Vanderbijlpark en Potchefstroom geval het, maar met inbegrip van die gedeelte van die landdrostdistrik Vereeniging wat voor 1 November 1970 (Goewermentskennisgewing No. 1618 van 2 Oktober 1970) binne die landdrostdistrik Westonaria geval het] en Wonderboom.

(2) Ondanks subklousule (1), is hierdie Ooreenkoms slegs van toepassing ten opsigte van werknemers vir wie lone by klousule 4 voorgeskryf word.

2. KLOUSULE 4: BESOLDIGING

In subklousule (1), vervang die bestaande tabel deur die volgende:

	"R per week
(a) Blindhanger	187,00
(b) (i) Uitknipper, ongekwalifiseer:	
Eerste ses maande ondervinding.....	111,00
Tweede ses maande ondervinding	117,00
Derde ses maande ondervinding	127,00
(ii) Uitknipper, gekwalifiseer	135,00
(c) (i) Leerlingsnyer:	
Eerste ses maande ondervinding.....	122,00
Tweede ses maande ondervinding	138,00
Derde ses maande ondervinding	149,00
Vierde ses maande ondervinding.....	158,00
Vyfde ses maande ondervinding.....	171,00
(ii) Snyer, gekwalifiseer	184,00
(d) (i) Afleweringsmotordrywer: Drywer van motorvoertuig met 'n onbelaste massa van—	
hoogstens 450 kg.....	111,00
meer as 450 kg tot 2 750 kg	113,00
meer as 2 750 kg tot 4 550 kg	136,00
meer as 4 550 kg	151,00
(ii) Personeelmotordrywer	111,00
(e) Voorman.....	247,00
(f) (i) Algemene assistent, ongekwalifiseer:	
Eerste ses maande ondervinding.....	111,00
Tweede ses maande ondervinding	117,00
Derde ses maande ondervinding	127,00
Vierde ses maande ondervinding.....	136,00
Vyfde ses maande ondervinding.....	152,00
(ii) Algemene assistent, gekwalifiseer	175,00
(g) Faktotum	148,00
(h) Werktuigkundige.....	190,00
(i) Masjienwerker (swaar masjiene)	175,00
(j) (i) Masjienwerker, ongekwalifiseer (ander masjiene):	
Eerste ses maande ondervinding.....	111,00
Tweede ses maande ondervinding	122,00
(ii) Masjienwerker, gekwalifiseer (ander masjiene).....	139,00
(k) Nagwag	120,00
(l) Nie elders vermeld nie	111,00
(m) Sweismasjienbediener	115,00
(n) Arbeider.....	117,00".

3. Insert the following clause after clause 4:

"4bis. ANNUAL BONUS

All employees who have completed 12 months of employment in the Industry shall be paid, on the last pay day of each year, an amount equivalent to one week's wages as an annual bonus.

Employees who have completed less than 12 months of employment in the Industry shall be paid a *pro rata* bonus of 1/52 for each completed week."

4. CLAUSE 11: ANNUAL LEAVE

Insert the following clause after subclause (2):

"(3) Employers and employees in an establishment shall, within six weeks of publication of this Agreement, select any Sunday between the date of publication and the date of expiry of the Agreement as an additional holiday to which the provisions of this clause shall *mutatis mutandis* apply: Provided that parties to this Agreement shall observe Sunday, 16 June 1991, as such additional paid holiday."

5. Insert the following clause after clause 11:

"11bis. MATERNITY LEAVE

All female employees who become pregnant shall be entitled to two months, paid maternity leave at 20% of their wage with a guarantee of re-employment, and the following shall apply:

(a) Female employees shall be paid half the said amount at the start and the other half during the second month of their maternity leave.

(b) Only female employees who have been in the employ of the same employer for a consecutive period of 12 months shall be entitled to receive maternity benefits.

(c) The employer shall be permitted to employ a temporary employee to replace the person on maternity leave and to dispense with that temporary person's services on the return from maternity leave of the permanent employee.

(d) Female employees who go on maternity leave shall submit a written notice to their employer two weeks prior to the last day of the second month of their maternity leave, notifying the employer of their return.

(e) Should complications be encountered during the birth of the child, the employer shall be notified in writing that the employees return to work may be delayed. She may then return on the new specified date, but she shall supply medical evidence of the complications and the doctor's recommended date of resumption of duties. The additional period of maternity leave so granted shall be without pay."

6. CLAUSE 21: SICK FUND

Substitute the following for the table in subclause (2):

"From R111,00 upwards R3,65"

Signed at Johannesburg on behalf of the parties to the Industrial Council this 22nd day of April 1991.

P. R. JOFFE,
Chairman of the Council.

J. THEMBA,
Vice-Chairman of the Council.

W. B. FLOWERS,
Secretary of the Council.

3. Voeg die volgende klousule in na klousule 4:

"4bis. JAARLIKSE BONUS

Aan alle werknemers wat 12 maande diens in die Nywerheid voltooi het, moet op die laaste betaaldag van elke jaar 'n bedrag gelyk aan een week se loon as 'n jaarlikse bonus betaal word.

Aan werknemers wat minder as 12 maande diens in die Nywerheid voltooi het, moet 'n *pro rata*-bonus van 1/52 vir elke voltooide week betaal word."

4. KLOUSULE 11: JAARLIKSE VERLOF

Voeg die volgende in na subklousule (2):

"(3) Werkgewers en werknemers in 'n bedryfsinrigting moet binne ses weke na die publikasie van hierdie Ooreenkoms enige Sondag tussen die datum van publikasie en die datum van verstryking van die Ooreenkoms uitkies as 'n addisionele vakansiedag ten opsigte waarvan die bepalinge van hierdie klousule *mutatis mutandis* van toepassing is: Met dien verstande dat partye by hierdie Ooreenkoms Sondag, 16 Junie 1991, as so 'n addisionele vakansiedag met besoldiging moet beskou."

5. Voeg die volgende klousule in na klousule 11:

"11bis. KRAAMVERLOF

Alle vroulike werknemers wat swanger word, is geregtig op twee maande betaalde kraamverlof teen 20% van hul loon met 'n waarborg vir herindiensname, en die volgende is van toepassing:

(a) Aan vroulike werknemers moet die helfte van gemelde bedrag aan die begin en die ander helfte gedurende die tweede maand van hul kraamverlof betaal word.

(b) Slegs vroulike werknemers wat vir 'n aaneenlopende tydperk van 12 maande by dieselfde werkgewer in diens was, is daarop geregtig om kraamvoordele te ontvang.

(c) Die werkgewer word toegelaat om 'n tydelike werknemer in diens te neem ten einde die persoon wat met kraamverlof is te vervang, en om die dienste van sodanige tydelike persoon te beëindig by die permanente werknemer se terugkeer van kraamverlof.

(d) Vroulike werknemers wat met kraamverlof gaan, moet twee weke voor die laaste dag van die tweede maand van hul kraamverlof 'n skriftelike kennisgewing by hul werkgewer indien waarin die werkgewer van hul terugkeer verwittig word.

(e) Indien komplikasies gedurende die geboorte van die kind ondervind word, moet die werkgewer skriftelik in kennis gestel word dat die werknemer se terugkeer na die werkverdrag kan word. Sy kan dan op die nuwe gespesifiseerde datum terugkeer, maar, sy moet mediese getuienis van die komplikasies en die geneesheer se aanbevole datum van hervatting van diens voorlê. Die addisionele tydperk kraamverlof aldus toegestaan, is sonder besoldiging."

6. KLOUSULE 21: SIEKEFONDS

Vervang die tabel in subklousule (2) deur die volgende:

"Vanaf R111,00 en hoër R3,65"

Namens die partye by die Nywerheidsraad op hede die 22ste dag van April 1991 te Johannesburg onderteken.

P. R. JOFFE,
Voorsitter van die Raad.

J. THEMBA,
Ondervoorsitter van die Raad.

W. B. FLOWERS,
Sekretaris van die Raad.

(c) *Payment of benefits:* Payment of benefits shall be made in respect of members in accordance with the provisions of the agreement or agreements entered into in terms of paragraph (b) (ii)."

Signed at Bloemfontein, as authorised, for and on behalf of the parties to the Council, this 13th day of November 1990.

B. R. BUYS,
Vice-Chairman of the Council.

T. J. MYNHARDT,
Member of the Council.

A. C. M. VAN VUUREN,
Secretary of the Council.

(c) *Betaling van bystand:* Betaling van bystand moet geskied ten opsigte van lede ooreenkomstig die ooreenkoms of ooreenkomste aangegaan kragtens paragraaf (b) (ii)."

Soos gemagtig, vir en namens die partye by die Raad, op hede die 13de dag van November 1990 te Bloemfontein onderteken.

B. R. BUYS,
Vise-voorsitter van die Raad.

T. J. MYNHARDT,
Lid van die Raad.

A. C. M. VAN VUUREN,
Sekretaris van die Raad.

No. R. 1798

2 August 1991

LABOUR RELATIONS ACT, 1956

TOBACCO MANUFACTURING INDUSTRY (RUSTENBURG): AMENDMENT OF MAIN AGREEMENT

I, Eli van der Merwe Louw, Minister of Manpower, hereby, in terms of section 48 (1) (a) of the Labour Relations Act, 1956, declare that the provisions of the Agreement (hereinafter referred to as the Amending Agreement) which appears in the Schedule hereto and which relates to the Undertaking, Industry, Trade or Occupation referred to in the heading to this notice, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 31 March 1992, upon the employers and the trade unions which entered into the Amending Agreement and upon the employees who are members of the said unions.

E. VAN DER M. LOUW,
Minister of Manpower.

No. R. 1799

2 August 1991

LABOUR RELATIONS ACT, 1956

TOBACCO MANUFACTURING INDUSTRY, RUSTENBURG: RENEWAL OF MAIN AGREEMENT

I, Eli van der Merwe Louw, Minister of Manpower, hereby, in terms of section 48 (4) (a) (ii) of the Labour Relations Act, 1956, declare the provisions of Government Notices Nos. R. 372 of 25 February 1983, R. 2142 of 30 September 1983, R. 2443 of 9 November 1984, R. 207 of 7 February 1986, R. 2243 of 31 October 1986, R. 2641 of 27 November 1987, R. 1080 of 2 June 1989 and R. 2526 of 17 November 1989, to be effective from the second Monday from the date of publication of this notice and for the period ending 31 March 1992.

E. VAN DER M. LOUW,
Minister of Manpower.

No. R. 1798

2 Augustus 1991

WET OP ARBEIDSVERHOUDINGE, 1956

TABAKNYWERHEID (RUSTENBURG): WYSIGING VAN HOOFOOREENKOMS

Ek, Eli van der Merwe Louw, Minister van Mannekrag, verklaar hierby, kragtens artikel 48 (1) (a) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings van die Ooreenkoms (hierna die Wysigingsooreenkoms genoem) wat in die Bylae hiervan verskyn en betrekking het op die Onderneming, Nywerheid, Bedryf of Beroep in die opskrif by hierdie kennisgewing vermeld, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Maart 1992 eindig, bindend is vir die werkgewer en die vakverenigings wat die Wysigingsooreenkoms aangegaan het en vir die werknemers wat lede van genoemde verenigings is.

E. VAN DER M. LOUW,
Minister van Mannekrag.

No. R. 1799

2 Augustus 1991

WET OP ARBEIDSVERHOUDINGE, 1956

TABAKNYWERHEID, RUSTENBURG: HERNUWING VAN HOOFOOREENKOMS

Ek, Eli van der Merwe Louw, Minister van Mannekrag, verklaar hierby, kragtens artikel 48 (4) (a) (ii) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings van Goewermentskennisgewings Nos. R. 372 van 25 Februarie 1983, R. 2142 van 30 September 1983, R. 2443 van 9 November 1984, R. 207 van 7 Februarie 1986, R. 2243 van 31 Oktober 1986, R. 2641 van 27 November 1987, R. 1080 van 2 Junie 1989 en R. 2526 van 17 November 1989, van krag is vanaf die tweede Maandag van die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Maart 1992 eindig.

E. VAN DER M. LOUW,
Minister van Mannekrag.

SCHEDULE

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INDUSTRIAL COUNCIL FOR THE TOBACCO MANUFACTURING INDUSTRY (RUSTENBURG)

AGREEMENT

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

United Tobacco Company

(hereinafter referred to as the "employer"), of the one part, and the

Rustenburg Tabakwerkersvereniging

and the

National Union of Cigarette and Tobacco Workers

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

being the parties to the Industrial Council for the Tobacco Manufacturing Industry (Rustenburg),

to amend the Agreement published under Government Notice No. R. 372 of 25 February 1983, as amended and extended by Government Notices Nos. R. 2142 of 30 September 1983, R. 1231 of 22 June 1984, R. 2443 of 9 November 1984, R. 2766 of 21 December 1984, R. 207 of 7 February 1986, R. 2243 of 31 October 1986, R. 2641 of 27 November 1987, R. 1080 of 2 June 1989 and R. 2526 of 17 November 1989.

1. SCOPE OF APPLICATION OF AGREEMENT

(1) The terms of this Agreement shall be observed in the Tobacco Manufacturing Industry (Rustenburg)—

(a) by the employer and by all employees who are members of the trade unions that are parties to the Agreement and who are employed at the United Tobacco Company;

(b) within the municipal area of Rustenburg.

(2) Notwithstanding the provisions of subclause (1) the terms of this Agreement shall apply only to employees for whom wages are prescribed in the Agreement.

2. CLAUSE 4: WAGES

(1) Subject to the provisions of subclauses (4) and (5) of this clause, the minimum weekly wage which shall be paid by an employer to each member of the undermentioned classes of his employees shall be as set out hereunder: Provided that—

(i) in classifying an employee, he shall be deemed to be in the class in which he is wholly or mainly employed;

(ii) this shall not affect increases applicable to employees who have completed 12 months' service with the employing company and who earn in excess of the prescribed wages, where such increases have been negotiated at plant level and ratified and recorded by the Industrial Council.

	<i>Per week</i>
	R
Assistant foreman.....	289,15
Leading hand and production technician.....	429,85
Artisan.....	403,90
Boiler plant supervisor.....	307,95
Quality assurance—shift controller.....	311,65
Quality assurance—assistant shift controller.....	296,20
Quality inspector—	
during first year of experience.....	272,20
during second year of experience.....	275,95
thereafter.....	282,35

BYLAE

NYWERHEIDSRAAD VIR DIE TABAKNYWERHEID (RUSTENBURG)

OOREENKOMS

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

United Tabakmaatskappy

(hierna die "werkgever" genoem), aan die een kant, en die

Rustenburg Tabakwerkersvereniging

en die

National Union of Cigarette and Tobacco Workers

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

wat die partye is by die Nywerheidsraad vir die Tabaknywerheid (Rustenburg),

om die Ooreenkoms gepubliseer by Goewermentskennisgewing No. R. 372 van 25 Februarie 1983, soos gewysig en verleng by Goewermentskennisgewings Nos. R. 2142 van 30 September 1983, R. 1231 van 22 Junie 1984, R. 2443 van 9 November 1984, R. 2766 van 21 Desember 1984, R. 207 van 7 Februarie 1986, R. 2243 van 31 Oktober 1986, R. 2641 van 27 November 1987, R. 1080 van 2 Junie 1989 en R. 2526 van 17 November 1989, te wysig.

1. TOEPASSINGSBESTEK VAN OOREENKOMS

(1) Hierdie Ooreenkoms moet in die Tabaknywerheid (Rustenburg) nagekom word—

(a) deur die werkgever en deur alle werknemers wat lede is van die vakverenigings wat partye is by die Ooreenkoms, welke lede werksaam is by die United Tabakmaatskappy;

(b) in die munisipale gebied van Rustenburg.

(2) Ondanks subklousule (1) is hierdie Ooreenkoms van toepassing slegs op werknemers vir wie lone in die Ooreenkoms voorgeskryf word.

2. KLOUSULE 4: LONE

(1) Behoudens subklousules (4) en (5) van hierdie klousule is die minimum weekloon wat 'n werkgever aan elke lid van ondergenoemde klasse van sy werknemers moet betaal, dié soos hieronder uiteengesit: Met dien verstande dat—

(i) by die indeling van 'n werknemer by geag moet word in die klas te wees waarin hy uitsluitlik of hoofsaaklik werksaam is;

(ii) verhogings van toepassing op werknemers wat 12 maande diens by die werkgeversmaatskappy voltooi het en wat meer as die voorgeskrewe lone verdien, waar sodanige verhogings op fabrieksvlak beding is en deur die Nywerheidsraad bekragtig en aangeteken is, nie hierdeur geraak word nie.

	<i>Per week</i>
	R
Assistent-voorman.....	289,15
Leierwerksman en produksietegnikus.....	429,85
Ambagsman.....	403,90
Ketelinstallasie-toesighouer.....	307,95
Skofkontroleur (gehalteversekering).....	311,65
Assistent-skofkontroleur (gehalteversekering).....	296,20
Gehalte-inspekteur—	
gedurende eerste jaar ondervinding.....	272,20
gedurende tweede jaar ondervinding.....	275,95
daarna.....	282,35

	Per week R		Per week R
Supervisor (cigarette manufacturing) —		Toesighouer (sigaretvervaardiging) —	
during first year of experience	272,20	gedurende eerste jaar ondervinding	272,20
during second year of experience	275,95	gedurende tweede jaar ondervinding	275,95
thereafter	282,35	daarna	282,35
Supervisor (pipe tobacco)	258,10	Toesighouer (pyptabak)	258,10
Examiner, unqualified —		Ondersoeker, ongekwalifiseer —	
during first six months of experience	239,60	gedurende eerste ses maande ondervinding ...	239,60
during second six months of experience	245,90	gedurende tweede ses maande ondervinding ..	245,90
Examiner, qualified	254,20	Ondersoeker, gekwalifiseer	254,20
Sectionman, unqualified —		Seksieman, ongekwalifiseer —	
during first year of experience	272,20	gedurende eerste jaar ondervinding	272,20
during second year of experience	281,00	gedurende tweede jaar ondervinding	281,00
during third year of experience	294,80	gedurende derde jaar ondervinding	294,80
Sectionman, qualified	311,65	Seksieman, gekwalifiseer	311,65
Senior sectionman	328,40	Senior seksieman	328,40
Machine minder, unqualified —		Masjienbediener, ongekwalifiseer —	
during first year of experience	266,70	gedurende eerste jaar ondervinding	266,70
during second year of experience	273,45	gedurende tweede jaar ondervinding	273,45
during third year of experience	283,50	gedurende derde jaar ondervinding	283,50
Machine minder, qualified	296,20	Masjienbediener, gekwalifiseer	296,20
Security officer — A and B	264,70	Veiligheidsbeampte — A en B	264,70
Groundsman	260,70	Terreinopsigter	260,70
Factory clerical employee, despatch clerk, receiving clerk and storeman, unqualified —		Fabrieksklerk, versendingsklerk, ontvangsklerk en magasynman, ongekwalifiseer —	
during first year of experience	242,40	gedurende eerste jaar ondervinding	242,45
during second year of experience	246,15	gedurende tweede jaar ondervinding	246,15
during third year of experience	250,25	gedurende derde jaar ondervinding	250,25
during fourth year of experience	254,95	gedurende vierde jaar ondervinding	254,95
Factory clerical employee, despatch clerk, receiving clerk and storeman, qualified	261,95	Fabrieksklerk, versendingsklerk, ontvangsklerk en magasynman, gekwalifiseer	261,95
Stores attendant, unqualified —		Voorraadbediener, ongekwalifiseer —	
during first year of experience	237,40	gedurende eerste jaar ondervinding	237,40
during next six months of experience	240,25	gedurende volgende ses maande ondervinding	240,25
during next six months of experience	243,65	gedurende volgende ses maande ondervinding	243,65
during next six months of experience	247,40	gedurende volgende ses maande ondervinding	247,40
during next three months of experience	251,80	gedurende volgende drie maande ondervinding	251,80
Stores attendant, qualified	256,75	Voorraadbediener, gekwalifiseer	256,75
Motor vehicle driver of —		Motorvoertuigdrywer van —	
Cars and station wagons	250,40	motorkarre en stasiewaens	250,40
Vans and lorries with an unladen mass of —		bestel- en vragwaens met 'n onbelaste massa van —	
up to 1 362 kg	250,40	tot 1 362 kg	250,40
over 1 362 kg and up to 2 723 kg	255,50	meer as 1 362 kg maar tot 2 723 kg	255,50
over 2 723 kg and up to 3 632 kg	259,35	meer as 2 723 kg maar 3 632 kg	259,35
over 3 632 kg	263,45	meer as 3 632 kg	263,45
Part time motor vehicle driver	243,95	Deeltydse motorvoertuigdrywer	243,95
Canteen supervisor	250,40	Eethuistoeshouer	250,40
Handyman —		Faktotum —	
during first three months experience	239,60	gedurende eerste drie maande ondervinding ...	239,60
during next three months of experience	241,50	gedurende volgende drie maande ondervinding	241,50
during next three months of experience	244,00	gedurende volgende drie maande ondervinding	244,00
thereafter	247,75	daarna	247,75
Chargehand	247,75	Onderbaas	247,75
Team leader —		Spanleier —	
of grade 1A employees	252,95	van werknemers graad 1A	252,95
of grade 1B employees	250,40	van werknemers graad 1B	250,40
of grade II employees	245,20	van werknemers graad II	245,20
of grade III employees and labourers	241,40	van werknemers graad III en arbeiders	241,40
Grade 1A employee, unqualified —			
during first three months of experience	237,40		
during next six months of experience	239,90		
during next six months of experience	242,75		
during next six months of experience	245,55		
during next three months of experience	248,40		

	(181) (181) Per week R
Grade 1A Employee, qualified.....	251,65
Grade 1B Employee, unqualified—	
during first three months of experience.....	237,40
during next six months of experience.....	239,60
during next six months of experience.....	241,75
during next six months of experience.....	244,00
during next three months of experience.....	246,15
Grade 1B Employee, qualified.....	249,05
Tobacco packer, unqualified—	
during first three months of experience.....	237,40
during next three months of experience.....	239,25
during next three months of experience.....	241,50
during next three months of experience.....	243,65
Tobacco Packer, qualified.....	246,50
Grade II Employee, unqualified—	
during first six months of experience.....	237,40
during next six months of experience.....	239,60
Grade II Employee, qualified.....	242,65
Watchman.....	240,05
Grade III Employee.....	238,75
Labourer.....	237,40
Employee not elsewhere specified in this agreement.....	242,65"

3. CLAUSE 17: SICK BENEFIT FUND

Delete Clause 17 completely.

Signed at Rustenburg on behalf of the parties this 30th day of April 1990.

L. J. ROELOFSE,

Chairman of the Industrial Council.

R. ZILILO,

Representative for both trade union parties.

H. J. VAN REENEN,

Secretary of the Industrial Council.

	Per week R
Werknemer graad 1A, ongekwalifiseer—	
gedurende eerste drie maande ondervinding.....	237,40
gedurende volgende ses maande ondervinding.....	239,90
gedurende volgende ses maande ondervinding.....	242,75
gedurende volgende ses maande ondervinding.....	245,55
gedurende volgende drie maande ondervinding.....	248,40
Werknemer graad 1A, gekwalifiseer.....	251,65
Werknemer graad 1B, ongekwalifiseer—	
gedurende eerste drie maande ondervinding.....	237,40
gedurende volgende ses maande ondervinding.....	239,60
gedurende volgende ses maande ondervinding.....	241,75
gedurende volgende ses maande ondervinding.....	244,00
gedurende volgende drie maande ondervinding.....	246,15
Werknemer graad 1B, gekwalifiseer.....	249,05
Tabakverpakker, ongekwalifiseer—	
gedurende eerste drie maande ondervinding.....	237,40
gedurende volgende drie maande ondervinding.....	239,25
gedurende volgende drie maande ondervinding.....	241,50
gedurende volgende drie maande ondervinding.....	243,65
Tabakpakker, gekwalifiseer.....	246,50
Werknemer graad II, ongekwalifiseer—	
gedurende eerste ses maande ondervinding.....	237,40
gedurende volgende ses maande ondervinding.....	239,60
Werknemer graad II, gekwalifiseer.....	242,65
Wag.....	240,05
Werknemer graad III.....	238,75
Arbeider.....	237,40
Werknemer nie elders in hierdie ooreenkoms vermeld nie.....	242,65"

3. KLOUSULE 17: SIEKTEBYSTANDSFONDS

Skrap klousule 17 in sy geheel.

Namens die partye op hede die 30ste dag van April 1990 te Rustenburg onderteken.

L. J. ROELOFSE,

Voorsitter van die Nywerheidsraad.

R. ZILILO,

Verteenwoordiger vir albei vakverenigings.

H. J. VAN REENEN,

Sekretaris van die Nywerheidsraad.

No. R. 1800

2 August 1991

LABOUR RELATIONS ACT, 1956

IRON, STEEL, ENGINEERING AND METALLURGICAL INDUSTRIES: RE-ENACTMENT OF THE TECHNOLOGICAL FUND AGREEMENT

I, Eli van der Merwe Louw, Minister of Manpower, hereby, in terms of section 48 (1) (a) of the Labour Relations Act, 1956, declare that the provisions of the

No. R. 1800

2 Augustus 1991

WET OP ARBEIDSVERHOUDINGE, 1956

YSTER-, STAAL-, INGENIEURS- EN METALLURGIESE NYWERHEID: HERBEKRAGTING VAN DIE TEGNOLOGIESE FONDSOOREENKOMS

Ek, Eli van der Merwe Louw, Minister van Mannekrag, verklaar hierby, kragtens artikel 48 (1) (a) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings

Agreement which appears in the Schedule hereto and which relates to the Undertaking, Industry, Trade or Occupation referred to in the heading to this notice, shall be binding, with effect from the first Monday after the date of publication of this agreement and for the period ending 30 June 1994, upon the employers' organisations and the trade unions which entered into the said Agreement and upon the employers and employees who are members of the said organisations or unions.

E. VAN DER M. LOUW,
Minister of Manpower.

SCHEDULE

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

TECHNOLOGICAL FUND AGREEMENT

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

Association of Electric Cable Manufacturers of South Africa
Automotive Parts Production Engineers' Association
Border Engineering Industries Association
Bright Bar Association
Cape Engineers' and Founders' Association
Constructional Engineering Association (South Africa)
Covered Conductor Manufacturers' Association
Domestic Appliance Manufacturers' Association of South Africa
Electrical Engineering and Allied Industries Association
Electronics and Telecommunications Industries Association
Engineers' and Founders' Association (Transvaal, Orange Free State and Northern Cape)
Ferro Alloy Producers' Association
Fire Protection Industries Association of South Africa
Gate and Fence Association
Hand Tool Manufacturers' Association
Heavy Engineering Manufacturers' Association
Iron and Steel Producers' Association of South Africa
Lift Engineering Association of South Africa
Light Engineering Industries Association of South Africa
Materials Handling Association
Natal Engineering Industries Association
Non-Ferrous Metal Industries Association of South Africa
Plastics Manufacturers' Association of South Africa
Plumbers and Engineers Brassware Manufacturers' Association
Port Elizabeth Engineers' Association
Pressure Vessel Manufacturers' Association of South Africa
Precision Manufacturing Engineers' Association
Radio, Appliance and Television Association of South Africa
Refrigeration and Air Conditioning Manufacturers' and Suppliers' Association

van die Ooreenkoms wat in die Bylae hiervan verskyn en betrekking het op die Onderneming, Nywerheid, Bedryf of Beroep in die opskrif by hierdie kennisgewing vermeld, met ingang van die eerste Maandag na datum van publikasie van die ooreenkoms en vir die tydperk wat op 30 Junie 1994 eindig, bindend is vir die werkgewersorganisasies en die vakverenigings wat die genoemde Ooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasies of verenigings is.

E. VAN DER M. LOUW,
Minister van Mannekrag.

BYLAE

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

TEGNOLOGIESE FONDSOOREENKOMS

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

Association of Electric Cable Manufacturers of South Africa
Automotive Parts Production Engineers' Association
Border Engineering Industries Association
Bright Bar Association
Cape Engineers' and Founders' Association
Constructional Engineering Association (South Africa)
Covered Conductor Manufacturers' Association
Domestic Appliance Manufacturers' Association of South Africa
Electrical Engineering and Allied Industries Association
Electronics and Telecommunications Industries Association
Engineers' and Founders' Association (Transvaal, Orange Free State and Northern Cape)
Ferro Alloy Producers' Association
Fire Protection Industries Association of South Africa
Gate and Fence Association
Hand Tool Manufacturers' Association
Heavy Engineering Manufacturers' Association
Iron and Steel Producers' Association of South Africa
Lift Engineering Association of South Africa
Light Engineering Industries Association of South Africa
Materials Handling Association
Natal Engineering Industries Association
Non-Ferrous Metal Industries Association of South Africa
Plastics Manufacturers' Association of South Africa
Plumbers and Engineers Brassware Manufacturers' Association
Port Elizabeth Engineers' Association
Pressure Vessel Manufacturers' Association of South Africa
Precision Manufacturing Engineers' Association
Radio, Appliance and Television Association of South Africa
Refrigeration and Air Conditioning Manufacturers' and Suppliers' Association

(181)
(288)

Sheetmetal Industries Association of South Africa

S.A. Agricultural Machinery Association
S.A. Association of Shipbuilders and Repairers
S.A. Electro-Plating Industries Association
S.A. Fasteners Manufacturers' Association
S.A. Foundry Association
S.A. Industrial Refrigeration and Air Conditioning Contractors' Association
S.A. Machine Tool Manufacturers' Association
S.A. Pump Manufacturers' Association
S.A. Radio and Television Manufacturers' Association
S.A. Reinforced Concrete Engineers' Association
S.A. Tube Makers' Association
S.A. Valve and Actuator Manufacturers' Association
S.A. Wire and Wire Rope Manufacturers' Association

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

Amalgamated Engineering Union of South Africa
Amalgamated Society of Woodworkers of South Africa
Engineering Industrial and Mining Workers' Union of South Africa
Iron Moulders' Society of South Africa
Metal and Electrical Workers' Union of South Africa
Radio, Television, Electronics and Allied Workers' Union
S.A. Boilermakers', Iron and Steel Workers', Shipbuilders' and Welders' Society
S.A. Electrical Workers' Association
S.A. Yster-, Staal- en Verwante Nywerhede-Unie

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

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

1. SCOPE OF APPLICATION OF AGREEMENT

The terms of this Agreement shall apply to and be observed throughout the Republic of South Africa, excluding the port and settlement of Walvis Bay, by all employers and employees in the Iron, Steel, Engineering and Metallurgical Industries who are members of the employers' organisations and the trade unions, respectively.

2. PERIOD OF OPERATION

This Agreement shall come into operation on such date as may be fixed by the Minister of Manpower in terms of section 48 of the Labour Relations Act, 1956, and shall remain in force until 30 June 1994 or for such period as the Minister may determine.

3. GENERAL PROVISIONS

The provisions contained in clauses 3, 4 and 5 of the former Agreement, as further extended, renewed, amended or re-enacted from time to time, shall apply to employers and employees.

4. SECTION 3: DEFINITIONS

(1) Insert the following between the definitions of "Electrical Contracting Industry" and "Lift and Escalator Industry": "law" shall include common law;"

Sheetmetal Industries Association of South Africa

S.A. Agricultural Machinery Association
S.A. Association of Shipbuilders and Repairers
S.A. Electro-Plating Industries Association
S.A. Fasteners Manufacturers' Association
S.A. Foundry Association
S.A. Industrial Refrigeration and Air Conditioning Contractors' Association
S.A. Machine Tool Manufacturers' Association
S.A. Pump Manufacturers' Association
S.A. Radio and Television Manufacturers' Association
S.A. Reinforced Concrete Engineers' Association
S.A. Tube Makers' Association
S.A. Valve and Actuator Manufacturers' Association
S.A. Wire and Wire Rope Manufacturers' Association

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

Amalgamated Engineering Union of South Africa
Amalgamated Society of Woodworkers of South Africa
Engineering Industrial and Mining Workers' Union of South Africa
Iron Moulders' Society of South Africa
Metal and Electrical Workers' Union of South Africa
Radio, Television, Electronics and Allied Workers' Union
S.A. Boilermakers', Iron and Steel Workers', Shipbuilders' and Welders' Society
S.A. Electrical Workers' Association
S.A. Yster-, Staal- en Verwante Nywerhede-Unie

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

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

1. TOEPASSINGSBESTEK VAN OOREENKOMS

Hierdie Ooreenkoms is van toepassing op en moet oral in die Republiek van Suid-Afrika, uitgesonderd die hawe en nedersetting van Walvisbaai, nagekom word deur alle werkgewers en werknemers in die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerhede wat lede van onderskeidelik die werkgewersorganisasies en die vakverenigings is.

2. GELDIGHEIDSDUUR

Hierdie Ooreenkoms tree in werking op die datum wat deur die Minister van Mannekrag kragtens artikel 48 van die Wet op Arbeidsverhoudinge, 1956, vasgestel word en bly van krag tot 30 Junie 1994 of vir die tydperk wat die Minister bepaal.

3. ALGEMENE BEPALINGS

Die bepalinge soos vervat in klousules 3, 4 en 5 van die vorige Ooreenkoms soos verder verleng, hernieu, gewysig of herbekragtig van tyd tot tyd, is van toepassing op sowel as werkgewers as werknemers.

4. KLOUSULE 3: WOORDOMSKRYWING

(1) Voeg die volgende in tussen die omskrywings "Elektro-egniese Aannemingsnywerheid" en "Hyser- en Roltrapnywerheid": "wet" ook gemene reg:"

(2) In the definition of "Region B", substitute the expression "National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry (Border Regional Council), P.O. Box 13162, Vincent, 5217; or Room 419, Fourth Floor, XDC Building, 19 Manchester Road, Chiselhurst, 5247, East London;" for the expression "National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry (Border Regional Council), P.O. Box 7227, East London, 5200, or Carmel House, 7-9 Gladstone Street, East London, 5201;".

(3) In the definition of "Region D" substitute the expression "P.O. Box 3127, North End, 6065, or First Floor, 30 Pearson Street, Central, Port Elizabeth, 6001;" for the expression "P.O. Box 3127, Port Elizabeth, 6000 or Third Floor, Todd Chambers, Todd Street, North End, Port Elizabeth, 6001;".

(4) In the definition of "Region E" —

(a) delete the expression "and includes the Magisterial Districts of Parys and Sasolburg";

(b) substitute the expression "or Atkinson House, 3 Von Brandis Street, Johannesburg, 2001;" for the expression "or 'Amaleng', 8 De Villiers Street, Johannesburg, 2001;".

(5) In the definition of "Region F", delete the expression "excluding the Magisterial Districts of Parys and Sasolburg".

5. SECTION 4: SEIFSA TECHNOLOGICAL FUND

(1) Substitute the following for subsection (2):

"(2) As from the date of coming into operation of this Agreement, employers shall pay monthly to the Fund, in respect of all their employees, as defined in clause 3 of this Agreement, a contribution of 45 cents per employee.";

(2) In subclause (3) (c) substitute the expression "to: The Financial Administration Manager, National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry (Central Funds Collection Office) P.O. Box 6589, Johannesburg, 2000, or Metal Industries House, Second Office Level, 42 Anderson Street, Johannesburg, 2001" for the expression "to: The Secretary, National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry (Central Funds Administration), P.O. Box 6589, Johannesburg, 2000, or 'Amaleng', 8 De Villiers Street, Johannesburg, 2001.".

(3) Substitute the following for subsection (5) (b):

"5 (b) for the purposes of this subsection 'the Act' means the Usury Act, No. 73 of 1968, as amended.".

(4) In subclause (6) substitute the expression "the Director-General of Manpower, Department of Manpower" for the expression "the Director-General of Manpower Utilization".

Signed at Johannesburg for and on behalf of the parties this 30th day of May 1991.

W. P. COETZEE,
Chairman.

B. ANGUS,
Member.

D. G. LEVY,
General Secretary.

(2) In die omskrywing van "Streek B", vervang die uitdrukking "Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid (Grensstreekraad), Posbus 7227, Oos-Londen, 5200, of Carmelhuis, Gladstonestraat 7-9, Oos-Londen, 5201;" deur die uitdrukking "Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid (Grensstreekraad), Posbus 13162, Vincent, 5217; of Kamer 419, Vierde Verdieping, XDC-gebou, Manchesterweg 19, Chiselhurst, 5247, Oos-Londen;".

(3) In die omskrywing van "Streek D" vervang die uitdrukking "Posbus 3127, Port Elizabeth, 6000, of Derde Verdieping, Todd Chambers, Toddstraat, Noordeinde, Port Elizabeth, 6001;" deur die uitdrukking "Posbus 3127, Noordeinde, 6065, of Eerste Verdieping, Pearsonstraat 30, Sentraal, Port Elizabeth, 6001;".

(4) In die omskrywing van "Streek E" —

(a) skrap die uitdrukking "dog met inbegrip van die landdrostdistrikte Parys en Sasolburg";

(b) vervang die uitdrukking "of 'Amaleng', De Villiersstraat 8, Johannesburg, 2001;" deur die uitdrukking "of Atkinsongebou, Von Brandisstraat 3, Johannesburg, 2001;".

(5) In die omskrywing van "Streek F", skrap die uitdrukking "uitgesonderd die landdrostdistrikte Parys en Sasolburg".

5. KLOUSULE 4: SEIFSA-TEGNOLOGIEFONDS

(1) Vervang subklousule (2) deur die volgende:

"(2) Vanaf die datum van inwerkingtreding van hierdie Ooreenkoms moet werkgewers maandeliks ten opsigte van al hulle werknemers, soos in klousule 3 van hierdie Ooreenkoms omskryf, 'n bydrae van 45 sent per werknemer in die Fonds stort.".

(2) In subklousule (3) (c), vervang die uitdrukking "aan: Die Sekretaris, Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid (Sentrale Fonds-administrasie), Posbus 6589, Johannesburg, 2000, of 'Amaleng', De Villiersstraat 8, Johannesburg, 2001." deur die uitdrukking "aan: Die Finansiële Administrasiebestuurder, Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid (Sentrale Fondsinvorderingskantoor), Posbus 6589, Johannesburg, 2001, of Metal Industries House, Tweede Kantoorvlak, Andersonstraat 42, Johannesburg, 2001.".

(3) Vervang subklousule (5) (b) deur die volgende:

"5 (b) By die toepassing van hierdie subklousule beteken 'die Wet' die Woekerwet, No. 73 van 1968, soos gewysig.".

(4) In subklousule (6), vervang die uitdrukking "Direkteur-generaal van Mannekragebenutting" deur die uitdrukking "Direkteur-generaal van Mannekrag, Departement van Mannekrag".

Geteken namens die partye op hede die 30ste dag van Mei 1991 te Johannesburg.

W. P. COETZEE,
Voorsitter.

B. ANGUS,
Lid.

D. G. LEVY,
Hoofsekretaris.

NOTICE 697 OF 1991

NOTICE OF APPLICATION FOR APPROVAL FOR THE ERECTION OF A NEW ABATTOIR IN TERMS OF SECTION 12 (1) OF THE ABATTOIR INDUSTRY ACT, 1976 (ACT No. 54 OF 1976)

It is hereby made known in terms of section 12 (1) of the Abattoir Industry Act, 1976 (Act No. 54 of 1976), that Mr A. J. Ivy of P.O. Box 15, Munnik, 0703 has in terms of section 11 of the said Act applied to the Minister of Agriculture for approval for the erection of a new abattoir at "Bloemtuin" (828), Portion B, Munnik, 0703.

If the application is granted, the abattoir will be used for the slaughter of five units per day for supplying meat to the residents of Munnik and vicinity.

Any person intending to submit representations or objections in regard to the above-mentioned application shall forward such representations or objections to the Chairman, Abattoir Commission, Private Bag X250, Pretoria, 0001, within a period of 30 days from the date of publication of this notice and in the manner set out in the regulations published under the said Act.

Attention is invited to the provisions of regulation 11 (6) of the said regulations which require any person who submits objections to an application to the Minister to serve on the applicant concerned a copy of the document in which his objections are set out.

Note: The regulations require that objections be affirmed under oath and submitted in triplicate.

(2 August 1991)

**NOTICE 698 OF 1991**

**DEPARTMENT OF MANPOWER
LABOUR RELATIONS ACT, 1956**

APPLICATION FOR REGISTRATION OF A TRADE UNION

I, David William James, Industrial Registrar do hereby, in terms of section 4 (2) of the Labour Relations Act, 1956, give notice that an application for registration as a trade union has been received from the Building, Motor, Engineering and Allied Workers Union. Particulars of the application are reflected in the subjoined table.

Any registered trade union which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower, 123A Manpower Building, 215 Schoeman Street, Pretoria (postal address: Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

TABLE

Name of trade union: Building, Motor, Engineering and Allied Workers Union.

Date on which application was lodged: 4 July 1991.

Interest and area in respect of which application is made: Persons employed in the undermentioned industries and undertakings in the Province of the Transvaal and the Province of the Orange Free State:

- I Building Industry;
- II Motor Industry;

KENNISGEWING 697 VAN 1991

KENNISGEWING VAN AANSOEK OM GOEDKEURING VIR DIE OPRIGTING VAN 'N NUWE ABATTOIR KRAGTENS ARTIKEL 12 (1) VAN DIE WET OP DIE ABATTOIRBEDRYF, 1976 (WET No. 54 VAN 1976)

Kennis geskied hiermee kragtens artikel 12 (1) van die Wet op die Abattoirbedryf, 1976 (Wet 54 van 1976), dat mnr. A. J. Ivy, van Posbus 15, Munnik, 0703, kragtens artikel 11 van genoemde Wet by die Minister van Landbou aansoek gedoen het om goedkeuring vir die oprigting van 'n nuwe abattoir te "Bloemtuin" (828), Gedeelte B, Munnik, 0703.

Indien die aansoek toegestaan word, sal die abattoir gebruik word vir die slag van vyf eenhede per dag vir die voorsiening van vleis aan die Munnikomgewing.

Iemand wat verdoë of besware in verband met die bogenoemde aansoek wil rig, moet sodanige verdoë of besware aan die Voorsitter, Abattoirkommissie, Privaatsak X250, Pretoria, 0001, rig binne 'n tydperk van 30 dae vanaf datum van publikasie van hierdie kennisgewing en op die wyse uiteengesit in die regulasies kragtens genoemde Wet uitgevaardig.

Aandag word gevestig op die bepalinge van regulasie 11 (6) van die genoemde regulasies wat vereis dat iemand wat verdoë of besware teen 'n aansoek aan die Minister voorlê, terselfdertyd 'n afskrif van die stuk waarin sy besware uiteengesit is op die betrokke applikant moet bestel.

L.W.: Die regulasies vereis dat besware onder eed bevestig en in drievoud voorgelê moet word.

(2 Augustus 1991)

KENNISGEWING 698 VAN 1991

**DEPARTEMENT VAN MANNEKRAG
WET OP ARBEIDSVERHOUDINGE, 1956
AANSOEK OM REGISTRASIE VAN 'N
VAKVERENIGING**

Ek, David William James, Nywerheidsregistrator, maak ingevolge artikel 4 (2) van die Wet op Arbeidsverhoudinge, 1956, hierby bekend dat 'n aansoek om registrasie as 'n vakvereniging ontvang is van die Building, Motor, Engineering and Allied Workers Union. Besonderhede van die aansoek word in onderstaande tabel verstrek.

Enige geregistreerde vakvereniging wat teen die aansoek beswaar maak, word versoek om binne een maand na die datum van publikasie van hierdie kennisgewing sy beswaar skriftelik by my in te dien, p/a die Departement van Mannekrag, Mannekraggebou 123A, Schoemanstraat 215, Pretoria (posadres: Privaatsak X117, Pretoria, 0001).

TABEL

Naam van vakvereniging: Building, Motor, Engineering and Allied Workers Union.

Datum waarop aansoek ingedien is: 4 Julie 1991.

Belange en gebied ten opsigte waarvan aansoek gedoen word: Persone in diens in ondervermelde nywerhede en ondernemings in die provinsie Transvaal en die provinsie die Oranje-Vrystaat:

- I Bounywerheid;
- II Motornywerheid;

- III Electrical Contracting Industry;
 IV Electrical Engineering Industry;
 V Security Services Undertaking; and
 VI Local Authority Undertaking.



For the purposes hereof the above-mentioned industries and undertakings are defined as follows:

I **"Building Industry"** means, without in any way limiting the ordinary meaning of the expression, the industry in which employers and their employees are associated for the purpose of erecting, completing, renovating, repairing, maintaining or altering buildings or structures and/or making articles for use in the erection, completion or alteration of buildings or structures, whether the work is performed and the material is prepared on the sites of the buildings or structures or elsewhere, and includes all work executed or carried out by persons therein who are engaged in the following activities or subdivisions thereof; including excavations and the preparing of sites for buildings as well as the demolition of buildings:

Bricklaying, which includes concreting and the fixing of concrete blocks, slabs or plates and glass bricks, the tiling of walls and floors, pointing, paving, mosaic work, facing work in slate, in marble and in composition, drainlaying, slating and roof tiling, bituminous work and asphalt and sheeting;

french polishing, which includes polishing with a brush or pad, and spraying with any composition;

glazing, which includes the cutting and/or fixing of all kinds of glass or other like products into the rebates formed in wood or metal doors, windows, frames or like fixtures, and all operations incidental thereto;

joinery, which includes the fixing of all wooden fittings and the manufacture of all articles of joinery incidental to such fittings, whether or not the fixing in the building or structure is done by the person making or preparing the article used, including cupboards, kitchen dressers or other kitchen fixtures which accrue to the building as a permanent part thereof;

lead light making, which includes the manufacture and/or fixing of lead and/or other metal lights and display signs (excluding electrical fittings incidental thereto) and the glazing relating thereto;

masonry, which includes stone cutting and building, also the cutting and building of ornamental and monumental stonework and the manufacture and erection of gravestones and cemetery memorials of all types, concreting and the fixing or building of precast and/or artificial stone or marble, paving, mosaic work, pointing, wall and floor tiling, operating stoneworking machinery, other than stone-polishing machinery, and the sharpening of mason's tools, whether or not the fixing in the building or structure is done by the person making or preparing the article used;

- III Elektrotegniese Aannemingsnywerheid;
 IV Elektrotegniese Ingenieursnywerheid;
 V Sekuriteitsdiensteonderneming; en
 VI Plaaslike Owerheidsonderneming.

Vir die doeleindes hiervan word bovermelde nywerhede en ondernemings soos volg omskryf:

"I Bounywerheid" beteken, sonder om die gewone betekenis van die uitdrukking enigerwyse te beperk, die nywerheid waarin werkgewers en hul werknemers met mekaar geassosieer is met die doel om geboue of bouwerke op te rig, te voltooi, op te knap, te herstel, te onderhou of te verbou en/of om artikels te maak vir gebruik by die oprigting, voltooiing of verbouing van geboue of bouwerke, hetsy die werk verrig en die materiaal voorberei word op die terreine van die geboue of bouwerke of elders, en omvat dit alle werk wat daarin uitgevoer of verrig word deur persone wat by ondervermelde bedrywighede of onderafdelings daarvan betrokke is, met inbegrip van uitgrawings en die voorbereiding van terreine vir geboue sowel as die sloping van geboue:

Messelwerk, wat die volgende insluit: Betonnering en die aanbring van betonblokke, -blaaie of -plate en glasstene, die beteëling van mure en vloere, voegvulling, plaveiwerk, mosaïekwerk, voorwerk met leie, met marmar en met komposisie-materiaal, rioollêwerk, leiwerk en pandekking, bitumenwerk, asfaltering en beplating;

lakpolitoering, wat politoering met 'n kwas of kussinkie en bespuiting met 'n komposisiesstof insluit;

beglasing, wat die volgende insluit: Die sny en/of aanbring van alle soorte glas of ander dergelike produkte in die sponnings gevorm in hout- of metaaldeure, -venters, -rame of dergelike vaste toebehore, en alle werksaamhede wat daarmee gepaard gaan;

skrynwerk, wat die volgende insluit: Die aanbring van alle houttoebehore en die vervaardiging van alle skrynwerkartikels wat met sodanige toebehore gepaard gaan, hetsy die artikel wat gebruik word, deur die persoon wat dit gemaak of voorberei het, in die gebou of bouwerk aangebring word of nie, met inbegrip van rak-kaste, kombuiskaste of ander kombuisvastetoehore wat by die gebou hoort as permanente deel daarvan;

ruit-in-lood-werk, wat die volgende insluit: Die vervaardiging en/of aanbring van ruite in lood en/of ander metaal en van reklameligte (uitgesonderd elektriese toebehore wat daarmee gepaard gaan), en die beglasing in verband daarmee;

klipmesselwerk, wat die volgende insluit: Klipkap- en klipbouwerk, ook die kap en bou van sier- en monumentklipwerk en die vervaardiging en oprigting van grafstene en begraaftaasgedenktekens van alle soorte, betonnering en die aanbring of bou van voorafgegiete en/of kunsklip of marmar, plaveiwerk, mosaïekwerk, prikking, muur- en vloerbeteëling, die bediening van klipwerkmasjinerie, uitgesonderd klippoleermasjinerie, en die skerpmak van klipmesselaarsgereedskap, hetsy die artikel wat gebruik word, deur die persoon wat dit gemaak of voorberei het, in die gebou of bouwerk aangebring word of nie;

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asphalting, which includes covering floors or flat and/or sloping roofs or waterproofing or damp-proofing basements or foundations, whether or not with prepared roll roofing or asphalt sheeting having glazed or unglazed surfaces, whether or not using tar, macadam, neuchatel, limmer or any other type of solid or semi-solid asphalt, mastic or emulsified asphalts or bitumens, applied either hot or cold to such roofs, floors, basements or foundations;

metalwork, which includes the fixing of steel ceilings, metal windows, metal doors, builders' smithwork, metal frames, metal stairs and architectural metal work, together with the manufacture and/or fixing of drawn metalwork and sheet and extruded metal, whether or not the fixing in the building or structure is done by the person making or preparing the article used;

painting, which includes the processes of decorating, enamelling, graining, marbling, staining, varnishing, gilding, lining, stencilling, paper-hanging, spraying, wax-polishing, distempering, lime and colour washing and woodwork preservation, and which further includes paint removal, scraping, the washing and cleaning of painted or distempered walls and the washing and cleaning of woodwork when such removal, scraping, washing and cleaning are preparatory to any of the said processes;

plastering, which includes modelling, model-making, mould-making, facing of casts to moulds, making and fixing plaster board ceilings and fibrous plaster or other compositions, granolithic, terrazzo and composition floor-laying, composition wall covering and polishing, operating a Mall and Biax or similar type of portable spinner, operating a flexible cutting and finishing machine, precast or artificial stonework, wall and floor tiling, paving and mosaic work, metal lathing, acoustic spraying and all processes incidental to the completion of ceilings and walls, whether or not the fixing in the building or structure is done by the person making or preparing the article used;

plumbing, which includes lead burning, gas fitting, sanitary and domestic engineering, drainlaying, caulking, ventilating, heating, hot and cold water fitting, the installation of fire prevention equipment and the manufacture and fitting of all sheet-metal work, whether or not the fixing in the building or structure is done by the person making or preparing the article used;

shop, office and bank fitting, which includes the manufacture and/or fixing of shop fronts, window enclosures, show cases, counters, screens and interior fittings and fixtures; steel reinforcing, which includes the making and erection of shuttering and the supervising of the bending, placing and fixing in position of steel and concrete;

asfaltering, wat die volgende insluit: Die bedekking van vloere of plat en/of skuinsdakke of die waterdigting of vogdigting van kelders of fundamente, hetsy met bereide roldakbedekking of asfaltplate met geglasuurde of ongeglasuurde oppervlakke, hetsy met gebruikmaking van teer, macadam, neuchatel, limmer of enige ander tipe soliede of halfsoliede asfalt, mastiek of emulsie-asfalt of -bitumen, wat óf warm óf koud aan sodanige dakke, vloere, kelders of fundamente aangewend word;

metaalwerk, wat die volgende insluit: Die aanbring van staalplafonne, metaalventers, metaaldeure, siermetaalwerk, metaalrame, metaaltrappe en boumetaalwerk, tesame met die vervaardiging en/of aanbring van getrokke metaalwerk en plaat- en uitgedrukte metaal, hetsy die artikel wat gebruik word, deur die persoon wat dit gemaak of voorberei het, in die gebou of bouwerk aangebring word of nie;

verfwerk, wat die volgende prosesse insluit: Versiering, emaljering, vlamskildering, marmering, beitsing, vernissing, vergulding, belyning, sjablonering, muurplakking, spuitskuldering, waspolering, distempering, afwitting, kleurkalking en houtverduursaming, en wat voorts insluit die verwydering van verf, skraping, die was en skoonmaak van geverfde of gedistemperde mure en die was en skoonmaak van houtwerk wanneer sodanige verwydering, skraping, was en skoonmaak enige van genoemde prosesse voorafgaan;

pleisterwerk, wat die volgende insluit: Modelleerwerk, modelmakery, vormmakery, die afwerking van gietsels volgens gietvorms, die maak en aanbring van gipsbordplafonne en veselpleister of ander komposiemateriale, granoliet- terrasso- en komposisiebevoering, komposisiemuurbedekking en -polering, die bediening van 'n Mall en Biax- of dergelike tipe verplaasbare toller, die bediening van 'n meerdoelige sny- en afwerkmasjien, voorafgegiete of kunsklipwerk, muur- en vloerbeteëling, plavei- en mosaïekwerk, plaatgaaswerk akoestiekspuitwerk en alle prosesse wat gepaard gaan met die voltooiing van plafonne en mure, hetsy die artikel wat gebruik word, deur die persoon wat dit gemaak of voorberei het, in die gebou of bouwerk aangebring word of nie;

loodgieterswerk, wat die volgende insluit: Loodlaswerk, gasaanlêwerk, sanitêre en huisingenieurswerk, rioollêwerk, kalfaatwerk, ventileerwerk, verwarmingswerk, die anlê van warm en koue water, die installeer van brandvoorkomingstoerusting en die vervaardiging en aanbring van alle plaatmetaalwerk, hetsy die artikel wat gebruik word, deur die persoon wat dit gemaak of voorberei het, in die gebou of bouwerk aangebring word of nie;

winkel-, kantoor- en bankuitrustingswerk, wat die volgende insluit: Die vervaardiging en/of aanbring van winkelfronte, vensterafskortings, uitstalkaste, toonbanke, skerms en binnenshuise los en vaste toebehore;

staalwapening, wat die volgende insluit: Die maak en oprigting van bekisting en toesighouding oor die buig, plasing en vassit in die regte posisie van staal en beton;

steel construction, which includes the fixing of all classes of steel or other metal columns, girders, steel joists, or metal in any other form which forms part of a building or structure;

woodworking, which includes carpentry, woodworking, machining, turning, carving, the fixing of corrugated iron, asbestos tiles, shingling and other roof coverings, sound and acoustic material, cork and asbestos insulation, wood lathing, composition ceiling and wall covering, the fitting of plugs in walls, the covering of woodwork with metal, block and other flooring, including wood, cork and rubber, and the sandpapering of same, cork carpeting and any class or kind of linoleum when fixed in any building or structure, whether or not the fixing in the building or structure is done by the person making or preparing the article used.

II "Motor Industry" means (without in any way limiting the ordinary meaning of the expression and subject to the provisions of any demarcation determination made in terms of section 76 of the Labour Relations Act, 1956) the industry concerned with—

(a) assembling, erecting, testing, remanufacturing, repairing, adjusting, overhauling, wiring, upholstery, spraying, painting and/or reconditioning carried on in connection with—

(i) chassis and/or bodies of motor vehicles;

(ii) internal combustion engines and transmission components of motor vehicles;

(iii) electrical equipment connected with motor vehicles, including radios;

(b) automotive engineering;

(c) repairing, vulcanising and/or retreading tyres;

(d) repairing, servicing and/or reconditioning batteries for motor vehicles;

(e) the business of parking and/or storing motor vehicles;

(f) the business conducted by filling and/or service stations;

(g) the business carried on mainly or exclusively for the sale of motor vehicles or of motor vehicle parts and/or spares and/or accessories (whether new or used), whether or not such sale is conducted from premises that are attached to a part of an establishment in which the assembly or repair of motor vehicles is carried out;

(h) the business conducted by motor graveyards;

(i) the business conducted by manufacturing establishments in which motor vehicle parts and/or spares and/or accessories and/or components are fabricated;

(j) vehicle body building;

(k) the sale of tractors and agricultural and irrigation equipment (not connected with the manufacture thereof).

staalkonstruksie, wat die volgende insluit: Die aanbring van alle klasse staal- of ander metaalsuile, lêers, staalbalke, of metaal in enige ander vorm wat deel van 'n gebou of bouwerk uitmaak;

houtwerk, wat die volgende insluit: Timmerwerk, houtbewerking, masjinerie, draaiwerk, houtsnijwerk, die aanbring van golfyster-, asbesteël-, dakspaan- en ander dakbedekkings, klank- en akoestiek materiaal, kurk- en asbesisolasië, houtlatwerk, komposisieplafonne en muurbedekking, die aanbring van proppe in mure, die bedekking van houtwerk met metaal, blokies- en ander bevloering, met inbegrip van bevloering met hout, kurk en rubber (en die skuur daarvan met skuurpapier), kurktapytstof en enige klas of soort linoleum wanneer dit in 'n gebou of bouwerk aangebring word, hetsy die artikel wat gebruik word, deur die persoon wat dit gemaak of voorberei het, in die gebou of bouwerk aangebring word of nie.

II "Motornywerheid" beteken (sonder om die gewone betekenis van die uitdrukking enigerwys te beperk en behoudens die bepalings van enige afbakeningsvasstelling gemaak kragtens artikel 76 van die Wet op Arbeidsverhoudinge, 1956) die nywerheid wat te doen het met—

(a) montering, oprigting, toetsing, hervervaardiging, herstelwerk, verstelwerk, opknapping, bedrading, stofering, bespuiting, verfwerk en/of vernuwing uitgevoer in verband met—

(i) onderstelle en/of bakke van motorvoertuie;

(ii) binnebrandenjins en transmissiekomponente van motorvoertuie;

(iii) elektriese uitrusting in verband met motorvoertuie, met inbegrip van radio's;

(b) motoringenieurswerk;

(c) die herstel, vulkanisering en/of versoling van buitebande;

(d) die herstel, versiening en/of vernuwing van batterye vir motorvoertuie;

(e) die besigheid gedryf deur ondernemings vir die parkering en/of stalling van motorvoertuie;

(f) die besigheid gedryf deur vul- en/of diensstasies;

(g) die besigheid hoofsaaklik of uitsluitlik gedryf vir die verkoop van motorvoertuie of van motorvoertuigonderdele en/of -reserwedele en/of -bybehore (hetsy nuut of gebruik), hetsy, al dan nie, sodanige verkoop geskied vanuit 'n perseel wat verbind is aan 'n gedeelte van 'n bedryfsinrigting waarin die montering of herstel van motorvoertuie uitgevoer word;

(h) die besigheid gedryf deur motorslopingsondernemings;

(i) die besigheid gedryf deur vervaardigingsbedryfsinrigtings waarin motorvoertuigonderdele en/of -reserwedele en/of -bybehore en/of komponente vervaardig word;

(j) voertuigbakbou;

(k) die verkoop van trekkers en landbou- en besproeiingsuitrusting (nie gekoppel aan die vervaardiging daarvan nie).

For the purposes of this definition—

181 "automotive engineering" means the reconditioning of internal combustion engines or parts thereof for use in motor vehicles in establishments mainly or exclusively so engaged, whether such establishments dismantle and repair motor vehicles or not;

"motor vehicle" means any wheeled conveyance that is propelled by mechanical power (other than steam) or electrically and that is designed for haulage and/or for the transportation of persons and/or goods and/or loads, and includes a trailer and a caravan but does not include any equipment designed to run on fixed tracks, a trailer designed to transport loads of 27 273 kg or over, or an aircraft; and

"vehicle body building" means any or all of the following activities carried on in vehicle body building establishment, but does not include vehicle body building done by assembly establishments incidental to the assembly of motor vehicles:

(i) The construction, repair or renovation of cabs and/or bodies and/or any superstructure for any type of vehicle;

(ii) the manufacture or repair of component parts for cabs and/or bodies and/or any superstructure, and the assembling, adjusting and installation of parts in cabs or bodies or on the superstructure of vehicles;

(iii) fixing cabs and/or bodies and/or any superstructure to the chassis of any type of vehicle;

(iv) coating and/or decorating cabs and/or bodies and/or any superstructure with any preservative or decorative substance;

(v) equipping, furnishing and finishing off the interior of cabs and/or bodies and/or any superstructure;

(vi) the building of trailers, but excluding the manufacture of wheels or axles therefor; and

(vii) all operations incidental to or consequent upon the activities referred to in paragraphs (i) to (vi) above; and for the purposes of this definition, "vehicle" does not include an aircraft.

"Motor Industry" as defined above does not include the following:

(a) The manufacture of motor vehicle parts and/or accessories and/or spares and/or components in establishments laid out for an normally engaged in the production of metal and/or plastic goods of a different character on a substantial scale, or the sale of motor spare parts and accessories by assembly establishments from such establishments;

(b) the assembling, erecting, testing, repairing, adjusting, overhauling, wiring, spraying, painting and/or reconditioning of agricultural tractors, except where carried on in establishments rendering similar services in respect of motor cars, motor lorries or motor trucks;

(c) the manufacture and/or maintenance and/or repairs of—

(i) civil and mechanical engineering equipment and/or parts thereof, whether or not mounted on wheels;

Vir die doeleindes van hierdie omskrywing beteken—

"motingenieurswerk" die vernuwing van binnebrandenjins of onderdele daarvan vir gebruik in motorvoertuie in bedryfsinrigtings waarin hoofsaaklik of uitsluitlik sodanige werk verrig word, hetsy daar in sodanige bedryfsinrigtings motorvoertuie uitmekaargehaal en herstel word al dan nie;

"motorvoertuig" enige wielvoertuig wat deur meganiese krag (uitgesonderd stoom) of elektries aangedryf word en wat ontwerp is vir trekvervoer en/of vir die vervoer van persone en/of goedere en/of vragte, en omvat dit in sleepwa en in 'n woonwa, maar nie ook uitrusting wat ontwerp is om op vaste spore te loop, 'n sleepwa wat ontwerp is om vragte van 27 273 kg of meer te vervoer of 'n vliegtuig nie; en

"voertuigbakbou" enige van of al ondervermelde werksaamhede wat in 'n voertuigbakboubedryfsinrigting verrig word, maar omvat dit nie voertuigbakbou deur monteerbedryfsinrigtings verrig gepaard met die montering van motorvoertuie nie:

(i) Die bou, herstel of vernuwing van kajuite en/of bakke en/of enige bobou vir enige tipe voertuig;

(ii) die vervaardiging of herstel van samestellende dele vir kajuite en/of bakke en/of enige bobou, en die montering, regstelling en installering van onderdele in kajuite of bakke of op die bobou van voertuie;

(iii) die vassit van kajuite en/of bakke en/of enige bobou aan die onderstel van enige tipe voertuig;

(iv) die bestryking en/of versiering van kajuite en/of bakke en/of enige bobou met 'n preserveermiddel of versierstof;

(v) die uitrus, stoffeer en afwerk van die binnekant van kajuite en/of bakke en/of enige bobou;

(vi) die bou van sleepwaens, maar uitgesonderd die vervaardiging van wiele of asse daarvoor; en

(vii) alle bedrywighede wat gepaard gaan met of voortspruit uit die werksaamhede bedoel in paragrawe (i) tot (vi) hierbo;

en vir die doeleindes van hierdie omskrywing omvat "voertuig" nie 'n vliegtuig nie.

"Motornywerheid", soos hierbo omskryf, omvat nie die volgende nie:

(a) Die vervaardiging van motorvoertuigonderdele en/of -bybore en/of -reserwedele en/of -komponente in bedryfsinrigtings wat aangelê is vir en gewoonlik betrokke is by die produksie van metaal- en/of plastiekgoedere van 'n ander aard op aansienlike skaal, of die verkoop van motorreserwedele en -bybore deur monteerbedryfsinrigtings vanuit sodanige bedryfsinrigtings;

(b) die montering, bou, toetsing, herstel, regstel, opknapping, bedrading, bespuiting, verf en/of vernuwing van landboutrekkers, behalwe waar dit gedoen word in bedryfsinrigtings wat dergelike dienste lewer ten opsigte van motorkarre, vragmotors of motorvragwaens;

(c) die vervaardiging en/of onderhoud en/of herstel van—

(i) uitrusting vir siviele en werktuigkundige ingenieurswerk, en/of onderdele daarvan, hetsy dit op wiele gemonteer is al dan nie;

(ii) agricultural equipment or parts thereof;

(iii) equipment designed for use in factories and/or workshops: ~~32~~ (181)

Provided that, for the purposes of (i), (ii) and (iii) above, "equipment" shall not be taken to mean motor cars, motor lorries and/or motor trucks;

(iv) motor vehicle or other vehicle bodies and/or parties or components thereof made of steel plate 3,175 mm thickness or thicker, when carried on in establishments laid out for and normally engaged in the manufacture and/or maintenance and/or repair of civil and/or mechanical engineering equipment on a substantial scale;

(d) assembly establishments, i.e. establishments in which motor vehicles are assembled from new components on an assembly line, which includes the manufacture and/or fabrication of any motor vehicle parts or components when carried on in such establishments, but which does not include vehicle body building, except in so far as it is carried on incidental to the assembly of motor vehicles other than caravans and trailers.

III "Electrical Contracting Industry" means the industry in which employes and their employees are associated for the purpose of the design, preparation (other than manufacture for sale) and erection of electrical installations forming and integral and permanent part of buildings, and the repair and/or maintenance of such installations, including the cable jointing and electrical wiring associated therewith.

IV "Electrical Engineering Industry" means the industry in which employer and their employees are associated for the purpose of—

(a) the manufacture and/or assembly from component parts of electrical equipment, namely generators, motors, convertors, switch and control gear (including relays, contactors, electrical instruments and equipment associated therewith), electrical lighting, heating, cooking, refrigeration and cooling equipment, transformers, furnace equipment and other equipment utilising the principles used in the operation of radio and electronic equipment, incandescent lamps and electric cables and domestic electrical appliances, and includes the manufacture of component parts of the aforementioned equipment;

(b) the installation, maintenance and repair of the equipment referred to in paragraph (a) above.

V "Security Services Undertaking" means the trade in which employers and their employees are associated for the purpose of guarding or protecting premises, building structures or any other fixed property, vehicles, vessels or boats or other craft and employees or other persons, and includes the depositing, withdrawal and cashing or transportation of money for or on behalf of a client, the making up thereof in specified amounts, the placing of specified amounts in envelopes and the handling over the envelopes to persons as instructed by the client, or the transportation of any other goods that have to be guarded or protected while in transit.

(ii) landbou-uitrusting of onderdele daarvan;

(iii) uitrusting bedoel vir gebruik in fabriek en/of werkwinkels:

Met dien verstande dat, vir die doeleindes van (i), (ii) en (iii) hierbo, "uitrusting" nie geag word motorkarre, vragmotors en/of motorvragwaens te beteken nie;

(iv) motorvoertuig- of ander voertuigbakke en/of onderdele of komponente daarvan gemaak van staalplaat 3,175 mm dik of dikker, wanneer dit gedoen word in 'n bedryfsinrigtings wat aangelê is vir en gewoonlik betrokke is by die vervaardiging en/of onderhoud en/of herstel, op aansienlike skaal, van uitrusting vir siviele en/of werktuigkundige ingenieurswerk;

(d) monteerbedryfsinrigtings, d.w.s. bedryfsinrigtings waarin motorvoertuie uit nuwe komponente op 'n monterbaan gemonteer word, wat die vervaardiging en/of fabrisering van enige motorvoertuigonderdele of -komponente omvat wanneer dit in sodanige bedryfsinrigtings gedoen word, maar wat nie voertuigbakbou omvat nie, behalwe in sover dit gepaard gaande met die montering van motorvoertuie, uitgesonderd woonwaens en sleepwaens, gedoen word.

III "Elektrotegniese Aannemingsnywerheid" beteken die nywerheid waarin werkgewers en hul werknemers met mekaar geassosieer is vir die doel van die ontwerp, voorbereiding (uitgesonderd die vervaardiging vir verkoop) en oprigting van elektriese installasies wat 'n integrerende en permanente deel van geboue uitmaak, en die herstel en/of onderhoud van sodanige installasies, met inbegrip van die kabellaswerk en elektriese bedrading wat daarmee in verband staan.

IV "Elektrotegniese Ingenieursnywerheid" beteken die nywerheid waarin werkgewers en hul werknemers met mekaar geassosieer is vir die doel van—

(a) die vervaardiging en/of motoring, uit samestelling dele, van elektriese uitrusting, naamlik generators, motore, konvertors, skakeltuig en beheeruitrusting (met inbegrip van relê's, kontaktors, elektriese instrumente en uitrusting wat daarmee in verband staan), elektriese verligtings-, verhittings-, kook-, bevroings- en verkoelingsuitrusting, transformators, oonduitrusting en ander uitrusting waarby daar gebruik gemaak word van die werkbeginsels van radio- en elektroniese uitrusting, gloeilampe en elektriese kables en huishoudelike elektriese toestelle, en dit omvat die vervaardiging van samestellende dele van voormelde uitrusting;

(b) die installering, onderhoud en herstel van die uitrusting bedoel in paragraaf (a), hierbo.

V "Sekuriteitsdiensteonderneming" beteken die onderneming waarin werkgewers en hul werknemers met mekaar geassosieer is met die doel om persele, bouwerke of enige ander vaste eiendom, voertuie, skepe of bote of ander vaartuie en werknemers of ander persone te bewaak of te beskerm, en dit omvat die deponering, onttrekking en wisseling of vervoer van geld vir of namens 'n kliënt, die opmaak daarvan in gespesifiseerde bedrae, die plaas van gespesifiseerde bedrae in koeverte en die oorhandiging van die koeverte aan persone soos deur die kliënt opgedra, of die vervoer van enige ander goedere wat bewaak of beskerm moet word terwyl dit vervoer word.

VI "Local Authority Undertaking" means the undertaking in which employers and their employees are associated for instituting, continuing and finishing any act, scheme or activity which is undertaken by a local authority. "Local authority" has the same meaning as that assigned to it in section 1 of the Labour Relations Act, 1956.

Postal address of applicant: P.O. Box 97004, Presas, 0114.

Office address of applicant: First Floor, Dairy-mall Building, 146 Jacob Maré Street, Pretoria;

Attention is drawn to the following requirements of section 4 of the Act;

(a) The representativeness of any trade union which objects to the application shall in terms of subsection (4) be determined on the facts as they existed at the date on which the application was lodged and, as far as membership is concerned, only members who were in good standing in terms of section 1 (2) of the Act as at the aforesaid date shall be taken into consideration.

(b) The procedure laid down in subsection (2) must be followed in connection with any objection lodged.

D. W. JAMES,
Industrial Registrar.
(2 August 1991)

NOTICE 699 OF 1991

CENTRAL STATISTICAL SERVICE

THE HEAD: CENTRAL STATISTICAL SERVICE notifies for general information that the Consumer Price Index is as follows:

Consumer Price Index, all items (Base 1985= 100)

June 1991 = 232,4.

(2 Augustus 1991)

NOTICE 702 OF 1991

CUSTOMS AND EXCISE TARIFF APPLICATIONS: LIST 29/91

The following applications concerning the Customs and Excise Tariff have been received by the Board of Trade and Industry. Any objections to or comments on these representations must be submitted to The Chief Executive Officer, Board of Trade and Industry, Private Bag X753, Pretoria, 0001, within six weeks of the date of this notice. Attention is drawn to the fact that the rates of duty mentioned in the applications are those requested by the applicants and that the Board, depending on its findings, may recommend lower or higher rates of duty.

Increase in the duty on:

Electric filament lamps of 15 W or more by the substitution for the existing provisions under tariff sub-headings 8539.21.40, 8539.21.90, 8539.22.50, 8539.22.90, 8539.29.55 and 8539.29.90 of the following:

VI "Plaaslike Owerheidsonderneming" beteken die onderneming waarin werkgewers en hul werknemers met mekaar geassosieer is vir die instelling, voortsetting en afhandeling van enige handeling, skema of aktiwiteit wat deur 'n plaaslike owerheid onderneem word. "Plaaslike owerheid" het dieselfde betekenis as dié wat daaraan geheg is by artikel 1 van die Wet op Arbeidsverhoudinge, 1956.

Posadres van applikant: Posbus 97004, Presas, 0114.

Kantooradres van applikant: Eerste Verdieping, Dairy-mall-gebou, Jacob Maréstraat 146, Pretoria.

Die aandag word gevestig op onderstaande vereistes van artikel 4 van die Wet:

(a) Die mate waarin 'n beswaarmakende vakvereniging verteenwoordigend is, word ingevolge subartikel (4) bepaal volgens die feite soos hulle bestaan het op die datum waarop die aansoek ingedien is, en wat die lidmaatskap betref, word alleen lede wat ingevolge artikel 1 (2) van die Wet op voormelde datum volwaardige lede was, in aanmerking geneem.

(b) Die prosedure voorgeskryf by subartikel (2) moet gevolg word in verband met 'n beswaar wat ingedien word.

D. W. JAMES,
Nywerheidsregistrator.
(2 Augustus 1991)

KENNISGEWING 699 VAN 1991

SENTRALE STATISTIEKDIENS

DIE HOOF: SENTRALE STATISTIEKDIENS maak vir algemene inligting bekend dat die Verbruikersprysin-deks soos volg is:

Verbruikersprysin-deks, alle items (Basis 1985 = 100)

Junie 1991 = 232,4.

(2 Augustus 1991)

KENNISGEWING 702 VAN 1991

DOEANE- EN AKSYNSTARIEFAANSOEKE: LYS 29/91

Onderstaande aansoeke betreffende die Doeane- en Aksynstarief is deur die Raad van Handel en Nywerheid ontvang. Enige beswaar teen of kommentaar op hierdie verhoë moet binne ses weke na die datum van hierdie kennisgewing aan die Hoof Uitvoerende Beampste, Raad van Handel en Nywerheid, Privaatsak X753, Pretoria, 0001, gerig word. Die aandag word daarop gevestig dat die skale van reg wat in die aansoeke genoem word, dié is wat deur die applikant aangevra is en dat die Raad, afhangende van sy bevindings, hoër of laer skale van reg mag aanbeveel.

Verhoging van die reg op:

Elektriese gloeilampe van minstens 15 W deur die bestaande voorsienings by tariefsubpos 8539.21.40, 8539.21.90, 8539.22.50, 8539.22.90, 8539.29.55 en 8539.29.90 te vervang deur die volgende:

No. R. 1801

2 August 1991

LABOUR RELATIONS ACT, 1956

CANCELLATION OF GOVERNMENT NOTICES:
IRON, STEEL, ENGINEERING AND METALLURGI-
CAL INDUSTRY

I, Eli van der Merwe Louw, Minister of Manpower, hereby, in terms of section 48 (5) of the Labour Relations Act, 1956, cancel Government Notice No. R. 2467 of 10 November 1989 with effect from the second Monday after the date of publication of this notice.

E. VAN DER M. LOUW,
Minister of Manpower.

No. R. 1802

2 August 1991

LABOUR RELATIONS ACT, 1956

IRON, STEEL, ENGINEERING AND METALLUR-
GICAL INDUSTRY: RE-ENACTMENT OF SICK PAY
FUND AGREEMENT **181**

I, Eli van der Merwe Louw, Minister of Manpower, hereby—

(a) in terms of section 48 (1) (a) of the Labour Relations Act, 1956, declare that the provisions of the Agreement which appears in the Schedule hereto and which relates to the Undertaking, Industry, Trade or Occupation referred to in the heading to this notice, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 20 November 1992, upon the employers' organisations and the trade unions which entered into the said Agreement and upon the employers and employees who are members of the said organisations or unions; and

(b) in terms of section 48 (1) (b) of the said Act, declare that the provisions of the said Agreement, excluding those contained in clauses 1 (1) (a), 2, 3 and 6 (1) shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 20 November 1992, upon all employers and employees, other than those referred to in paragraph (a) of this notice, who are engaged or employed in the said Undertaking, Industry, Trade and Occupation in the areas specified in clause 1 of the said Agreement.

E. VAN DER M. LOUW,
Minister of Manpower.

SCHEDULE

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

SICK PAY FUND AGREEMENT

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

Automotive Parts Production Engineers' As-
sociation

Border Engineering Industries Association

Bright Bar Association

No. R. 1801

2 Augustus 1991

WET OP ARBEIDSVERHOUDINGE, 1956

INTREKKING VAN GOEWERMENSKENNISGE-
WINGS: YSTER-, STAAL-, INGENIEURS- EN
METALLURGIESE NYWERHEID

Ek, Eli van der Merwe Louw, Minister van Mannekrag, trek hierby, kragtens artikel 48 (5) van die Wet op Arbeidsverhoudinge, 1956, Goewermenskennisgewing No. R. 2467 van 10 November 1989 in met ingang van die tweede Maandag na die datum van publikasie van die kennisgewing.

E. VAN DER M. LOUW,
Minister van Mannekrag.

No. R. 1802

2 Augustus 1991

WET OP ARBEIDSVERHOUDINGE, 1956

YSTER-, STAAL-, INGENIEURS- EN METALLUR-
GIESE NYWERHEID: HERBEKRAGTING VAN
SIEKTEBYSTANDSFONDSOORENKOMS

Ek, Eli van der Merwe Louw, Minister van Mannekrag, verklaar hierby—

(a) kragtens artikel 48 (1) (a) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings van die Ooreenkoms wat in die Bylae hiervan verskyn en betrekking het op die Onderneming, Nywerheid, Bedryf of Beroep in die opskrif by hierdie kennisgewing vermeld, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 20 November 1992 eindig, bindend is vir die werkgewersorganisasies en die vakverenigings wat genoemde Ooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasies of verenigings is; en

(b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalings van die genoemde Ooreenkoms, uitgesonderd dié vervat in klousules 1 (1) (a), 2, 3 en 6 (1) met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 20 November 1992 eindig, bindend is vir alle ander werkgewers en werknemers as dié genoem in paragraaf (a) van hierdie kennisgewing wat betrokke is by of in diens is in genoemde Onderneming, Nywerheid, Bedryf of Beroep in die gebiede in klousule 1 van die genoemde Ooreenkoms gespesifiseer.

E. VAN DER M. LOUW,
Minister van Mannekrag.

BYLAE

NASIONALE NYWERHEIDSRaad VIR DIE YSTER-,
STAAL-, INGENIEURS- EN METALLURGIESE NYWER-
HEID

SIEKTEBYSTANDSFONDSOORENKOMS

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

Automotive Parts Production Engineers' Associa-
tion

Border Engineering Industries Association

Bright Bar Association

Cape Engineers' and Founders' Association
 Constructional Engineering Association (South Africa)
 Covered Conductor Manufacturers' Association
 Domestic Appliance Manufacturers' Association of South Africa
 Electrical Engineering and Allied Industries Association
 Electronics and Telecommunications Industries Association
 Engineers' and Founders' Association (Transvaal, Orange Free State and Northern Cape)
 Fire Protection Industries Association of South Africa
 Gate and Fence Association
 Hand Tool Manufacturers' Association
 Heavy Engineering Manufacturers' Association
 Iron and Steel Producers' Association of South Africa
 Lift Engineering Association of South Africa
 Light Engineering Industries Association of South Africa
 Materials Handling Association
 Natal Engineering Industries Association
 Non-Ferrous Metal Industries Association of South Africa
 Plastics Manufacturers' Association of South Africa
 Plumbers and Engineers Brassware Manufacturers' Association
 Port Elizabeth Engineers' Association
 Precision Manufacturing Engineers' Association
 Pressure Vessel Manufacturers' Association of South Africa
 Radio, Appliance and Television Association of South Africa
 Sheetmetal Industries Association of South Africa
 S.A. Agricultural Machinery Association
 S.A. Association of Shipbuilders and Repairers
 S.A. Electro-Plating Industries Association
 S.A. Fasteners Manufacturers' Association
 S.A. Foundry Association
 S.A. Industrial Refrigeration and Air Conditioning Contractors' Association
 S.A. Machine Tool Manufacturers' Association
 S.A. Radio and Television Manufacturers' Association
 S.A. Reinforced Concrete Engineers' Association
 S.A. Tube Makers' Association
 S.A. Wire and Wire Rope Manufacturers' Association

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

Amalgamated Engineering Union of South Africa
 Amalgamated Society of Woodworkers of South Africa
 Engineering Industrial and Mining Workers' Union of South Africa
 Iron Moulders' Society of South Africa

Cape Engineers' and Founders' Association
 Constructional Engineering Association (South Africa)
 Covered Conductor Manufacturers' Association
 Domestic Appliance Manufacturers' Association of South Africa
 Electrical Engineering and Allied Industries Association
 Electronics and Telecommunications Industries Association
 Engineers' and Founders' Association (Transvaal, Orange Free State and Northern Cape)
 Fire Protection Industries Association of South Africa
 Gate and Fence Association
 Hand Tool Manufacturers' Association
 Heavy Engineering Manufacturers' Association
 Iron and Steel Producers' Association of South Africa
 Lift Engineering Association of South Africa
 Light Engineering Industries Association of South Africa
 Materials Handling Association
 Natal Engineering Industries Association
 Non-Ferrous Metal Industries Association of South Africa
 Plastics Manufacturers' Association of South Africa
 Plumbers and Engineers Brassware Manufacturers' Association
 Port Elizabeth Engineers' Association
 Precision Manufacturing Engineers' Association
 Pressure Vessel Manufacturers' Association of South Africa
 Radio, Appliance and Television Association of South Africa
 Sheetmetal Industries Association of South Africa
 S.A. Agricultural Machinery Association
 S.A. Association of Shipbuilders and Repairers
 S.A. Electro-Plating Industries Association
 S.A. Fasteners Manufacturers' Association
 S.A. Foundry Association
 S.A. Industrial Refrigeration and Air Conditioning Contractors' Association
 S.A. Machine Tool Manufacturers' Association
 S.A. Radio and Television Manufacturers' Association
 S.A. Reinforced Concrete Engineers' Association
 S.A. Tube Makers' Association
 S.A. Wire and Wire Rope Manufacturers' Association

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

Amalgamated Engineering Union of South Africa
 Amalgamated Society of Woodworkers of South Africa
 Engineering Industrial and Mining Workers' Union of South Africa
 Iron Moulders' Society of South Africa

181
 Metal and Electrical Workers' Union of S.A.
 Mineworkers' Union

National Union of Metalworkers' of South Africa

Radio, Television, Electronics and Allied Workers' Union

S.A. Boilermakers', Iron and Steel Workers', Shop-builders' and Welders' Society

S.A. Electrical Workers' Association

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

Steel, Engineering and Allied Workers' Union of South Africa

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

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

1. SCOPE OF APPLICATION OF AGREEMENT

(1) The terms of this Agreement shall be observed in the Iron, Steel, Engineering and Metallurgical Industries throughout the Republic of South Africa, excluding the port and settlement of Walvis Bay, by—

(a) all employers and employees who are members of the employers' organisations and the trade unions respectively;

(b) employees in the employment of employers under paragraph (a) as at 31 July 1989 who were on that date members of and participants in Scheme B of the Sick Pay Fund in terms of the Agreement as published under Government Notice No. R. 2032 of 9 October 1980, as amended and extended, and who, whilst being eligible to become members of a trade union which is a party to this Agreement, are not members of such a trade union, whilst they continue in the service of the same employer.

(2) The terms of this Agreement shall not apply to the following persons:

(a) Employees engaged on or after 1 August 1989 by the employers referred to in subsection (1) (a) who, whilst being eligible to become members of a trade union which is a party to this Agreement, are not members of such a trade union; and

(b) employees other than those employed by employers referred to in subsection (1).

2. PERIOD OF OPERATION OF AGREEMENT

This Agreement shall come into operation on a date to be fixed by the Minister of Manpower in terms of section 48 (1) of the Act and shall remain in force for the period ending 20 November 1992 or for such period as may be determined by him.

3. SPECIAL PROVISIONS

The provisions of clauses 6 (1) (a), 7 (2) (a) and 15 of the Agreement published under Government Notice No. R. 2467 of 10 November 1989 (hereinafter referred to as the "Former Agreement") as further extended, renewed, amended or re-enacted from time to time, shall apply to employers and employees.

4. GENERAL PROVISIONS

The provisions contained in clauses 3 to 5, 6 (1) (b) to 7 (1), 7 (2) (b) to 14 and 16 to 20 of the former Agreement, as further extended, renewed, amended or re-enacted from time to time, shall apply to employers and employees.

4. SECTION 3: DEFINITIONS

(1) Insert the following between the definitions "Electrical Contracting Industry" and "Lift and Escalator Industry":

" 'law' shall include common law;".

Metal and Electrical Workers' Union of S.A.
 Mynwerkersunie

National Union of Metalworkers' of South Africa

Radio, Television, Electronics and Allied Workers' Union

S.A. Boilermakers', Iron and Steel Workers', Shop-builders' and Welders' Society

S.A. Electrical Workers' Association

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

Steel, Engineering and Allied Workers' Union of South Africa

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

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

1. TOEPASSINGSBESTEK VAN OOREENKOMS

(1) Hierdie Ooreenkoms moet nagekom word in die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerhede oral in die Republiek van Suid-Afrika, uitgesonderd die hawe en nederstelling van Walvisbaai—

(a) deur all werkgewers en werknemers wat lede van onderskeidelik die werkgewersorganisasies en die vakverenigings is;

(b) werknemers in diens van werkgewers kragtens paragraaf (a) op 31 Julie 1989 wat op daardie datum lede van en deelnemers was in Skema B van die Siektebystandsfonds ingevolge die Ooreenkoms gepubliseer by Goewermmentskennisgewing No. R. 2032 van 9 Oktober 1980, soos gewysig en verleng, en wat, hoewel hulle kwalifiseer vir lidmaatskap van 'n vakvereniging wat 'n party is by hierdie Ooreenkoms, hulle nie lede van sodanige vakvereniging(s) is nie, terwyl hulle in die diens van dieselfde werkgewer bly.

(2) Hierdie Ooreenkoms is nie op die volgende persone van toepassing nie:

(a) Werknemers in diens geneem op of na 1 Augustus 1989 deur die werkgewers in subklousule (1) (a) bedoel wat, hoewel hulle kwalifiseer vir lidmaatskap van 'n vakvereniging wat 'n party by die Ooreenkoms is, nie lede van so 'n vakvereniging is nie; en

(b) werknemers, uitgesonderd dié in diens by die werkgewers in subklousule (1) bedoel.

2. GELDIGHEIDSDUUR VAN OOREENKOMS

Hierdie Ooreenkoms tree in werking op die datum wat die Minister van Mannekrag kragtens artikel 48 (1) van die Wet vasstel, en bly van krag vir die tydperk eindigende 20 November 1992 of vir die tydperk wat hy bepaal.

3. SPESIALE BEPALINGS

Die bepalinge soos vervat in klousules 6 (1) (a), 7 (2) (a) en 15 van die Ooreenkoms gepubliseer by Goewermmentskennisgewing No. R. 2467 van 10 November 1989 (hierna die "Vorige Ooreenkoms" genoem) soos verder verleng, hernieu, gewysig of herbekragtig van tyd tot tyd, is van toepassing op sowel werkgewers en werknemers.

4. ALGEMENE BEPALINGS

Die bepalinge soos vervat in klousules 3 tot 5, 6 (1) (b) tot 7 (1), 7 (2) (b) tot 14 en 16 tot 20 van die Vorige Ooreenkoms soos verder verleng, hernieu, gewysig of herbekragtig van tyd tot tyd, is van toepassing op sowel as werkgewers as werknemers.

4. KLOUSULE 3: WOORDOMSKRYWING

(1) Voeg die volgende in tussen die omskrywings "Elektrotegniese Aannemingsnywerheid" en "Hyser- en Roltrapnywerheid":

" 'wet' ook gemene reg;".

(2) In the definition of "Region B", substitute the expression "... The National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry (Border Regional Council), P.O. Box 13162, Vincent, 5217, or Room 419, Fourth Floor, XDC Building, 19 Manchester Road, Chiselhurst, 5247, East London" for the expression "... The National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry (Border Regional Council), P.O. Box 7227, East London, 5200, or Carmel House, 7-9 Gladstone Street, East London, 5201;".

(3) In the definition of "Region D", substitute the expression "... P.O. Box 3127, North End, 6056 ..." for the expression "... P.O. Box 3127, Port Elizabeth, 6000 ...".

(4) In the definition of "Region E", delete the expression "... and includes the Magisterial Districts of Parys and Sasolburg ...".

(5) In the definition of "Region F", delete the expression "... excluding the Magisterial Districts of Parys and Sasolburg, ...".

5. SECTION 7: CONTRIBUTIONS

(1) Substitute the following for subsection (2) (a) (i):

"(2) (a) (i) deducted in terms of an individually signed stop-order deduction application in respect of a trade union which is a party to this Agreement; or".

(2) In subsection 4 (c), substitute the expression "... Second Office Level, Metal Industries House, 42 Anderson Street, Johannesburg, 2001" for the expression "... Amaleng, 8 De Villiers Street, Johannesburg, 2001."

6. SECTION 8: BENEFITS

(1) Substitute the following for the existing subsection (4) (a):

"(a) Benefits shall be payable for each complete week of absence up to a maximum of 26 weeks for any one pregnancy at the rate of 55 per cent of the weekly wage of the member immediately prior to such absence; Provided that—

(i) where absence from work due to pregnancy is less than 26 weeks, or where a member whose employment has been terminated due to pregnancy re-commences employment within 26 weeks, benefits shall be payable for such lesser period that the member has not worked during such pregnancy;

(ii) benefits for days of absence not comprising a complete week shall be calculated *pro rata* for each completed day of absence dependent on whether a five-day week or a six-day week was being worked immediately prior to the absence."

(2) Insert the following new subclause 4 (d):

(b) Members qualifying for benefits under this subclause (4) shall be entitled to an advance payment of up to four weeks' benefits after completion of the first week of absence. Benefits shall accrue on a weekly basis for absence due to pregnancy/confinement after expiry of such four weeks period."

Signed at Johannesburg, for and on behalf of the parties, this 2nd day of January 1991.

W. P. COETZEE,
Chairman.

J. DE W. TROTSKIE,
Vice-Chairman.

D. G. LEVY,
General Secretary.

(2) In die omskrywing van "Streek B", vervang die uitdrukking "... Die Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid (Grensstreekraad), Posbus 7227, Oos-Londen, 5200, of Carmel huis, Gladstonestraat 7-9, Oos-Londen, 5201;" deur die uitdrukking "... Die Nasionale Nywerheidsraad vir die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid (Grensstreekraad), Posbus 13162, Vincent, 5217, of Kamer 419, Vierde Verdieping, XDC-gebou, Manchesterweg 19, Chiselhurst, 5247, Oos-Londen;".

(3) In die omskrywing van "Streek D", vervang die uitdrukking "... Posbus 3127, Port Elizabeth, 6000." deur die uitdrukking "... Posbus 3127, Noordeinde, 6056 ...".

(4) In die omskrywing van "Streek E" skrap die uitdrukking "... dog met inbegrip van die landdrostdistrikte Parys en Sasolburg ...".

(5) In die omskrywing van "Streek F", skrap die uitdrukking "... uitgesonderd die landdrostdistrikte Parys en Sasolburg, ...".

5. KLOUSULE 7: BYDRAES

(1) Vervang subklousule (2) (a) (i) deur die volgende:

"(2) (a) (i) afgetrek word ingevolge 'n afsonderlik getekende aansoek om 'n aftrekorder ten opsigte van 'n vakvereniging wat 'n party by hierdie Ooreenkoms is; of".

(2) In subklousule 4 (c), vervang die uitdrukking "of 'Amaleng', De Villiersstraat 8, Johannesburg, 2001," deur die uitdrukking "... of Tweede Kantoornvlak, Metal Industries House, Andersonstraat 42, Johannesburg, 2001."

6. KLOUSULE 8: BYSTAND

(1) Vervang die bestaande subklousule (4) (a) deur die volgende:

"(a) Voordele is betaalbaar vir elke voltooide week van afwesigheid vir 'n maksimum van 26 weke ten opsigte van een enkele swangerskap teen 55 persent van die weeklikse loon wat 'n lid ontvang het onmiddellik vòr sodanige afwesigheid: Met dien verstande dat—

(i) as 'n lid as gevolg van swangerskap minder as 26 weke van die werk afwesig is of as 'n lid wie se diens as gevolg van swangerskap beëindig is, diens binne 26 weke hervat, bystand betaalbaar is vir sodanige korter tydperk wat die lid nie gedurende sodanige swangerskap gewerk het nie;

(ii) bystand ten opsigte van dae van afwesigheid wat nie 'n volle week behels nie bereken moet word op 'n *pro rata*-basis vir elke voltooide dag van afwesigheid afhangende daarvan of daar 'n werkweek van vyf dae of 'n werkweek van ses dae gewerk is onmiddellik vòr die afwesigheid."

(2) Voeg die volgende nuwe subklousule (4) (d) in:

"(d) Lede wat kwalifiseer vir bystand kragtens hierdie subklousule (4) is geregtig op 'n vooruitbetaling van tot vier weke se bystand ná voltooiing van die eerste week van afwesigheid. Bystand loop op 'n weeklikse grondslag vir afwesigheid weens swangerskap bevalling na die verstryking van sodanige tydperk van vier weke."

Namens die partye op hede die 2de dag van Januarie 1991 te Johannesburg onderteken.

W. P. COETZEE,
Voorsitter.

J. DE W. TROTSKIE,
Ondervoorsitter.

D. G. LEVY,
Hoofsekretaris.

Motor industry hit by strike as negotiations fail

AS the motor industry talks deadlocked this week, the strike inflicted heavy costs on motor manufacturers.

The two week-old strike — involving about 25 000 workers — is the costliest in the industry's history. With daily production losses of about R60-million, employers by Thursday were estimated to have lost more than R500-million in turnover since the strike began last Monday.

Mercedes Benz SA was the only motor manufacturer in full production by Thursday.

The union is demanding an across the board increase of R1,20 an hour, a moratorium on retrenchments and talks on the effects of value added tax. Employers are offering between R1,00 across the board.

Talks between National Association of Automobile Manufacturers of South Africa (Naamsa) and the National Union of Metalworkers of South Africa (Numsa) broke down on Tuesday after Numsa's failure to get workers back to work.

Naamsa president Spencer Sterling claims the union reneged on its undertaking at last Thursday's talks to normalise production by Tuesday.

Although talks are due to resume on Friday, Sterling has said employers will not negotiate until all manufacturers are back in full production.

On Wednesday about 30 percent of workers, mainly at Toyota's Durban plant and at Volkswagen's Uitenhage plant, did not come to work.

Numsa spokesman Les Kettledas blamed employers for the return to work confusion.

"Confusion surrounding the return to work was largely created by employers not understanding their own position," he said. "They proposed Wednesday as a date for the first meeting. Tuesday was agreed on as a compromise."

At the time of going to press the chief executives of Naamsa's seven affiliates were locked in a meeting in Johannesburg to map out strategies to counter the strike.

This damaging strike comes at a time of crisis in the industry. Sales are low and some manufacturers have big stockpiles. This has been advanced as a reason for manufacturers' tough stance in their dealings with the union.

Toyota industrial relations director Theo van de Bergh says present downturn in the motor industry will cushion the damage caused by the strike.

"The industry is not too upset because many companies are overstocked as it is," Van de Bergh said.

Production at Toyota has been set back by 450 cars a day.

Van de Bergh pointed out that allied industries such as components makers would also be badly affected by the strike.

About 3 000 tyre industry workers are out on strike.

We were tortured, claim workers

★ SUNDAY TIMES, August 4 1991 7

workers

LOCAL textile workers claim a Taiwanese woman tortured them with what looked like a cattle prod in an effort to extract information about stolen jerseys.

Two women who work as machinists in a Taiwanese-owned jersey factory in Newcastle, Northern Natal, say a number of them were repeatedly shocked with a long metal rod that had a switch on it, while the owner looked on. But the Taiwanese owner denies that anybody was hurt on his premises.

The machinists said 10 of them were called into an office at the factory — which comprises Ascendo Industrial and Apollo Industrial — by the owner, Mr Charles Huang, 40, and his wife, Judith, 33, on June 22 and kept there for most of the day.

Scream

Mrs Violet Zwane, 41, said she and her workmates were each shocked at least 10 times on the hands and asked who had stolen a number of jerseys.

She said: "Judy held this thing to my hands and I was shocked. My fingers closed and my body moved. It was very sore and I screamed."

Chinese boss denies staff were shocked with a cattle prod

Mrs Emma Zwane, 41, and Mrs Tswayi Monesi, 36.

The women said they earned about R36 a week.

Mrs Violet Zwane said: "There were marks on our hands for about three days but we did not go to the doctor because we did not have any money."

She said one of the workers who was hurt complained to the police.

Police spokesman Warant Officer Nasser Mahomed said the police had investigated the incident and handed the docket to Newcastle's chief prosecutor, Miss Corrie Greyling, but she had declined to prosecute.

Newcastle's town clerk, Mr Dave Schuter, said: "If this is all true we can't

accept it but at the moment it is only rumours."

He said the 600 Taiwanese people in Newcastle were valuable to the community because they owned at least 30 businesses.

Recently Taiwanese industrialists in the town formed the Chinese Chamber of Commerce.

A spokesman for the organisation, Mr Jerry Su, said he had heard of the police investigation but could not discuss "mere allegations".

But Sactwu's branch organiser, Mr Chippa Sithole, is adamant that the 10 workers were shocked.

Clash

"After speaking to workers for some time it is my understanding that physical abuse and the unjust docking of pay is almost a daily occurrence in the Taiwanese businesses here.

"There seems to be some sort of culture clash.

"We plan to take the issue of these workers being shocked and their pay being docked to court," he said.

By RYAN CRESSWELL

Mrs Sobongile Phakathi, 38, claimed Mrs Huang shocked all the women and asked who had stolen jerseys, while Mr Huang watched.

"I was handcuffed to two other people from 10 in the morning to three in the afternoon when we were shocked by Judy," she said.

Mr Huang said there was no truth in the allegations.

"Nobody was hurt in my factory. We come from overseas and we do not want to cause trouble here. We Taiwanese do not want to damage our image.

"We have brought machines and money. We are careful with our work-

Hurt

Mrs Zwane said four machinists decided to report the incident to the Newcastle branch organiser of the SA Clothing and Textile Workers Union (Sactwu) when they found out their weekly pay had been docked by as much as R26. The other two machinists who complained to the union are

ers because of the unions.

"But we do have a problem with stealing. In one week I caught 15 people stealing," he said.

He admitted that he sometimes docked workers' pay because of thefts.

'Strikers hired hitman'

THE Rand Supreme Court this week heard how five strikers at Haggie Rand in the Transvaal allegedly hired a hitman to kill scab labourers.

As a result of hiring the killer, five workers died and nine were seriously injured. (18) ~~18~~

Richard Khazamula Ngobeni, Jeffrey Siphon Mtsali, Malvert Ngubane, Samuel Kgosiekgolo Malepo and Malan Khumalo have pleaded not guilty to five counts of murder, nine counts of attempted murder and arson.

The five National Union of Metal Workers of South Africa (Numsa) members were fired in October 1989 for going on an illegal strike.

They then allegedly hired Joseph Mdumiseni Bhengu to use violence and intimidate workers who did not go on strike. open 4/8/91

Haggie Rand production manager, JC Du Plessis, told the court that in October 1989 Numsa had banned all overtime work.

On October 18, shopstewards had called a meeting where Ngobeni had demanded management immediately stop overtime and threatened a repetition of the "Germiston incident".

Du Plessis said he regarded the remark as a violent threat because five people had been killed and several injured at Haggie Rand in Germiston.

The case is continuing. - CP Correspondent

Strikers lose

S/Times (Sun Times)

4/8/91

By DON ROBERTSON

R26m

WORKERS were the losers in the motor industry strike.

It is estimated that they lost R26-million in wages and will have to work 18 months to recover the additional 15c an hour they won through striking.

They initially demanded an increase of R1,20 an hour. Motor companies offered R1. The settlement was R1,15.

Manufacturers, who lost about R800-million in turnover, hope to make it up before the end of the year.

The industry's latest car sales estimate for the year of 206 000 units is 2 000 down on the previous forecast. Poor

demand and unavailability of stock are the main reasons for this reduction.

Car sales for July, which were not affected by the strike, were 12% down on July last and 10% lower than in June.

The cost of the negotiations was about R500 000, which could be reflected in the price of cars in future, say some manufacturers.

Manufacturers, while not claiming a victory, say their strong stand against the unions was forced on them by economic realities in a declining market.

Motor trade strike likely to end today

MOTOR industry plants were out of operation yesterday as mediation talks between management and union representatives continued. (181)

A major labour dispute, which has cost the industry R60 000 a day over 12 days of striking, has now ended in mediation talks. *Sowetan 6/8/91*

Previous efforts between management and members of the National Union of Metalworkers of South Africa failed on Friday.

Yesterday, six out of seven motor plants were closed.

According to National Association of Automobile Manufacturers of SA president Spencer Sterling the strike may be over by today.

Central to the dispute is Numsa's R1,20 an hour wage demand, a moratorium on retrenchments, and wage adjustments early next year to accommodate the impact of VAT. Employers have offered R1 an hour. - *Sowetan Correspondent.*

Employers table revised offer

Breakthrough may end car industry strike

8/10/91 7/8/91

355 11/01/91 181

VEHICLE assembly employers and the National Union of Metalworkers (Numsa) yesterday achieved a breakthrough in the 12-day-old national strike after employers tabled revised offers on wages and a moratorium on retrenchments.

Numsa will start polling members on the revised offer today and employers are hopeful that full production will resume tomorrow.

Vehicle assemblers have been losing about 1 500 production units daily in strike action which has crippled production at the assembly plants of Toyota, Nissan, Delta, BMW, Samcor and Volkswagen.

Numsa senior negotiator Les Kettle said yesterday the breakthrough was reached after 40 hours of mediation which started at the weekend. Parties had agreed to call in Independent Mediation Services of SA director Charles Nupen.

Employers were offering hourly across-the-board wages of R1 when the parties deadlocked in the middle of last month. Numsa lowered its opening demand of R1,50 to R1,20 when negotiations resumed in Port Elizabeth last week. The union was also demanding an unconditional moratorium on retrenchments.

It was not known yesterday by how much employers had improved their offer.

Kettle said it was premature to say that the strike by more than 24 000 Numsa members was over.

Representatives of the union's bargaining committee would report back to all members today. The union would then formally indicate to employers its reaction to the new proposals.

MARC HASENFUSS and
VERA VON LIERES

Workers were expected to return to work by tomorrow morning if they voted to accept the new offer. Details of the offer are expected to be released later today.

Industry estimates are that the strike has cost the vehicle assembly and related industries about R800m in turnover.

One industry source yesterday warned that the strike would cause serious new vehicle supply shortages.

However, another source said he did not expect a general supply crisis. He said that, apart from Toyota most manufacturers had been planning for short-time work between now and the end of the year.

National Association of Automobile Manufacturers of SA (Naamsa) director Nico Vermuelen said certain manufacturers could experience supply bottlenecks in the short-term.

Six of the seven companies party to the vehicle assembly national bargaining forum were still out of production yesterday. Mercedes-Benz, except for a short stoppage at its Pinetown parts division, has remained at full production.

Toyota manufacturing MD Ralph Broadley said the strike had continued for longer than expected, but the production backlog could be made up with overtime.

A Volkswagen spokesman said the Uitenhage plant was losing up to 300 units a day which had serious ramifications for production targets.

BMW communications manager Johann Kleinhans said although the group lost 70 to 80 units a day in the strike, supply of new vehicles would not be affected "too badly".

Accord ends 2-week car workers' strike

By Helen Grange
Pretoria Bureau

The car manufacturing industry is expected to be back in full production tomorrow after an agreement to end the crippling two-week strike was made by employers and unions at 4 am yesterday.

The agreement between the National Association of Automobile Manufacturers of SA (Naamsa) and the National Union of Metalworkers of SA (Numsa) came after three days of mediation.

Details of the agreement on wages have not been released.

Naamsa and Numsa consulted members at

all seven car plants later yesterday, and expected to report back on the reaction to the offers today.

It is understood employers made improved offers on wage increases and dealt with a demand for a moratorium on retrenchments — two core issues of the dispute.

The car industry almost came to a halt during the strike — losing up to R60 million a day in turnover.

In a last-ditch attempt to resolve the dispute on Friday, parties turned to mediation.

Numsa was pressing for a R1,20 increase on hourly rates and called for a blanket moratorium on retrenchments.

Motor strike ends as final deal is reached

FINAL settlement was reached yesterday in the 13-day-old vehicle assembly strike by 25 000 National Union of Metalworkers (Numsa) members which cost the industry about R800m in lost turnover.

Numsa chief negotiator Les Kettledas said yesterday workers were expected to return to work today.

The agreement — reached after three days of mediation which started at the weekend — provides for across-the-board increases in the hourly-wage of between R1,15 and R1,80 for unskilled and skilled workers respectively.

The settlement also provides for an interim moratorium on retrenchments and an agreement to set up a joint industry education and training board.

The parties committed themselves to the long-term growth of the industry and the protection of jobs, Kettledas said. It was accepted that employers and government would jointly fund child-care facilities at all plants.

National Association of Automobile Manufacturers of SA (Naamsa) representatives were not available for comment last night.

A dispute was declared in June when Naamsa employers offered a R1 across-the-board increase. Numsa lowered its opening demand of R1,50 to R1,20 when negotiations resumed in Port Elizabeth last week. It also wanted an unconditional moratorium.

Employers on Tuesday upped their wage

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Biparty 8/8/91

VERA VON LIERES

offer and accepted a moratorium on retrenchments.

In terms of the settlement employers agreed to an interim moratorium on retrenchments, while a job security committee was appointed to develop by the end of November a plan for the long-term viability of the industry and job security.

The parties accepted that employers would be entitled to withdraw the moratorium in the event of repeated failure to reach production targets.

In a landmark agreement on training, the parties undertook to set up a joint industry education and training board which will be guided by a number of principles. These include the linking of training to clearly defined industry career paths; and that government should have an obligation to assist in training.

Vehicle assemblers lost about 1 500 production units daily in strike action which halted production at Toyota, Nissan, Delta, BMW, Samcor, and Volkswagen assembly plants.

Five of the seven companies party to the vehicle assembly national bargaining forum were still not in production yesterday. A spokesman for Toyota SA confirmed that production resumed at its Mobeni and Prospecton plants in Durban yesterday, Sapa reports.

Motor trade strike ends

THE first national strike in the country's motor assembly industry ended after 13 days yesterday, said National Union of Mineworkers of South Africa spokesman Mr Les Kettleidas.

The estimated 25 000 Numsa members who had downed tools since July 22 were expected to go back to work today, he said.

Workers are to be given wage increases ranging between R1,15 an hour for unskilled workers and R1,80 an hour or 13,5 percent, whichever is the highest, for skilled workers.

The agreement between Numsa and the National Association of Automobile Manufacturers of SA was accepted by the union membership following report-backs by union negotiators on Tuesday and yesterday.

Wage increases would be back-dated to the first pay week of July, said Kettleidas.

The parties committed themselves to the long-term growth and viability of the industry. - Sapa.

Auto workers *Star 8/8/91* expected back on the job today

By Shareen Singh
 and Helen Grange

About 25 000 workers in the motor industry are set to return to work today, following a major breakthrough with employers on wages, retrenchments and training after a costly two-week strike.

The National Union of Metalworkers (Numsa) clinched an agreement with seven motor companies, securing a moratorium on retrenchments for the next 12 months and hourly pay increases ranging between R1,15 and R1,80.

The parties also agreed to set up a training committee with joint representation by employers and unions to look at training needs.

Numsa spokesman Les Kettledas said employers had agreed to 99 per cent of the union's demands on training.

Previously, employers had focused solely on apprenticeship training, but the new agreement provided training as well as literacy and numeracy education for workers.

Unionists believe the agreement has set a precedent for other industries.

The settlement was reached after a strike

which brought production to a standstill at six motor companies and which cost employers more than R500 million.

A meeting of workers arranged yesterday by Numsa at Samcor's Pretoria plant to vote on the agreement had had a smaller turnout than hoped for, and another meeting had been planned for this morning, said Samcor spokesman Ruven Els — "so we will not be in full production for at least another morning".

However, other plants, including Volkswagen, Toyota, Nissan, Delta and BMW, expect most workers to return today.

The 12-day strike is expected to have serious repercussions on the supply of high-selling vehicles, Mr Els said.

"There is already a two-month to three-month waiting list on these vehicles," he said.

All plants affected are making plans to make up for lost production.

Ralph Broadly, managing director of Toyota Manufacturing, said there would be a shortage of units, but strike allowances had been incorporated in the production schedule.

One source said the strike's effects would likely be felt at the end of the year, when demand for vehicles was highest.

Fuel workers to strike?



South 8/8 - 14/8/91
WORKERS at three major oil companies are likely to down tools after talks with the Chemical Workers Industrial (CWIU) ended in deadlock.

Strike ballots were held at more than 65 depots of BP, Caltex and Total and results received so far from the Western Cape, Orange Free State, Natal and Border indicate support for

a strike.

A union official said results from the Transvaal and Northern Cape would be received by Friday when a final decision would be taken on further action.

Workers are demanding wage increases, centralised bargaining and job security.

No. R. 1886

9 August 1991

LABOUR RELATIONS ACT, 1956

SWEETMAKING INDUSTRY, CAPE: RENEWAL OF MAIN AGREEMENT

I, Eli van der Merwe Louw, Minister of Manpower, hereby, in terms of section 48 (4) (a) (ii) of the Labour Relations Act, 1956, declare the provisions of Government Notices Nos. R. 1538 of 30 August 1974, R. 2380 of 19 December 1975, R. 2561 of 22 December 1978, R. 1825 of 29 August 1980, R. 1869 of 3 September 1982, R. 311 of 15 February 1985, R. 581 of 31 March 1988 and R. 1875 of 10 August 1990, to be effective from the date of publication of this notice and for the period ending 31 March 1992.

E. VAN DER M. LOUW,
Minister of Manpower.

No. R. 1887

9 August 1991

LABOUR RELATIONS ACT, 1956

SWEETMAKING INDUSTRY, CAPE: AMENDMENT OF MAIN AGREEMENT

I, Eli van der Merwe Louw, Minister of Manpower, hereby—

(a) in terms of section 48 (1) (a) of the Labour Relations Act, 1956, declare that the provisions of the Agreement (hereinafter referred to as the Amending Agreement) which appears in the Schedule hereto and which relates to the Undertaking, Industry, Trade or Occupation referred to in the heading to this notice, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 31 March 1992, upon the employers' organisation and the trade union which entered into the Amending Agreement and upon the employers and employees who are members of the said organisation or union; and

(b) in terms of section 48 (1) (b) of the said Act, declare that the provisions of the Amending Agreement, excluding those contained in clause 1 (1), shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 31 March 1992, upon all employers and employees, other than those referred to in paragraph (a) of this notice, who are engaged or employed in the said Undertaking, Industry, Trade or Occupation in the areas specified in clause 1 of the Amending Agreement.

E. VAN DER M. LOUW,
Minister of Manpower.

No. R. 1886

9 Augustus 1991

WET OP ARBEIDSVERHOUDINGE, 1956

LEKKERGOEDNYWERHEID, KAAP: HERNUWING VAN HOOFOORENKOMS

Ek, Eli van der Merwe Louw, Minister van Mannekrag, verklaar hierby, kragtens artikel 48 (4) (a) (ii) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings van Goewermentskennisgewings Nos. R. 1538 van 30 Augustus 1974, R. 2380 van 19 Desember 1975, R. 2561 van 22 Desember 1978, R. 1825 van 29 Augustus 1980, R. 1869 van 3 September 1982, R. 311 van 15 Februarie 1985, R. 581 van 31 Maart 1988 en R. 1875 van 10 Augustus 1990, van krag is vanaf die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Maart 1992 eindig.

E. VAN DER M. LOUW,
Minister van Mannekrag.

No. R. 1887

9 Augustus 1991

WET OP ARBEIDSVERHOUDINGE, 1956

LEKKERGOEDNYWERHEID, KAAP: WYSIGING VAN HOOFOORENKOMS

Ek, Eli van der Merwe Louw, Minister van Mannekrag, verklaar hierby—

(a) kragtens artikel 48 (1) (a) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings van die Ooreenkoms (hierna die Wysigingsooreenkoms genoem) wat in die Bylae hiervan verskyn en betrekking het op die Onderneming, Nywerheid, Bedryf of Beroep in die opskrif by hierdie kennisgewing vermeld, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Maart 1992 eindig, bindend is vir die werkgeversorganisasie en die vakvereniging wat die Wysigingsooreenkoms aangegaan het en vir die werkgevers en werknemers wat lede van genoemde organisasie of vereniging is; en

(b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalings van die Wysigingsooreenkoms, uitgesonderd dié vervat in klousule 1 (1) met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Maart 1992 eindig, bindend is vir alle ander werkgevers en werknemers as dié genoem in paragraaf (a) van hierdie kennisgewing wat betrokke is by of in diens is in genoemde Onderneming, Nywerheid, Bedryf of Beroep in die gebiede in klousule 1 van die Wysigingsooreenkoms gespesifiseer.

E. VAN DER M. LOUW,
Minister van Mannekrag.

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SCHEDULE

INDUSTRIAL COUNCIL FOR THE SWEETMAKING INDUSTRY (CAPE)

AGREEMENT

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

Western Cape Sweet Manufacturers' Association

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

Western Province Sweet Workers' Union

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

being the parties to the Industrial Council for the Sweetmaking Industry (Cape),

to amend the Main Agreement of the Council, published under Government Notice No. R. 1538 of 30 August 1974, as extended, amended and renewed by Government Notices Nos. R. 2235 of 21 November 1975, R. 2380 of 19 December 1975, R. 2388 of 1 December 1978, R. 2560 and R. 2561 of 22 December 1978, R. 1825 of 29 August 1980, R. 1869 and R. 1870 of 3 September 1982, R. 2795 of 21 December 1984, R. 311 of 15 February 1985, R. 580 and R. 581 of 31 March 1988, and R. 1874 and R. 1875 of 10 August 1990.

1. AREA AND SCOPE OF APPLICATION OF AGREEMENT

The terms of this Agreement shall be observed in the Production Section of the Sweetmaking Industry—

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

(2) in the Magisterial Districts of The Cape, Wynberg, Goodwood and Bellville, in that portion of the Magisterial District of Stellenbosch which, prior to the publication of Government Notice No. 283 of 2 March 1962, fell within the Magisterial District of Bellville, in that portion of the Magisterial District of Kuils River which, prior to the publication of Government Notice No. 661 of 19 April 1974, fell within the Magisterial District of Stellenbosch but which, prior to 2 March 1962, fell within the Magisterial District of Bellville and in that portion of the Magisterial District of Kuils River which, prior to the publication of Government Notice No. R. 1683 of 7 August 1987 fell within the Magisterial District of Bellville, and in that portion of the Magisterial District of Somerset West which, prior to 9 March 1973 (Government Notice No. 173 of 9 February 1973), fell within the Magisterial District of Wynberg.

2. CLAUSE 4: REMUNERATION

(1) Substitute the following for subclause (1) (a):
“(a) *Employees other than casual employees:*

	Weekly wage
Artisan.....	279,25
Assistant despatch clerk	169,33
Assistant foreman	255,65
Assistant storeman	169,33
Cloakroom attendant.....	155,76
Despatch clerk	217,83
Factory clerk	162,55
Foreman	301,14
Grade I employee, qualified	169,33
Grade I employee, unqualified—	
during first three months' experience.....	158,47
during second three months' experience.....	161,90
during third three months' experience	165,20
Grade II employee, qualified	162,55

BYLAE

NYWERHEIDSRAAD VIR DIE LEKKERGOEDNYWERHEID (KAAP)

OOREENKOMS

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

Western Cape Sweet Manufacturers' Association

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

Western Province Sweet Workers' Union

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

wat die partye is by die Nywerheidsraad vir die Lekkergoednywerheid (Kaap),

om die Hofooreenkoms van die Raad, gepubliseer by Goewermentskennisgewing No. R. 1538 van 30 Augustus 1974, soos verleng, gewysig en hernieu deur Goewermentskennisgewings Nos. R. 2235 van 21 November 1975, R. 2380 van 19 Desember 1975, R. 2388 van 1 Desember 1978, R. 2560 en R. 2561 van 22 Desember 1978, R. 1825 van 29 Augustus 1980, R. 1869 en R. 1870 van 3 September 1982, R. 2795 van 21 Desember 1984, R. 311 van 15 Februarie 1985, R. 580 en R. 581 van 31 Maart 1988 en R. 1874 en R. 1875 van 10 Augustus 1990, te wysig.

1. GEBIED EN TOEPASSINGSBESTEK VAN OOREENKOMS

Hierdie Ooreenkoms moet in die Produksieseksie van die Lekkergoednywerheid nagekom word—

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

(2) in die landdrostdistrikte Die Kaap, Wynberg, Goodwood en Bellville, in daardie gedeelte van die landdrostdistrik Stellenbosch wat voor die publikasie van Goewermentskennisgewing No. 283 van 2 Maart 1962 binne die landdrostdistrik Bellville geval het, in daardie gedeelte van die landdrostdistrik Kuilsrivier wat voor die publikasie van Goewermentskennisgewing No. 661 van 19 April 1974 binne die landdrostdistrik Stellenbosch maar voor 2 Maart 1962 binne die landdrostdistrik Bellville geval het en in daardie gedeelte van die landdrostdistrik Kuilsrivier wat voor die publikasie van Goewermentskennisgewing No. R. 1683 van 7 Augustus 1987 binne die landdrostdistrik Bellville geval het, en in daardie gedeelte van die landdrostdistrik Somerset-Wes wat voor 9 Maart 1973 (Goewermentskennisgewing No. 173 van 9 Februarie 1973) binne die landdrostdistrik Wynberg geval het.

2. KLOUSULE 4: BESOLDIGING

(1) Vervang subklousule (1) (a) deur die volgende:
“(a) *Ander werknemers as los werknemers:*

	Weeklikse loon
Ambagsman.....	279,25
Assistent-versendingsklerk	169,33
Assistent-voorman	255,65
Assistent-pakhuisman.....	169,33
Kleedkameropsigter.....	155,76
Versendingsklerk	217,83
Fabrieksklerk	162,55
Voorman	301,14
Werknemer graad I, gekwalifiseerd.....	169,33
Werknemer graad I, ongekwalifiseerd—	
gedurende eerste drie maande ondervinding	158,47
gedurende tweede drie maande ondervinding.....	161,90
gedurende derde drie maande ondervinding.....	165,20
Werknemer graad II, gekwalifiseer.....	162,55

(181) 182	Weekly wage
Grade II employee, unqualified—	
during first three months' experience.....	155,76
during second three months' experience.....	157,83
during third three months' experience.....	159,89
Grade III employee, general worker.....	155,76
Group leader.....	172,28
Maintenance man.....	173,44
Storeman.....	217,83
Sweetmaker, qualified.....	284,03
Sweetmaker, unqualified—	
during first six months' experience.....	158,47
during second six months' experience.....	165,20
during third six months' experience.....	172,16
during fourth six months' experience.....	180,95
during fifth six months' experience.....	190,28
during sixth six months' experience.....	202,25
during seventh six months' experience.....	211,99
during eighth six months' experience.....	227,92
during ninth six months' experience.....	243,32
during tenth six months' experience.....	261,13
Driver, light vehicle.....	169,33
Driver, heavy vehicle.....	185,67
Boiler attendant.....	162,55
Watchman.....	162,55."

(2) Substitute the following for subclause (1) (c):

"(c) *Guaranteed minimum increase*: An employee, other than a casual employee, who immediately prior to the coming into operation of this Agreement was in receipt of a higher wage than that prescribed for an employee of his wage category, shall receive a weekly increment equal to 18 per cent of the actual wages earned."

(3) Substitute the following for subclause (4):

"(4) *Service allowance*: In addition to the wage prescribed in subclause (1) of this clause, every employee shall be entitled to and be paid a service allowance subject to the following conditions:

	From the date of coming into operation of this Agreement
	Per week
	R
After five years' continuous service with the same employer.....	6,00
After 10 years' continuous service with the same employer.....	9,50
After 15 years' continuous service with the same employer.....	14,50

For the purposes of this subclause, 'continuous service' shall mean uninterrupted employment with the same employer: Provided that a break in service not exceeding one month, or a period not exceeding 13 weeks' absence due to pregnancy shall be deemed to be continuous service."

3. CLAUSE 6: HOURS OF WORK, ORDINARY AND OVERTIME AND PAYMENT FOR OVERTIME

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

"(i) 44 in any week; and"

(2) Substitute the following for subclause (1) (b) (i):

"(i) 44 in any week from Monday to Friday, inclusive; and"

(3) In subclause (9) (a), substitute the figure "44" for the figure "45".

(4) Substitute the following for subclause (10) (c):

"(c) The provisions of this clause shall not apply to a watchman.

	Weeklikse loon
Werknemer graad II, ongekwalifiseerd—	
gedurende eerste drie maande ondervinding.....	155,76
gedurende tweede drie maande ondervinding.....	157,83
gedurende derde drie maande ondervinding.....	159,89
Werknemer graad III, algemene werker.....	155,76
Groepelier.....	172,28
Instandhouer.....	173,44
Pakhuisman.....	217,83
Lekkergoedmaker, gekwalifiseerd.....	284,03
Lekkergoedmaker, ongekwalifiseerd—	
gedurende eerste ses maande ondervinding.....	158,47
gedurende tweede ses maande ondervinding.....	165,20
gedurende derde ses maande ondervinding.....	172,16
gedurende vierde ses maande ondervinding.....	180,95
gedurende vyfde ses maande ondervinding.....	190,28
gedurende sesde ses maande ondervinding.....	202,25
gedurende sewende ses maande ondervinding.....	211,99
gedurende agtste ses maande ondervinding.....	227,92
gedurende negende ses maande ondervinding.....	243,32
gedurende tiende ses maande ondervinding.....	261,13
Drywer, ligte voertuig.....	169,33
Drywer, swaar voertuig.....	184,67
Ketelbediener.....	162,55
Wag.....	162,55."

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

"(c) *Gewaarborgde minimum verhogings*: 'n Werknemer, uitgesonderd 'n los werknemer, wat onmiddellik voor die inwerkingtreding van hierdie Ooreenkoms in ontvangs was van 'n hoër loon as die loon wat vir 'n werknemer in sy kategorie voorgeskryf is, moet 'n weeklikse loonsverhoging ontvang gelyk aan 18 persent van sy werklike loon."

(3) Vervang subklousule (4) deur die volgende:

"(4) *Dienstoeleae*: Benewens die loon voorgeskryf in subklousule (1) van hierdie klousule, is elke werknemer geregtig op en moet aan hom 'n dienstoelae, behoudens onderstaande voorwaardes, betaal word.

	Vanaf die datum van inwerkingtreding van hierdie Ooreenkoms
	Per week
	R
Na vyf jaar ononderbroke diens by dieselfde werkgewer.....	6,00
Na 10 jaar ononderbroke diens by dieselfde werkgewer.....	9,50
Na 15 jaar ononderbroke diens by dieselfde werkgewer.....	14,50

Vir die toepassing van hierdie subklousule geteken 'ononderbroke diens' ononderbroke diens by dieselfde werkgewer: Met dien verstande dat 'n onderbreking in diens van hoogstens een maand of 'n tydperk van hoogstens 13 weke afwesig weens swangerskap as ononderbroke diens geag moet word."

3. KLOUSULE 6: GEWONE WERKURE, OORTYD EN OORTYDBETALING

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

"(i) 44 per week; en"

(2) Vervang subklousule (1) (b) (i) deur die volgende:

"(a) 44 in 'n week van Maandag tot en met Vrydag; en"

(3) In subklousule (9) (a) vervang die syfer "45" deur die syfer "44".

(4) Vervang subklousule (10) (c) deur die volgende:

"(c) Hierdie subklousule is nie van toepassing op 'n wag nie.

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The ordinary hours of work of a watchman shall not exceed 44 in any seven-day period. Meal intervals shall be regarded as time worked.

Hours in excess of 44 hours shall be paid for at 1½ times his hourly rate.

A watchman's hourly rate shall be his weekly rate divided by 44.

A watchman shall be paid for Sunday work, in addition to the above, the sum equivalent to Sunday hours at his hourly rate."

4. CLAUSE 8: SICK LEAVE

(1) Substitute the following for subclause (4):

"(4) *Maternity leave:*

(a) All female employees shall be entitled to four months' maternity leave and be guaranteed re-employment after such leave at the same rate of pay as they were earning before commencement of such leave, subject to the employee being employed with the company for three months.

(b) Employees who have completed four or more years of service at commencement of maternity leave shall also be entitled to paid R500 at commencement of such leave."

Signed at Cape Town, on behalf of the parties, this 28th day of February 1991.

J. HEEGER,
Chairman.

K. BLUMBERG,
Vice-Chairman.

K. BARNES,
Secretary.

No. R. 1889

9 August 1991

LABOUR RELATIONS ACT, 1956

BORDERFURNITUREMANUFACTURINGINDUSTRY: AMENDMENT OF SICK BENEFIT SOCIETY AGREEMENT

181
I, Eli van der Merwe Louw, Minister of Manpower, hereby—

(a) in terms of section 48 (1) (a) of the Labour Relations Act, 1956, declare that the provisions of the Agreement (hereinafter referred to as the Amending Agreement) which appears in the Schedule hereto and which relates to the Undertaking, Industry, Trade or Occupation referred to in the heading to this notice, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 20 March 1992, upon the employers' organisation and the trade union which entered into the Amending Agreement and upon the employers and employees who are members of the said organisation or union; and

(b) in terms of section 48 (1) (b) of the said Act declare that the provisions of the Amending Agreement, excluding those contained in clauses 1 (1) (a) and 2, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 20 March 1992, upon all employers and employees, other than those referred to in paragraph (a) of this notice, who are engaged or employed in the said Undertaking, Industry, Trade or Occupation in the areas specified in clause 1 of the Amending Agreement.

E. VAN DER M. LOUW,
Minister of Manpower.

Die gewone werkure van 'n wag is hoogstens 44 in tydperk van sewe dae, etenspouses moet geag word tydgewerk te wees.

Vir ure wat langer as 44 is, moet teen 1½ maal sy uurloon betaal word.

'n Wag se uurloon is sy weekloon gedeel deur 44.

'n Wag moet vir werk op Sondag, benewens bostaande, die bedrag gelyk aan Sondagure teen sy uurloon betaal word."

4. KLOUSULE 8: SIEKTEVERLOF

(1) Vervang subklousule (4) deur die volgende:

"(4) *Kraamverlof:* (a) Alle vroulike werknemers is geregtig op vier maande kraamverlof, met die waarborg dat hulle weer in diens geneem sal word na dié kraamverlof teen dieselfde loonskaal as wat hulle voor die begin van hul verlof verdien het: Met dien verstande dat hulle drie maande in diens van die maatskappy was."

(b) Werknemers wat vier of meer jaar diens voltooi het, by dié aanvang van dié kraamverlof, is ook geregtig op 'n bedrag van R500, by die aanvang van sodanige verlof."

Namens die partye op hede die 28ste dag van Februarie 1991 te Kaapstad onderteken.

J. HEEGER,
Voorsitter.

K. BLUMBERG,
Ondervoorsitter.

K. BARNES,
Sekretaris.

No. R. 1889

9 Augustus 1991

WET OP ARBEIDSVERHOUDINGE, 1956

MEUBELNYWERHEID, GRENS: WYSIGING VAN SIEKTEBYSTANDSVERENIGINGSOOREENKOMS

Ek, Eli van der Merwe Louw, Minister van Mannekrag, verklaar hierby—

(a) kragtens artikel 48 (1) (a) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings van die Ooreenkoms (hierna die Wysigingsooreenkoms genoem) wat in die Bylae hiervan verskyn en betrekking het op die Onderneming, Nywerheid, Bedryf of beroep in die opskrif by hierdie kennisgewing vermeld, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 20 Maart 1992 eindig, bindend is vir die werkgewersorganisasie en die vakvereniging wat die Wysigingsooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasie of vereniging is; en

(b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalings van die Wysigingsooreenkoms, uitgesonderd dié vervat in klousules 1 (1) (a) en 2 met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 20 Maart 1992 eindig, bindend is vir alle ander werkgewers en werknemers as dié genoem in paragraaf (a) van hierdie kennisgewing wat betrokke is by of in diens is in genoemde Onderneming, Nywerheid, Bedryf of Beroep in die gebiede in klousule 1 van die Wysigingsooreenkoms gespesifiseer.

E. VAN DER M. LOUW,
Minister van Mannekrag.

SCHEDULE**BORDER INDUSTRIAL COUNCIL FOR THE FURNITURE MANUFACTURING INDUSTRY****SICK BENEFIT SOCIETY AGREEMENT**

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

Border Furniture Manufacturers' Association

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

National Union of Furniture and Allied Workers of South Africa

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

being the parties to the Border Industrial Council for the Furniture Manufacturing Industry,

to amend the Agreement published under Government Notice No. R. 1457 of 11 July 1986 (hereinafter referred to as the Re-enacting Agreement), as amended, extended and renewed by Government Notices Nos. R. 431 of 27 February 1987, R. 848 of 16 April 1987, R. 341 of 4 March 1988, R. 478 of 17 March 1989, R. 1243 of 16 June 1989 and R. 779 of 5 April 1990.

1. SCOPE OF APPLICATION OF AGREEMENT

(1) The terms of this Agreement shall be observed in the Border Furniture Manufacturing Industry—

(a) by all employers who are members of the employers' organisation and by all employees who are members of the trade union and who are engaged or employed in the said Industry;

(b) within the Magisterial Districts of Albert, Aliwal North, East London (excluding that portion which, prior to the publication of Government Notices Nos. R. 1877 of 4 September 1981 and R. 1079 of 10 June 1988, fell within the Ciskei), Fort Beaufort (excluding that portion which, prior to the publication of Government Notice No. 1904 of 30 August 1985, fell within the Magisterial District of Stockenström), Queenstown (excluding that portion which, prior to the publication of Government Notice No. R. 1904 of 30 August 1985, fell within the Magisterial District of Stockenström) and Stutterheim.

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

(a) only to employees for whom minimum wages are prescribed in the Main Agreement;

(b) to apprentices only in so far as they are not inconsistent with the provisions of the Manpower Training Act, 1981, or any contract entered into or any condition fixed thereunder.

2. SPECIAL PROVISIONS

The provisions contained in clause 27 of the Agreement published under government Notice No. R. 850 of 29 April 1983 (hereinafter referred to as the "Former Agreement"), as amended, extended and renewed from time to time, shall apply to employers and employees.

3. GENERAL PROVISIONS

The provisions contained in clauses 3 to 11 inclusive, 12 (as amended by clause 5 of the Re-enacting Agreement and as further amended by clause 4 hereunder), 13 (as amended by clause 6 of the Re-enacting Agreement), 14 (as amended by clause 7 of the Re-enacting Agreement and as further amended by clause 5 hereunder), 15, 16 (as amended by clause 8 of the Re-enacting Agreement and as further amended by clause 6 hereunder), 17 to 26 inclusive, 28 and 29 of the Former Agreement shall apply to employers and employees.

BYLAE**NYWERHEIDSRAAD VIR DIE MEUBELNYWERHEID, GRENS****OOREENKOMS VIR DIE SIEKTEBYSTANDS-VERENIGING**

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

Border Furniture Manufacturers' Association

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

National Union of Furniture and Allied Workers of South Africa

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

wat die partye is by die Nywerheidsraad vir die Meubelnywerheid, Grens,

om die Ooreenkoms gepubliseer by Goewermentskennisgewing No. R. 1457 van 11 Julie 1986 (hierna die Herbekragtigingsooreenkoms genoem), soos gewysig, verleng en hernu by Goewermentskennisgewings Nos. R. 431 van 27 Februarie 1987, R. 848 van 16 April 1987, R. 341 van 4 Maart 1988, R. 478 van 17 Maart 1989, R. 1243 van 16 Junie 1989 en R. 779 van 5 April 1990, te wysig.

1. TOEPASSINGSBESTEK VAN OOREENKOMS

(1) Hierdie Ooreenkoms moet in die Meubelnywerheid, Grens, nagekom word—

(a) deur alle werkgewers wat lede is van die werkgewersorganisasie en deur alle werknemers wat lede is van die vakvereniging en wat onderskeidelik betrokke is by of werkzaam is in genoemde Nywerheid;

(b) in die landdrostdistrikte Albert, Aliwal-Noord, Fort Beaufort (uitgesonderd die gedeelte wat voor die publikasie van Goewermentskennisgewing No. 1904 van 30 Augustus 1985 in die landdrostdistrik Stockenström geval het), Oos-Londen (uitgesonderd die gedeelte wat voor die publikasie van Goewermentskennisgewings Nos. R. 1877 van 4 September 1981 en R.1079 van 10 Junie 1988 in Ciskei geval het), Queenstown (uitgesonderd die gedeelte wat voor die publikasie van Goewermentskennisgewing No. R. 1904 van 30 Augustus 1985 in die landdrostdistrik Stockenström geval het) en Stutterheim.

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

(a) slegs op werknemers vir wie minimum lone in die Hoof-ooreenkoms voorgeskryf word;

(b) op vakleerlinge slegs in die mate waarin dit nie onbestaanbaar is met die Wet op Mannekragopleiding, 1981, of met 'n kontrak daarkragtens aangegaan of 'n voorwaarde daarkragtens vasgestel nie.

2. SPESIALE BEPALINGS

Klousule 27 van die Ooreenkoms gepubliseer by Goewermentskennisgewing No. R. 850 van 29 April 1983 (hierna die "Vorige Ooreenkoms" genoem), soos van tyd tot tyd gewysig, verleng en hernu, is van toepassing op sowel werkgewers as werknemers.

3. ALGEMENE BEPALINGS

Klousules 3 tot en met 11, 12 (soos gewysig by klousule 5 van die Herbekragtigingsooreenkoms en soos verder gewysig by klousule 4 hieronder), 13 (soos gewysig by klousule 6 van die Herbekragtigingsooreenkoms), 14 (soos gewysig by klousule 7 van die Herbekragtigingsooreenkoms en soos verder gewysig by klousule 5 hieronder), 15, 16 (soos gewysig by klousule 8 van die Herbekragtigingsooreenkoms en soos verder gewysig by klousule 6 hieronder), 17 tot en met 26, 28 en 29 van die Vorige Ooreenkoms is van toepassing op sowel werkgewers as werknemers.

4. CLAUSE 12: BENEFITS

In subclause (2), delete the words "and above" and insert the expression "R1 800 per annum for Group 8, R2 100 per annum for Group 9 and R2 400 per annum for Group 10."

5. CLAUSE 14: LIMITATION OF BENEFITS

Substitute the following for subclause (2):

"(2) Maximum benefits, excluding sick pay, shall not exceed:

- Group 1-3: R800 per annum.
- Group 4-6: R1 200 per annum.
- Group 7: R1 500 per annum.
- Group 8: R1 800 per annum.
- Group 9: R2 100 per annum.
- Group 10: R2 400 per annum".

6. CLAUSE 16: CONTRIBUTIONS

In subclause (1), substitute the following for the table of rates:

"Weekly wage	Member without dependants	Member with dependants
	R	R
Group 1: Less than R50	1,65	2,15
Group 2: R50-R75.....	2,40	3,05
Group 3: R76-R100.....	3,15	4,25
Group 4: R101-R125.....	3,90	6,00
Group 5: R126-R150.....	4,65	6,75
Group 6: R151-R200.....	5,40	7,50
Group 7: R201-R250.....	7,25	9,25
Group 8: R251-R300.....	9,00	11,25
Group 9: R301-R350.....	10,75	13,25
Group 10: R351 and above.....	12,50	15,25

Sick Pay only:

	R
Group 1-3.....	2,00
Group 4-6.....	3,00
Group 7.....	4,00."

Signed at East London on behalf of the parties, this 11th day of April 1991.

P. W. MACKIE,
Chairman of the Council.

G. M. MANN,
Vice-Chairman of the Council.

W. J. CHERRY,
Secretary of the Council.

4. KLOUSULE 12: BYSTAND

In subklousule (2), skrap die woorde "en daarbo wees" en voeg in die uitdrukking "R1 800 per jaar vir Groep 8, R2 100 per jaar vir Groep 9 en R2 400 per jaar vir Groep 10 wees".

5. KLOUSULE 14: BEPERKING VAN BYSTAND

Vervang subklousule (2) deur die volgende:

"(2) Maksimum bystand, uitgesonderd siektebesoldiging, is hoogstens:

- Groep 1-3: R800 per jaar.
- Groep 4-6: R1 200 per jaar.
- Groep 7: R1 500 per jaar.
- Groep 8: R1 800 per jaar.
- Groep 9: R2 100 per jaar.
- Groep 10: R2 400 per jaar".

6. KLOUSULE 16: BYDRAES

In subklousule (1), vervang die tariewetabel deur die volgende:

"Weekloon	Lid sonder afhanklikes	Lid met afhanklikes
	R	R
Groep 1: Minder as R50.....	1,65	2,15
Groep 2: R50-R75.....	2,40	3,05
Groep 3: R76-R100.....	3,15	4,25
Groep 4: R101-R125.....	3,90	6,00
Groep 5: R126-R150.....	4,65	6,75
Groep 6: R151-R200.....	5,40	7,50
Groep 7: R201-R250.....	7,25	9,25
Groep 8: R251-R300.....	9,00	11,25
Groep 9: R301-R350.....	10,75	13,25
Groep 10: R351 en meer	12,50	15,25

Slegs siektebesoldiging:

	R
Groep 1-3.....	2,00
Groep 4-6.....	3,00
Groep 7.....	4,00."

Namens die partye op hede die 11de dag van April 1991 te Oos-Londen onderteken.

P. W. MACKIE,
Voorsitter van die Raad.

G. M. MANN,
Ondervoorsitter van die Raad.

W. J. CHERRY,
Sekretaris van die Raad.

No. R. 1890

9 August 1991

LABOUR RELATIONS ACT, 1956

LAUNDRY, CLEANING AND DYEING INDUSTRY (NATAL): AMENDMENT OF MAIN AGREEMENT

I, Eli van der Merwe Louw, Minister of Manpower, hereby—

(a) in terms of section 48 (1) (a) of the Labour Relations Act, 1956, declare that the provisions of the Agreement (hereinafter referred to as the Amending Agreement) which appears in the Schedule hereto and which relates to the Undertaking, Industry, Trade or Occupation referred to in the heading to this notice, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 9 February 1995, upon the employers' organisation and the trade union which entered into the Amending Agreement and upon the employers and employees who are members of the said organisation or union; and

No. R. 1890

9 Augustus 1991

WET OP ARBEIDSVERHOUDINGE, 1956

WASSERY-, DROOGSKOONMAAK- EN KLEURNY-WERHEID (NATAL): WYSIGING VAN HOOFDOR-EENKOMS

Ek, Eli van der Merwe Louw, Minister van Mannekrag, verklaar hierby—

(a) kragtens artikel 48 (1) (a) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings van die Ooreenkoms (hierna die Wysigingsooreenkoms genoem) wat in die Bylae hiervan verskyn en betrekking het op die Onderneming, Nywerheid, Bedryf of Beroep in die opskrif by hierdie kennisgewing vermeld, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 9 Februarie 1995 eindig, bindend is vir die werkgewersorganisasie en die vakvereniging wat die Wysigingsooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasie of vereniging is; en

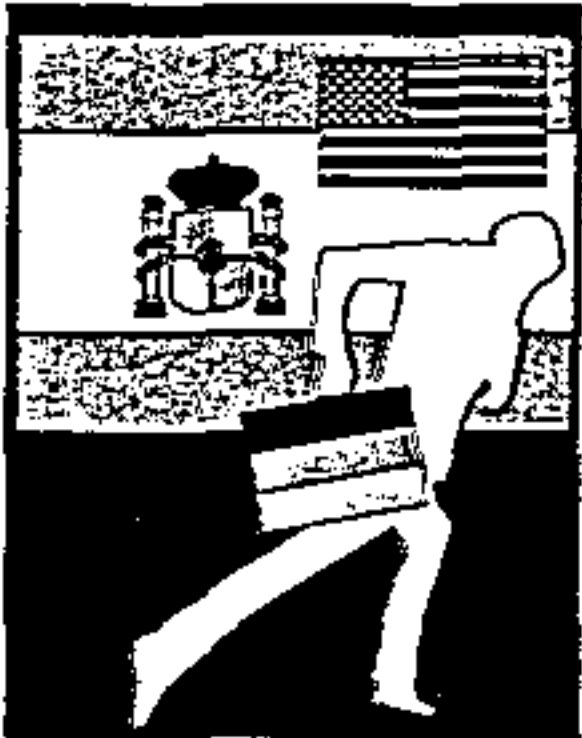
EXECUTIVE PAY

Show and tell time

FM 9/8/91

181

Unions say SA bosses pad their salaries — but world figures suggest otherwise



Sauntering into his club for a quiet drink last month, a JCI director (who shall remain nameless) was momentarily confused by the raucous welcome. This consisted largely of cries of

“Make mine a Castle!” Then the penny dropped. The Co-satu-affiliated Labour Research Service (LRS) had just revealed that he and his fellow directors took home an average R11 058 a week, compared with the R157 wage of a lowly mineworker.

Do SA public companies pay their executive directors too much? The subtext of the LRS survey, which analysed directors' remuneration at the Johannesburg Stock Exchange's Top 100 industrial companies, was that they do. Their figures, based on scanty disclosure by the companies themselves, will doubtless cause some poignant executive discomfiture during the next wage round.

Trade union politics aside, it is certainly time for a closer look at top executive pay — even if not for the reasons the LRS has in mind. High-level management skills will be a valuable and, sadly, all-too-scarce component of the intellectual capital resource in a new SA. The correct question, perhaps, may not be are we paying them too much but are we paying them enough?

Before that question can be answered fairly we need to know a lot more about what and how public companies pay their executive directors. They can no longer argue that this is nobody's business but their own.

Certainly, shareholders have a right to know whether their appointed representatives are being fairly rewarded. It could be argued that every insured or pensionable South African is an indirect shareholder in most of the largest SA companies. Either way, in a changing SA, apparently excessive remuneration is bound to be a matter of public concern. So demands for more information will inevitably come from beyond the shareholder constituency — from workers, from political parties and, ultimately, from government itself.

Disclosure obligations in the US and the UK are far more demanding than ours. Annual accounts of London-listed companies must detail the pay of the highest-paid di-

rector, together with the approximate income of all other directors and any employees paid above a certain level. They must also list, by name, all directors' shareholdings and share options. International Stock Exchange regulations require disclosure every time a director buys or sells shares in his or her own company.

In the US, enough information is available for *Fortune* magazine to publish an annual ranking of 200 best-and-worst-paid executives, comparing their pay with a computer model. The pay valuation includes an estimate for stock options, while the model takes into account company performance, size and industry.

SA public companies are obliged merely to publish an aggregate of directors' pay and stockholdings. Stock options, which usually make up a substantial part of a director's pay package, need not be made public at all. And so they never are. It is ironic that in a society where even a reluctant government is becoming more open, one of the last bastions of obsessive secrecy should be the business community.

Those directors awarding themselves pay rises while their profits and share prices fall and dividends are cut will not wish to aban-

don this veil of secrecy. They should not be afforded its protection. Those with more realistic pay policies have little to fear and something to gain. The obligation to disclose — which will eventually become mandatory — imposes a useful discipline. It forces directors to develop a rational compensation policy, which is properly suited to their industry and their pace of development — and which can be defended confidently in public. If the international experience is anything to go by, the recent prod from the LRS will prompt more catholic pressures to justify executive pay.

Elsewhere, we have already seen the kind of remuneration rumpus that companies prefer to live without. This year alone, the salaries of Rolls-Royce chairman Lord Tombs, advertising mogul Maurice Saatchi and Prudential chief executive Mick Newmarch (not to mention the governor of the Bank of England) have caused commotions in newspaper columns and AGMs.

SA board members may view the prospect of such attention with alarm. But in each quoted corporate case, shareholder discontent was justified. While profits fell, executives were paying themselves more. SA directors can take comfort from the other side of this particular coin: none but the ideologically jaundiced complain about high pay for high performance.

What shareholders do object to, more and more, is guaranteed high pay irrespective of corporate track record. This has not been entirely lost on local companies. Headhunters report a growing trend in SA to link directors' remuneration to performance. However, this has a lot further to run. One of the UK's best-known proponents of performance-related pay was Sir Ralph Halpern, former executive chairman of the Burton Group.

“The profit-related portion of a top executive's compensation may be three times the base salary in a great year,” he once said of his own team. “At times of recession there are interested parties who complain when pay does not fall with profit. A good scheme makes sure it does.”

It is unlikely that many SA executives have the opportunity to triple their basic pay by bonus alone. Indeed, annual bonuses of local chief executives rarely amount to more than 50% of annual salary and most companies with incentive bonus schemes limit them to 25%-30%.



MEDIAN FIGURES	Total cash package incl. incentives R000	Basic salary R000	After tax R000	Cost to employer R000
Germany	871	658	475	891
Spain	684	608	433	710
Italy	629	547	366	842
Netherlands	587	462	264	605
US	553	429	382	569
France	485	425	338	611
UK	404	359	265	443
Sweden	367	324	176	511
South Africa	247	305	188	387

Conversion to rand as at August 2 1991
SA cost to employer figures exclude car

Source (excluding SA figures): HAY GROUP UK
Source (SA figures): FSA-CONTACT

Small salary, big purchasing power

W/ Mail 9/8 - 15/8/91

Being a boss may not be a bed of roses in South Africa — but it's no hardship either. Two surveys show local executives are really not badly paid compared to execs elsewhere in the world.

REG RUMNEY reports

ON a straight rand-for-dollar basis (or most other currencies) South African executives seem to be hard done by compared with their counterparts in the industrialised world.

Compare the buying power of various execs in their own countries and you get a different picture entirely.

As *The Weekly Mail* indicated in its own survey — using information supplied by headhunting firm Woodburn Mann — some months ago (May 10), local executives are on a par with many of their counterparts elsewhere. In some cases they are better off. Our survey roughly stripped out the undervaluation of the rand in terms of its buying power in South Africa to get a better basis for comparison than using remuneration in, say, dollars.

The Top Executive Survey soon to be published by human resource consultants FSA Contact more or less confirms our survey in that the difference in buying power is not large.

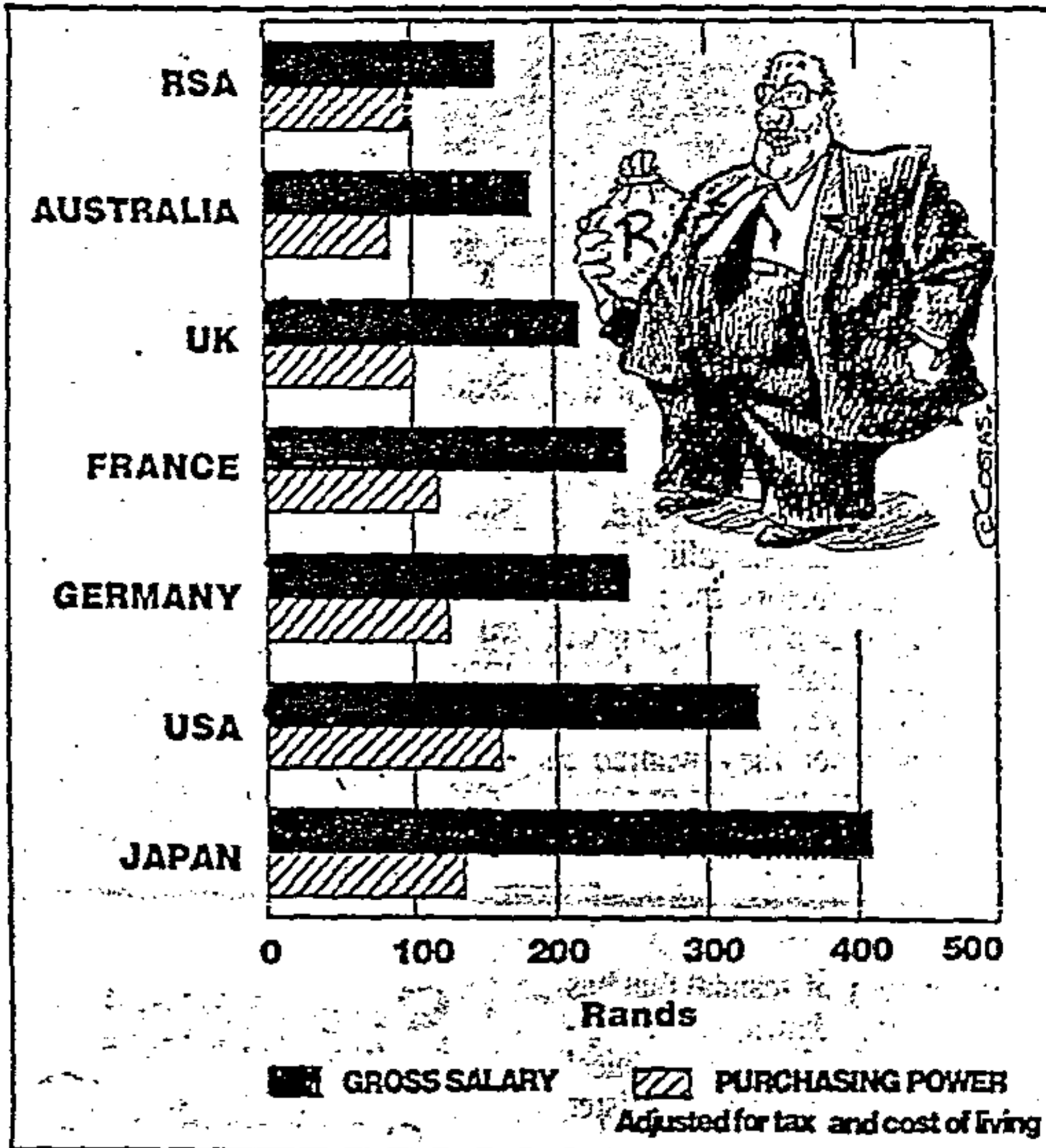
But it does show US executives have the highest buying power, followed by Japan, with Australia last, below South Africa.

The buying power of local and UK execs are similar, and South Africans fall just below France and Germany.

Our survey did attempt to use the total package, including perks. The presence of perks does distort an international salary survey. Non-taxable perks will give a bad impression of countries where they decrease the marginal tax rate. Pay in those countries which have decreased the marginal rate and clamped down on perks won't look as good.

A note of caution is that such surveys generally don't take into account another substantial form of remuneration, that is, share options.

Also, issues such as the cost of housing, transport, health care and to what degree there is a social welfare net come into play when comparing an executive's lifestyle here and abroad. The execs polled by *The Weekly Mail* were largely positive,



despite big drawbacks such as crime and political uncertainty.

Naomi Brehm, of PE Corporate Services, reckons that the buying power of net disposable income (ie after tax and adjusted in terms of purchasing power parity) is about the best measure for comparison.

Brehm says PE Corporate Services' September 1990 survey, which had detailed comparison of executive pay in various countries, is out of date.

That survey found that in buying power of net disposable income local execs did as well as their counterparts in Holland and Belgium. And they did just as well as their counterparts in the UK, France and Germany.

But Brehm also stresses that comparisons are odious. "They don't tell you about the quality of lifestyle in different countries." They also leave out cultural differences. So a South African exec may live in a ranch-style house with four rooms, two cars, at least one servant etc. His counterpart in France will not have these possessions, but will be living well anyway, with the rich culture of France and Europe available to him.

What is important, Brehm notes, is the relative quality of life of the exec in comparison with other wage earners in the same country.

All other things being equal, how much better off an executive is than, say, a labourer is important.

Balancing this to a certain extent is the common wealth of the citizens in a country represented by social security and general environment.

So in social democratic Sweden directors earn only five times as much as labourers as opposed to 20 times in South Africa. But the benefits for both exec and worker of the Swedish state, even thinned down from their present high levels, far outstrip anything South Africa has to offer.

The relative earnings within a country are the real focus of interest — and one which international comparisons may be used to fudge.

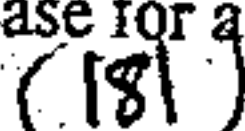
Disparities in incomes and wealth in South Africa may not be as great as some people imagine, given the degree of redistribution of wealth that has occurred since the spotlight first fell on those inequalities. But they are big enough to cause the "haves" a great deal of discomfort. In the end this must mean, as we have stressed (Aug 2) that there will be pressure for redistribution, either through increased tax or some other means. And executives will indubitably suffer.

However, countering the extent to which the disposable income of executives will fall is their high mobility. Many white South African executives are believed to have dual passports. Professional skills, as has been shown by "chicken runs" in the past are passports in themselves.

Car workers end their strike

9pm 11/8/91.
By THEMBA KHUMALO

THE two-week strike by thousands of motor manufacturing industry workers ended this week.

The National Union of Metalworkers of South Africa (Numsa) agreed to a minimum R1,15 an hour wage increase for all workers. 

The strikers, all members of Numsa, returned to work on Thursday after a wildcat strike which cost the car companies about R800 000-million in lost turnover.

Macho roles rule for working girls

Star 12/8/91

~~142~~ ~~111~~ 181

The Gold Award, which recognises South African companies that offer women the fairest deal in the corporate world, turns 10 this year.

SOUTH Africa lacks trained managers and skilled professionals, and could be short of about 400 000 managers by the year 2000. One way of solving the problem is for companies to change their priorities and management styles with regard to women.

So says management consultant Tony Manning, who says that too few companies have realised that by promoting women they greatly enhance their productivity.

"Benefits such as maternity leave, child care and counselling might seem like unnecessary expenses, but in two or three years no firm will be competitive unless it provides these support systems," he says.

Advancing

There are some companies that are already advancing and providing support for working women, and this does not go unnoticed.

The Gold Award, given annually for the past nine years by the SA Federation of Business and Professional Women (SAFBPW) to the company which best encourages women's equal opportunity and advancement in business, is instrumental in promoting recognition of this trend, says Mr Manning.

SAFBPW president Sharon Lain says the first Gold Award, in 1981, came at a time when

there was a great deal of negativity among working women and endless problems with discrimination, heavy taxation and harassment.

"There were, however, many companies which had positive policies. So we decided to try to recognise and promote the image of firms that were doing something, instead of attacking those which were not."

Ms Lain says the award does not go to "women's companies". Equal opportunity policies for women in the workplace have been adopted by many companies which have not traditionally employed women over the years.

"Last year's winner, Anglo-Alpha, is certainly not female-dominated," she points out.

Other previous winners are: Nestle (twice), Gilbey's Distillers and Vintners, The Carlton Hotel, Arthur Anderson and Company, Thomas Cook Renies Travel, Murray and Roberts Properties (Tvi and OFS), and Pick 'n Pay.

Ms Lain says: "The award tells able, serious-minded career women that if they go into such companies they are least likely to be discriminated against."

Things have improved dramatically over the last 10 years, says Ms Lain.

"Now, for the first time, women are not only increasingly accepted in the corporate world but they are also moving into traditionally male lines,

such as building supplies, steel manufacturing and the oil industry.

"This is a big breakthrough. Of course we would still like to see more women sitting on company boards of directors — that is final, total recognition of what a woman can offer in the corporate world.

"We haven't reached that stage yet, but there is certainly evidence it is happening more and more all over the world," she says.

The Gold Award is made by an independent panel of judges after detailed consideration of a nominated company's response to a SAFBPW questionnaire.

Only companies with more than 50 employees qualify for nomination.

Choosing

Ms Lain says the questionnaire is particularly concerned with percentages of women in the four broad company strata: standard employee, senior, management and executive.

"We also ask about levels of pay, fringe benefits and opportunities for training and development."

From that the judges choose six finalists and one winner, she says.

The Gold Award will be presented at a gala evening at the Carlton Hotel, Johannesburg, in October.

ADAM GORDON

Ongoing strike hits supply of new tyres

By Helen Grange ^{Star}
Pretoria Bureau 13/8/91

A shortage of new tyres for certain passenger vehicles has resulted from an ongoing strike in the tyre industry, tyre companies said yesterday.

The three-week strike, coupled with the resumption of production in the car manufacturing industry last week after a lengthy work stoppage, means tyre companies are unable to meet the demand by car manufacturing plants which are working overtime to make up

for lost production.

Talks to end the strike have been referred to mediation following a meeting at the weekend between the New Tyre Manufacturers Association, the National Union of Mineworkers of South Africa and the South African Iron and Steel Workers Union.

The strike at Firestone, Gentyre Industries and Tyrecon — formerly Goodyear — began on July 22.

Dunlop is unaffected, and according to a spokesman, the

company is not experiencing any shortage.

"The Government's permission to allow imported tyres into the country is killing the local industry, which is overstocked at the moment," the spokesman said.

However, Gentyre (General Tyres) and Tyrecon (Goodyear) have reported that there is a shortage of tyres for certain passenger vehicles while larger tyres are in good stock.

Industry sources maintained that tyre shortages were far from being critical.

Mediation being considered

Blocus
13/8/91

VERA VON LIERES

TWO dispute meetings last Friday failed to end a wage deadlock in the motor industry and employers are now considering mediation in a bid to resolve the dispute.

SA Motor Industry Employers' Association (SAMIEA) executive director Vic Fourie said yesterday talks between the National Union of Metalworkers (Numsa) and employers ended inconclusively and SAMIEA was now considering a union proposal for mediation.

The dispute affects about 200 000 workers at petrol stations, garages, component manufacturers, vehicle body building and automotive engineers countrywide.

Employers will respond to the union by next month.

Numsa chief negotiator Les Kettleidas said last week the dispute arose from employers' call for a wage freeze until the end of August next year. Employers also refused to negotiate on Numsa demands including the elimination of area differentials in relation to wages.

Fourie said the motor industry was "in a difficult state". Employers also felt the effect of wage increases granted last December was still very relevant.

Numsa is demanding an across-the-board hourly increase of R2 or 25% on the minimum wage — whichever is the greater.

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Tyre sector talks: mediators called in

DEADLOCKED talks in the tyre manufacturing industry, which have led to a three-week strike by about 5 000 workers, were referred to mediation yesterday after a meeting between employers and unions at the weekend.

National Union of Metalworkers of SA (Numsa) chief negotiator Les Kettledas said mediation started yesterday morning in an effort to end the strike over pay and job security at three tyre plants in the Port Elizabeth area.

This followed a meeting between the New Tyre Manufacturers Employers' Association Numsa and the SA Iron and Steel Workers Union on Sunday.

Moratorium

Kettledas said the strikes at Firestone, Gentyre Industries and Tycon — formerly Goodyear — started on July 22.

"Wages and a moratorium on retrenchments are central to the resolution of the strike. The parties have made sufficient progress on the Numsa demand on training, and settlement is possible on that issue," Kettledas said.

However, talks on Sunday ended in a stalemate on the question of a moratorium

on retrenchments and wage increases.

Numsa entered wage negotiations earlier this year with a demand for an hourly, across-the-board increase of R2 or 25% — whichever was the greater — and the retention of the current R5,50 minimum.

The Independent Mediation Service of SA (Imssa) had been approached for a third time in the past month to help resolve the dispute. Last week, Imssa director Charles Nupen was active in achieving settlement in the vehicle assembly industry. Imssa also assisted metal industry employers and unions to an agreement at the end of last month.

Sapa reports that New Tyre Manufacturers Employers Association chairman Bill Vos confirmed yesterday that employers, Numsa and the SA Iron and Steel Workers had reached stalemate over wages and job security.

The association called a special meeting of the Port Elizabeth-based tyre industrial council on Sunday, where it was decided to refer the dispute to mediation, he said.

Numsa represents about 5 000 striking workers out of a total workforce of 8 000, he added.

VERA VON LIERES

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Death toll in Alex fighting now at 23

8/10 day 14/8/91.

A TOTAL of 23 people have been killed and 53 injured since violence broke out between Zulu hostel dwellers and squatters in Alexandra on Saturday, police said yesterday.

Police and SADF reinforcements had been sent to the township in a bid to keep fighting factions apart and to monitor the situation, Witwatersrand police spokesman Capt Eugene Opperman said.

Attacked

The Pretoria police liaison directorate said most of the dead had been shot. Of the injured, 25 had been shot, 26 hacked or stabbed and two treated for burns.

The directorate said SAP members had been attacked 23 times, but did not say how many policemen had been injured.

"The SAP deplores the unnecessary loss of life and damage to property and will not hesitate to take action against those who are responsible for these senseless attacks," the directorate said.

WILSON ZWANE

Opperman said Alexandra was quiet yesterday and there had been no fresh outbreaks of violence.

An official of the Alexandra ANC branch said a news conference would be held at which the violence "would be put into perspective".

He did, however, say his organisation had received reports that some of the people involved in the violence had been white gunmen.

"Our people tell us that although these gunmen wore balaclavas, it was evident from their hands, eyes and the way they spoke English, that they were white."

Alexandra Civic Organisation official Richard Mdakane this week alleged that the attacks were launched by "hostel vigilantes who are directly or indirectly linked to Inkatha".

Inkatha has denied the allegation saying it was "typical of the bankrupt politics of the civics".

Groups meet to evaluate stayaway

POLITICAL groupings, including the ANC, would meet today to evaluate the effects of the two-day stayaway which ended in the Vaal Triangle yesterday, Vaal Civic Association chairman Malik Madise said.

Madise said the stayaway - called by the association, the local branches of the ANC, Cosatu, Nactu, Azapo and the PAC - was more than 50% effective.

Businesses canvassed yesterday said they had suffered.

SA Breweries' (Vereeniging depot) manager Andre le Roux said no disciplinary

WILSON ZWANE

action would be taken against any worker for honouring the stayaway, but a "no work, no pay policy" would be enforced.

Le Roux said the depot had minimised the effects of the stayaway by stepping up production last Friday, and turnover had dropped 15% to 20%.

Iscor said only 20% and 10% of its black work force stayed away on Monday and yesterday respectively.

A Vanderbijlpark Sakekammer spokesman said the stayaway and the week-long consumer boycott in the area was crippling busi-

nesses. He said his organisation had a long-standing policy of "no work, no pay".

Madise said townships in the Vaal Triangle were quiet yesterday following sporadic incidents of violence on Monday.

The stayaway and the consumer boycott were called to demand the immediate reconnection of electricity to the townships in the Vaal Triangle, the closure of Sebokeng's Kwamadala Hostel, an end to the violence, the need for a constituent assembly and an interim government, and the release of all political prisoners.

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Revised proposals in tyre sector dispute

8/Day 15/8/91
MEDIATION aimed at settling the tyre and rubber industry dispute in the Eastern Cape ended this week with employers and unions agreeing to approach their constituencies with revised proposals.

Independent Mediation Services of SA (Imssa) mediator Mark Anstey said yesterday the National Union of Metalworkers (Numsa), representing about 5 000 workers in the industry, expected to report back to

VERA VON LIERES

employers by Friday. 3/8

Anstey said proposals report-backs would cover included wages, job grading, the viability of the industry, a moratorium on retrenchments and training.

Numsa members have been on strike at Firestone, General Tyre and Tycon — formerly Goodyear — since July 22.

Company car still ahead in vehicle benefit stakes

11/20/91
1518/91

MARC HASENFUSS

181

THE company car still remains the predominant form of vehicle benefit despite a decrease from 95% in 1988 to 83% in corporate car buying this year, an independent survey released this week shows.

However, the trend towards car allowance schemes intensified during the last 12 months mainly due to off balance sheet funding benefits and reaction to last year's perks tax hikes on company cars, the FSA-Contact annual survey showed.

A 45% increase in the incidence of car allowance schemes since 1988 was recorded.

FSA-Contact said that from a company's point of view the introduction of VAT seemed to favour the travelling allowance as there was no disallowed input tax and no fringe benefit subject to VAT.

"From an individual's point of view, the tax amendments mean that he will in most cases pay more tax on his fringe benefit whichever option chosen."

The survey pointed out that most organisations allowed unlimited downgrading, and to a lesser extent, unlimited upgrading from the benchmark vehicle.

There had been a significant 27% increase in the number of organisations which paid out the difference between the benchmark allowance and actual cost in cash where an employee downgraded his vehicle.

The survey also showed that 22% of participants with company car policies indicated that more than one company car was provided to the most senior employees.

This was a 38% increase over last year.

The FSA-Contact survey samples vehicle buying schemes in 200 major organisations countrywide.

SOUTHERN African industry is having to radically review its operations and management philosophy to bring it into line with post-colonial and post-apartheid demands.

The scale of the problem faced by industry in terms of the racial imbalance within senior management was discussed by representatives of industry, governments and international aid agencies at a recent Industrial Society conference in London on development management skills in southern Africa.

Zimbabwe's mining sector provides nearly 45% of export earnings and about 40% of the raw materials used by the manufacturing sector.

But as permanent secretary of Zimbabwe's ministry of mines, David Murangari, told the conference, at the time of independence in 1980 "there were 3% blacks in the engineering category, 20% in the artisans and skilled workers category and none in the middle to higher management category in the whole mining industry".

The training programmes set up by the mining industry in response to the demands of the new government were slow to redress the balance.

Tackling racial imbalances

By 1984, there were only three black Zimbabweans in higher management in the mining industry compared with 106 whites. As Murangari stressed: "There was still a lack of any concrete attempt by the industry to formulate schemes to train potential managers." Murangari gave his support, however, to a scheme which has proved an exception to the rule.

An elite group of blacks has been appointed to management positions in the mining sector after taking part in a programme organised by the Zimbabwe Technical Management Training Trust. The trust, created in 1982, is funded by the international mining group, RTZ Corporation. Of the 54 trainees over the past nine years, 25 are now in senior positions.

The trainees have come from the leading mining companies in southern Africa including, most recently, SA. All have been technical graduates, usually with about four years of experience in the industry. They spend 20 months in Europe

WILLIAM KEELING in London

on three work attachments. When not working, they attend London's City University on a dedicated MSc course involving elements from the university's business school.

But experience has shown that training in general may have to confront different challenges in future. The scheme has highlighted the deficiencies of in-house training programmes, and the approach to management selection by companies within and outside the mining sector may need to be reviewed.

Comments by two members of the conference panel reflect what is arguably a flawed premise for the creation of training schemes. Murangari: "Soon after independence (in Zimbabwe), the country experienced an exodus of skilled white people... It therefore became imperative that the new government

had to embark on a massive educational programme not only to redress the imbalances of the past but also to fill the gaps being created by those who were leaving the country."

RTZ chairman Sir Derek Birkin: "In the southern African context, it has been clear for many years now that the shortage of local black technical management in industry would inevitably cause future problems as expatriate sources diminished."

Both statements, in varying degrees, take as a starting point the need to train blacks only as a result of a shortfall in white or expatriate managers. This raises the question of whether blacks are given the opportunity to compete equally for management positions where potential white managers still exist, despite the progress being made by those on the training programmes. According to a black delegate they are not.

While the training schemes qualify blacks for management, their white colleagues in many companies are

still given preference. The problem of racism within management was aired. Trust director Jonathan Lawley told delegates: "Residual attitudes towards the role of racial groups in society go very deep in the regional psyche. Black leadership, particularly leadership in the technical sphere, was until recently unthinkable to many."

But delegates were hardly convinced of the need for programmes to enable some white employees to confront their "superiority complex". One delegate believed entrenched racism would crumble of its own accord as black employees climbed the managerial ladder. Others considered it unlikely, however, that racist values would self-destruct in this manner. The need to educate from the top-down, as well as from the bottom-up, was stressed.

Privately, one conference speaker told the story of the appointment of a black branch manager in an SA bank which was staffed primarily by whites. Not only did the new branch manager receive extensive training for his position, but the white staff also had to undertake a programme to prepare them for having a black as boss. — Financial Times.

LETTERS

(181)
Strike over
Star 16/8/91
wages hits
3 oil giants

By Shareen Singh

Three petroleum companies have been hit by nationwide legal strikes at more than 30 depots.

Chemical Workers Industrial Union (CWIU) spokesman Martin Jansen said the strike by about 1 000 workers at Caltex, BP and Total Oil had started at two depots in the western Cape on Tuesday and spread to other depots yesterday.

Workers are demanding monthly rises ranging from R250 to R320 (20 to 25 percent), a centralised bargaining forum for all oil companies, and a moratorium on retrenchments and contract labour.

"Having separate negotiations at the different oil companies does not make much sense as there is strong co-operation among the companies on marketing and strategies in dealing with the union," Mr Jansen said.

Separate wage negotiation was time-consuming and impractical, he added. The union had recently started wage talks with Shell, and the same demands had been tabled.

Workers at the Milnerton plant of BP in Cape Town had held a "successful demonstration" and blocked the entrance to the plant, Mr Jansen said.

Caltex Oil spokesman Mike Maxwell said the firm had offered fair and competitive increases including an across-the-board raise of R200, or 13.2 percent, whichever was greater.

Regarding industry bargaining, Mr Maxwell said Caltex was not prepared to sacrifice its independence and flexibility to negotiate what was in the best interests of employees and the company.

Total refused to confirm the strike.

FM 16/8/91

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scars will take longer to heal.

Not only did the strike occur at a time when the industry is in the depths of a drawn-out market recession, but there is more than a suspicion among some employers that the strike was a carefully timed flexing of union muscle.

They point out that the build up to the strike began soon after Numsa finally forced employers to bow to central industry bargaining. When, in May, Delta Motor Corp became the last assembler to join the National Bargaining Forum (NBF), the time was ripe for action, it has been suggested.

The effects of the strike have been felt not only in the assembly industry, but also among motor components suppliers, some of whom have faced closure. Turnover losses among assemblers amounts to about R800m — but at least some of that should be recouped once production losses have been made up. Unions have agreed to overtime to make up the production deficit.

In terms of the mediated agreement, which runs to June 1992, not only must unions ensure that their members make up lost production and meet ongoing production schedules, but they must also be prepared to negotiate shift patterns to secure "competitiveness" on local and foreign contracts.

If not, the moratorium on industry retrenchments (contained in the package) could be in jeopardy. A clause in the agreement states that repeated failure to meet production targets through "unprocedural industrial action" will entitle an employer to scrap the moratorium.

Nor is there any guarantee workers won't be put on short time or unpaid leave, or even be temporarily laid off. Employers say all these are acceptable means of avoiding retrenchment.

Talks to end another motor industry strike continued this week. The strike by workers at tyre manufacturers has not yet affected car and truck companies, which had ample stocks before the strike began. As the *FM* went to press, negotiators were optimistic that the dispute would be over this week. ■

MOTOR INDUSTRY STRIKE

Wild card

~~181~~ (181)

FM 16/8/91

The National Union of Metalworkers (Numsa) may appear to hold most of the aces in its dealings with the motor industry, but it also has a wild card — Mercedes-Benz.

The unpredictability of its members at Mercedes' East London plant once again nonplussed the union during the recent two-week motor industry strike.

Last year, Mercedes workers went on strike because they didn't want the company to be part of the central industry bargaining process. This time they carried on working while everyone else walked out.

Mercedes workers turned down union demands that they join the strike, say industry sources. One reason could be that last year's protracted industrial action threatened to jeopardise the company's continued presence in SA.

"They would have nothing to do with it," says a senior negotiator in the latest industry dispute. "They'd had enough of strikes and told their shop stewards to get lost." Management won't comment on how it escaped another costly shutdown, beyond saying that "the majority of workers wanted to work, and so they did."

But if Numsa had cause for disappointment, so did vehicle assemblers. The long-term financial and production effects of this strike will be limited, but the psychological

Tyre industry mediation

■ The three week old tyre industry strike was taken to mediation in Port Elizabeth this week. ~~18/1~~ ~~18/1~~

Talks on demands for training had made sufficient progress, but wage demands and the call for a moratorium on retrenchments were still contested areas. Sources said that settlement was imminent. *w/m and 16/8 - 22/8/91*

Reports from Weekly Mail staff

Oil workers strike

ABOUT 1 000 employees of BP, Caltex and Total have gone on strike to support demands for wage increases of between 21% and 25%, job security and centralised bargaining for the petroleum industry. The companies offer between 9% and 19%. (18)

An industry source says offers for most jobs exceed the inflation rate. The offer for the lowest-paid job is a 16% increase to R1 445 a month. (18)

In addition one company subsidises its employees' home loans to bring interest rates down to an effective 4%. It pays for group life assurance amounting to 26 times gross monthly salary of each employee and has a subsidised pension and medical aid scheme. (18) (Sun Times) 18/8/91

The trade union says workers are particularly angry about the multinationals investing millions in upgrading refineries, marketing networks and improving their images.

Staff cut after scandal at NEI

ST. TIMES (BUSINESS)
By DIRK TIEMANN

NORTHERN Engineering Industries Africa (NEI) is cutting staff after disclosures about its accounting scandal. 18/8/91

Group managing director Lawrence Hyslop admits the layoffs, saying: "Executive layoffs at our Propower subsidiary are the result of the company's having been grossly mis-managed."

"People resigned at the beginning of the year and now we are right-sizing."

NEI Group's interim results, to have been published last week, have been delayed because international shareholders must approve them, says Mr Hyslop. They are not expected to be good. 18/8/91

Skulduggery

Propower has lost the Atlantis Diesel Engine franchise and closed a factory in Isando.

The accounting frauds discovered in May did not show bank borrowings as liabilities and overvalued stock. The result was that the 1990 recorded profit of R21-million was a R4,3-million loss.

NEI says the skulduggery was restricted to Propower. But talk is that what it called the "disturbing breakdown in accounting controls" affected several subsidiaries.

Tough business conditions are given as the reason why 2% of the 2 500 staff members at International Combustion Africa (Ical) were laid off.

Ical contributed almost 30% to group turnover last year. It made tube boilers for Eskom and the drilling derrick for Mossgas.

Caltex locks out strikers at two depots

STRIKING petroleum workers were locked out at Caltex Oil (SA) depots in Durban and Germiston yesterday as their national strike entered its third day, union officials said. *10cm 20/8/91*

Chemical Workers' Industrial Union (CWIU) spokesman Martin Jansen said about 100 workers were locked out at the Island View depot in Durban and at Alrode in Germiston.

More than 1 000 union members have downed tools.

A Caltex Oil (SA) spokesman said the

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VERA VON LIERES

company believed that, technically, its activities did not constitute a lock-out.

"Employees who are prepared to work, and to sign an undertaking to that effect, are being allowed into company premises to carry out their normal duties," a company statement said.

Nevertheless, the company was perfectly entitled to lock-out union members as all statutory dispute resolution mechanisms had been exhausted.

Strike 'will not disrupt tyre supplies'

THE month-long strike by 8 000 workers at eastern Cape tyre plants would not cause new tyre supply shortages or leave the industry more vulnerable to the influx of imported

B/Doc 21/8/91
MARC HASENFUSS

tyres, tyre industry sources said yesterday. *181*

Strike action, which ended last week, disrupted production at Gentyre and Firestone plants in Port Elizabeth and the Tycon (formerly Goodyear) plant in Uitenhage. Dunlop, which is not party to the National Bargaining Forum, was not affected.

Sources said that demand for new car, truck and industrial vehicle tyres had declined in line with the slump in new vehicle market.

Tyre Manufacturers Conference chairman Gert Fischer said the inventory position of most tyre manufacturers was sufficient to fill orders from existing stock in the short-term.

Tyre industry sources said the strike action would result only in minor shortages in certain tyre makes.

One source said the in-

dustry was overstocked and the work stoppages benefited tyre makers in that excessive stock levels could be reduced. *191*

Limited production was maintained at most plants throughout the strike and groups used small production runs to bolster stock levels in tyre ranges that were in short supply.

This would prevent cheaper imported tyres from gaining a firm grip on SA's tyre market.

B. Com. - 2:00 p.m.
Electronics

Housing subsidies

look set to change

(181) (123)
(Monday) 21/8/91
HOUSING subsidies provided by employers could look drastically different by the year's end, says Rode Report director Erwin Rode.

While the tax benefit on these subsidies has been effectively phased out over the past seven years, employees still enjoy a slight tax advantage when they receive a mortgage bond subsidy rather than cash, he says.

"This arises from the fact that the official rate for the calculation of the taxable value of such a subsidy is 19%, compared with a market rate of 19.75%," Rode says.

About 70% of employees currently receive a mortgage bond subsidy, with the subsidised rate of a large percentage of these not rising with market rates. "The moment tax subsidies become tax neutral or punitive, employees will seek to have this fringe benefit quantified and turned into cash," Rode says.

900 workers down tools at AECI plant

PRETORIA — About 900 chemical workers at AECI Bophuthatswana, near Mogwase, are on strike over wages and working conditions, union and management spokesmen said yesterday.

Chemical Workers' Industrial Union branch secretary Jackie Masemola said the workers had been out since August 15.

Management and the union had been involved in negotiations during the past two months, but had failed to reach an agreement. *B/PCY 21/8/77*

He said the union demanded a minimum monthly wage of R1 075 which was in line with most AECI plants and a R200 across-

the-board increase, while the company offered a minimum of R942,80 a month.

He alleged that the company was shielding behind the "terrible" working conditions and low wages in the homeland to justify its refusal to accede to union demands. *(18/1) ~~21/8/77~~*

AECI spokesman Andre Botha issued a statement last night saying the strike followed a deadlock in wage negotiations.

"Company management also confirms that mediation as an appropriate means of solving the dispute is being considered," he said. — Sapa.

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Oil strikers in 'sleep-in'

VERA VON LIERES

THE Chemical Workers' Industrial Union (CWIU) national strike involving three major petroleum companies entered its fourth day yesterday, with union members engaging in a "sleep-in" and placard demonstrations.

Workers slept overnight at a BP (SA) Cape Town depot on Monday in a protest action as part of the strike by about 1 000 workers.

A union spokesman said yesterday about 1 000 members were still striking for improved wages and conditions of service at BP (SA), Total (SA), and Caltex Oil (SA).

Workers are demanding increases of between 21% and 25%, job security and centralised bargaining in the petroleum industry.

A Caltex spokesman said yesterday the situation was unchanged since Monday. About 300 workers were striking at 12 Caltex depots, mainly in the Transvaal but also the Northern OFS and Natal.

A BP spokesman yesterday confirmed the "sleep-in". She said the company was offering a monthly rise of 16,3% on payroll. Total declined to comment.

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Natal 2/18/91

Engineers advised to head into Africa

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22/8/91

B/Day 22/8/91

LINDA ENSOR

CAPE TOWN — South African consulting engineers could generate millions of rands in export earnings through marketing their expertise in Africa, says SA Association of Consulting Engineers president Ian Scott.

The 1 000 members of the association in 360 firms were involved in capital works with an estimated value of R10bn in the year to end-February, he says in a statement, adding that this amount could increase considerably by getting involved in projects in Africa.

"The continuing improvement in the climate towards South Africa certainly extends to our profession," says Scott.

He attended a meeting of African member associations of the International Federation of Consulting Engineers (Fidic) in Nairobi earlier this year and is hoping an Africa-based member of Fidic's executive

will attend the SA association's convention in October in Somerset West.

"The areas in which the South African profession could serve the continent span the spectrum from housing developments and the related infrastructure through to projects such as Mossgas, Lesotho Highlands water scheme and electrification," Scott says.

He adds that overseas experience has shown that the export of engineering designs for projects invariably leads to growth in the manufacturing and contracting industries in the exporting country.

He said it was not uncommon for governments to encourage their consulting engineers to take on such assignments because of the spin-offs for the economy.

~~181~~ (181) ~~Star~~ Star 22/8/91

Union members picket petrol firms in Jo'burg

By Abel Mushi

About 200 members of the Chemical Workers Industrial Union (CWIU) picketed outside the Johannesburg headquarters of three major petroleum firms yesterday.

The workers — from depots and refineries in the PWV area — marched on the headquarters of Total in Braamfontein, BP in Parktown and Caltex in Rosebank.

They were demanding an across-the-board wage increase of between 20 and 28 percent, job security and the formation of a centralised national bargaining forum of all the major petroleum companies to discuss workers' problems with the union.

"We are not submitting any lists of grievances as the companies already have our demands," said CWIU

Transvaal education officer John Appolos, adding that the pickets were meant to highlight the workers' plight and that CWIU workers country-wide had been on strike since last Wednesday.

● About 600 workers belonging to Cosatu held a picket outside Sun-couriers in Bedfordview yesterday to demand a R250-a-month across-the-board increase.

No. R. 2047

23 August 1991

LABOUR RELATIONS ACT, 1956

HAIRDRESSING TRADE, NATAL: RENEWAL OF
MAIN AGREEMENT

I, Dennis van der Walt, Director: Labour Relations, duly authorised thereto by the Minister of Manpower, hereby, in terms of section 48 (4) (a) (ii) of the Labour Relations Act, 1956, declare the provisions of Government Notice R. 993 of 30 April 1987 to be effective from the date of publication of this notice and for the period ending 30 June 1992.

D. VAN DER WALT,

Director: Labour Relations.

No. R. 2048

23 August 1991

LABOUR RELATIONS ACT, 1956

ELECTRICAL INDUSTRY (NATAL): AMENDMENT
OF MEDICAL AID FUND AGREEMENT

I, Eli van der Merwe Louw, Minister of Manpower, hereby, in terms of section 48 (1) (a) of the Labour Relations Act, 1956, declare that the provisions of the Agreement (hereinafter referred to as the Amending Agreement) which appears in the Schedule hereto and which relates to the Undertaking, Industry, Trade or Occupation referred to in the heading to this notice, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 30 June 1993, upon the employers' organisation and the trade unions which entered into the Amending Agreement and upon the employers and employees who are members of the said organisations or unions.

E. VAN DER M. LOUW,

Minister of Manpower.

SCHEDULE**INDUSTRIAL COUNCIL FOR THE ELECTRICAL
INDUSTRY (NATAL)****MEDICAL AID FUND AGREEMENT**

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

and the

Metal and Electrical Workers' Union of South Africa

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

being the parties to the Industrial Council for the Electrical Industry (Natal),

to amend the Agreement published under Government Notice, No. R. 1659 of 19 August 1988 (hereinafter referred to as the Re-enacting Agreement), as amended and extended by Government Notices Nos. R. 1214 of 9 June 1989, R. 396 of 23 February 1990, R. 1493 of 29 June 1990, R. 1872 of 10 August 1990 and R. 1232 of 30 May 1991.

No. R. 2047

23 Augustus 1991

WET OP ARBEIDSVERHOUDINGE, 1956

HAARKAPPERSBEDRYF, NATAL: HERNUWING
VAN HOOFDOORENKOMS

Ek, Dennis van der Walt, Direkteur: Arbeidsverhoudinge, behoorlik daartoe gemagtig deur die Minister van Mannekrag, verklaar hierby, kragtens artikel 48 (4) (a) (ii) van die Wet op Arbeidsverhoudinge, 1956 dat die bepalings van Goewermentskennisgewing No. R. 993 van 30 April 1987 van krag is vanaf die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 Junie 1992 eindig.

D. VAN DER WALT,

Direkteur: Arbeidsverhoudinge.

No. R. 2048

23 Augustus 1991

WET OP ARBEIDSVERHOUDINGE, 1956

ELEKTROTEGNIESE NYWERHEID (NATAL):
WYSIGING VAN MEDIESE HULPFONDSOOR-
EENKOMS

Ek, Eli van der Merwe Louw, Minister van Mannekrag, verklaar hierby, kragtens artikel 48 (1) (a) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings van die Ooreenkoms (hierna die Wysigingsooreenkoms genoem) wat in die Bylae hiervan verskyn en betrekking het op die Onderneming, Nywerheid, Bedryf of Beroep in die opskrif by hierdie kennisgewing vermeld, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 Junie 1993 eindig, bindend is vir die werkgewersorganisasie en die vakverenigings wat die Wysigingsooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasies of verenigings is.

E. VAN DER M. LOUW,

Minister van Mannekrag.

BYLAE**NYWERHEIDSRAAD VIR DIE ELEKTROTEGNIESE
NYWERHEID (NATAL)****MEDIESE HULPFONDSOORENKOMS**

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

Electrical Contractors' Association (South Africa)

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

South African Electrical Workers' Association

en die

Metal and Electrical Workers' Union of South Africa

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

wat die partye is by die Nywerheidsraad vir die Elektrotegniese Nywerheid (Natal),

om die Ooreenkoms gepubliseer by Goewermentskennisgewing, No. R. 1659 van 19 Augustus 1988 (hierna die Herbekragtigingsooreenkoms genoem), soos gewysig en verleng by Goewermentskennisgewings Nos. R. 1214 van 9 Junie 1989, R. 396 van 23 Februarie 1990, R. 1493 van 29 Junie 1990, R. 1872 van 10 Augustus 1990 en R. 1232 van 30 Mei 1991, te wysig.

1. SCOPE OF APPLICATION OF AGREEMENT

(1) Except as otherwise provided in this clause, the terms of this Agreement shall apply to and be observed in the Electrical Industry (Natal) by all employers and employees who are members of the employers' organisation and the trade unions, respectively and who are engaged or employed in the Industry in the Province of Natal, excluding any portions of that area falling within the Self-governing Territory of KwaZulu.

(2) The terms of this Agreement shall not apply to employers and their employees who are participants with the employers in any scheme providing medical benefits, in existence on 3 January 1966, to which the employer concerned contributes not less than 45 cents per week for each employee who is a member of the scheme and is otherwise covered by this Agreement, while such scheme continues to operate and the said employers and employees continue as participants in the scheme and the employers continues to pay a contribution of not less than 45 cents per week for each such employee.

(3) Notwithstanding the provisions of subclause (2), the terms of this Agreement shall apply to employers and employees in respect of any employee who is not covered by, or ceases to be covered by, a fund or scheme referred to in that subclause.

2. GENERAL PROVISIONS

The provisions contained in clauses 3 to 19, inclusive, of the Agreement published under Government Notice No. R. 2604 of 2 December 1983, as amended and re-enacted by Government Notices Nos. R. 1429 of 13 July 1984, R. 994 of 23 May 1986, R. 2068 of 26 September 1986 and R. 1659 of 19 August 1988 (as amended, re-enacted and extended from time to time) shall apply to employers and employees.

3. CLAUSE 9: CONTRIBUTIONS

In subclause (1), substitute the expression "R20,00" for the expression "R12,00".

4. CLAUSE 10: BENEFITS

In subclause (1) (d), substitute the expression "R10,00" for the expression "R5".

Signed at Durban, as authorised, for and on behalf of the parties, this 7th day of May 1991.

T. EVANS,
Chairman of the Council.

B. CARR,
Vice-Chairman of the Council.

L. A. DICKASON,
Secretary of the Council.

No. R. 2049

23 August 1991

LABOUR RELATIONS ACT, 1956**CANCELLATION OF GOVERNMENT NOTICES**

IRON, STEEL, ENGINEERING AND METALLURGICAL INDUSTRY: METAL INDUSTRIES MEDICAL AID FUND AGREEMENT

I, Eli van der Merwe Louw, Minister of Manpower, hereby, in terms of section 48 (5) of the Labour Relations Act, 1956, cancel Government Notice No. R. 2922 of 14 December 1990 with effect from the second Monday after the date of publication of this notice.

E. VAN DER M. LOUW,
Minister of Manpower.

1. TOEPASSINGSBESTEK VAN OOREENKOMS

(1) Behoudens andersluidende bepalings in hierdie klousule, is hierdie Ooreenkoms van toepassing op en moet dit nagekom word in die Elektrotegniese Nywerheid (Natal) deur alle werkgewers en werknemers wat lede van onderskeidelik die werkgewersorganisasie en die vakverenigings is en wat betrokke is by of in diens is in die Nywerheid in die provinsie Natal, uitgesonderd enige gedeeltes van daardie gebied wat binne die selfregerende gebied KwaZulu val.

(2) Hierdie Ooreenkoms is nie van toepassing nie op werkgewers en hul werknemers wat saam met die werkgewers deelnemers is aan 'n skema wat mediese voordele verskaf en wat op 3 Januarie 1966 bestaan het en waartoe die betrokke werkgewer minstens 45 sent per week bydra ten opsigte van elke werknemer wat lid van die skema is en andersins deur hierdie Ooreenkoms gedek word, terwyl die skema in werking bly en genoemde werkgewers en werknemers voortgaan om deelnemers aan die skema te wees en die werkgewers voortgaan om 'n bydrae van minstens 45 sent per week ten opsigte van elke sodanige werknemer te betaal.

(3) Ondanks subklousule (2), is hierdie Ooreenkoms van toepassing op werkgewers en werknemers ten opsigte van 'n werknemer wat nie deur 'n fonds of skema bedoel in daardie subklousule gedek word nie, of wat ophou om daardeur gedek te word.

2. ALGEMENE BEPALINGS

Klousules 3 tot en met 19 van die Ooreenkoms gepubliseer by Goewermentskennisgewing No. R. 2604 van 2 Desember 1983, soos gewysig en herbekragtig by Goewermentskennisgewings Nos. R. 1429 van 13 Julie 1984, R. 994 van 23 Mei 1986, R. 2068 van 26 September 1986 en R. 1659 van 19 Augustus 1988 (soos van tyd tot tyd gewysig, herbekragtig en verleng), is van toepassing op werkgewers en werknemers.

3. KLOUSULE 9: BYDRAES

In subklousule (1), vervang die uitdrukking "R12,00" deur die uitdrukking "R20,00".

4. KLOUSULE 10: BYSTAND

In subklousule (1) (d), vervang die uitdrukking "R5" deur die uitdrukking "R10,00".

Soos gemagtig, vir en namens die partye op hede die 7de dag van Mei 1991 te Durban onderteken.

T. EVANS,
Voorsitter van die Raad.

B. CARR,
Ondervoorsitter van die Raad.

L. A. DICKASON,
Sekretaris van die Raad.

No. R. 2049

23 Augustus 1991

WET OP ARBEIDSVERHOUDINGE, 1956**INTREKINGVANGOEWERMENSKENNISGEWINGS**

YSTER-, STAAL-, INGENIEURS- EN METALLURGIESE NYWERHEID: MEDIESE HULPFONDSOOREENKOMS VIR DIE METAALNYWERHEDE

Ek, Eli van der Merwe Louw, Minister van Mannekrag, trek hierby, kragtens artikel 48 (5) van die Wet op Arbeidsverhoudinge, 1956, Goewermentskennisgewing No. R. 2922 van 14 Desember 1990 in met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing.

E. VAN DER M. LOUW,
Minister van Mannekrag.

No. R. 2050

23 August 1991

LABOUR RELATIONS ACT, 1956

IRON, STEEL, ENGINEERING AND METALLURGICAL INDUSTRY: RE-ENACTMENT OF METAL INDUSTRIES MEDICAL AID FUND

I, Eli van der Merwe Louw, Minister of Manpower, hereby, in terms of section 48 (1) (a) of the Labour Relations Act, 1956, declare that the provisions of the Agreement which appears in the Schedule hereto and which relates to the Undertaking, Industry, Trade or Occupation referred to in the heading to this notice, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 31 December 1995, upon the employers' organisations and the trade unions which entered into the said Agreement and upon the employers and employees who are members of the said organisations or unions.

E. VAN DER M. LOUW,
Minister of Manpower.

SCHEDULE

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

METAL INDUSTRIES MEDICAL AID FUND

AGREEMENT

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

Automotive Parts Production Engineers' Association
Border Engineering Industries Association
Cape Engineers' and Founders' Association
Constructional Engineering Association (South Africa)
Covered Conductor Manufacturers' Association
Domestic Appliance Manufacturers' Association of South Africa
Electrical Engineering and Allied Industries Association
Electronics and Telecommunications Industries Association
Engineers' and Founders' Association (Transvaal, Orange Free State and Northern Cape)
Fire Protection Industries Association of South Africa
Gate and Fence Association
Hand Tool Manufacturers' Association
Heavy Engineering Manufacturers' Association
Iron and Steel Producers' Association of South Africa
Lift Engineering Association of South Africa
Light Engineering Industries Association of South Africa
Materials Handling Association
Natal Engineering Industries Association
Non-Ferrous Metal Industries Association of South Africa
Plastics Manufacturers' Association of South Africa

No. R. 2050

23 Augustus 1991

WET OP ARBEIDSVERHOUDINGE, 1956

YSTER-, STAAL-, INGENIEURS- EN METALLURGIËSE NYWERHEID: HERBEKRAGTING VAN MEDIËSE HULPFONDSOOREENKOMS VIR DIE METAALNYWERHEDE

Ek, Eli van der Merwe Louw, Minister van Mannekrag, verklaar hierby, kragtens artikel 48 (1) (a) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings van die Ooreenkoms wat in die Bylae hiervan verskyn en betrekking het op die Onderneming, Nywerheid, Bedryf of Beroep in die opskrif by hierdie kennisgewing vermeld, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Desember 1995 eindig, bindend is vir die werkgewersorganisasies en vakverenigings wat genoemde Ooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasies of verenigings is.

E. VAN DER M. LOUW,
Minister van Mannekrag.

BYLAE

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

MEDIËSE HULPFONDS VIR DIE METAALNYWERHEDE

OOREENKOMS

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

Automotive Parts Production Engineers' Association
Border Engineering Industries Association
Cape Engineers' and Founders' Association
Constructional Engineering Association (South Africa)
Covered Conductor Manufacturers' Association
Domestic Appliance Manufacturers' Association of South Africa
Electrical Engineering and Allied Industries Association
Electronics and Telecommunications Industries Association
Engineers' and Founders' Association (Transvaal, Orange Free State and Northern Cape)
Fire Protection Industries Association of South Africa
Gate and Fence Association
Hand Tool Manufacturers' Association
Heavy Engineering Manufacturers' Association
Iron and Steel Producers' Association of South Africa
Lift Engineering Association of South Africa
Light Engineering Industries Association of South Africa
Materials Handling Association
Natal Engineering Industries Association
Non-Ferrous Metal Industries Association of South Africa
Plastics Manufacturers' Association of South Africa

Plumbers and Engineers Brassware Manufacturers' Association

Port Elizabeth Engineers' Association

Precision Manufacturing Engineers' Association

Pressure Vessel Manufacturers' Association of South Africa

Radio, Appliance and Television Association of South Africa

Sheetmetal Industries Association of South Africa

S.A. Agricultural Machinery Association

S.A. Association of Shipbuilders and Repairers

S.A. Electro-Plating Industries Association

S.A. Fasteners Manufacturers' Association

S.A. Foundry Association

S.A. Industrial Refrigeration and Air Conditioning Contractors' Association

S.A. Machine Tool Manufacturers Association

S.A. Radio and Television Manufacturers' Association

S.A. Reinforced Concrete Engineers' Association

S.A. Tube Makers' Association

S.A. Wire and Wire Rope Manufacturers' Association

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

Amalgamated Engineering Union of South Africa

Amalgamated Society of Woodworkers of South Africa

Engineering Industrial and Mining Workers' Union of South Africa

Iron Moulders' Society of South Africa

Metal and Electrical Workers' Union of South Africa

Mineworkers' Union

Radio, Television, Electronics and Allied Workers' Union

S.A. Boilermakers', Iron and Steel Workers', Shipbuilders' and Welders' Society

S.A. Electrical Workers' Association

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

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

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

1. SCOPE OF APPLICATION OF AGREEMENT

(1) Except as otherwise provided in this section, the terms of this Agreement shall apply to and be observed throughout the Republic of South Africa, excluding the port and settlement of Walvis Bay, by all employers and employees in the Iron, Steel, Engineering and Metallurgical Industries who are members of the employers' organisations and the trade unions respectively.

(2) The terms of this Agreement shall not apply to employers and their employees who are participating with the employer in any scheme providing medical benefits in existence as at 18 July 1966, to which the employer concerned contributes part of the contributions for each employee who is a member of the scheme and otherwise covered by this Agreement, while such scheme continues to operate and the said employer and employees continue as participants in the scheme and the employer continues to pay part of the contributions for each such employee.

Plumbers and Engineers Brassware Manufacturers' Association

Port Elizabeth Engineers' Association

Precision Manufacturing Engineers' Association

Pressure Vessel Manufacturers' Association of South Africa

Radio, Appliance and Television Association of South Africa

Sheetmetal Industries Association of South Africa

S.A. Agricultural Machinery Association

S.A. Association of Shipbuilders and Repairers

S.A. Electro-Plating Industries Association

S.A. Fasteners Manufacturers' Association

S.A. Foundry Association

S.A. Industrial Refrigeration and Air Conditioning Contractors' Association

S.A. Machine Tool Manufacturers Association

S.A. Radio and Television Manufacturers' Association

S.A. Reinforced Concrete Engineers' Association

S.A. Tube Makers' Association

S.A. Wire and Wire Rope Manufacturers' Association

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

Amalgamated Engineering Union of South Africa

Amalgamated Society of Woodworkers of South Africa

Engineering Industrial and Mining Workers' Union of South Africa

Iron Moulders' Society of South Africa

Metal and Electrical Workers' Union of South Africa

Mynwerkersunie

Radio, Television, Electronics and Allied Workers' Union

S.A. Boilermakers', Iron and Steel Workers', Shipbuilders' and Welders' Society

S.A. Electrical Workers' Association

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

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

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

1. TOEPASSINGSBESTEK VAN OOREENKOMS

(1) Behoudens andersluidende bepalings in hierdie klousule, is hierdie Ooreenkoms van toepassing op en moet dit oral in die Republiek van Suid-Afrika, uitgesonderd die hawe en nedersetting van Walvisbaai, nagekom word deur alle werkgewers en werknemers in die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerhede wat lede van onderskeidelik die werkgewerorganisasies en die vakverenigings is.

(2) Hierdie Ooreenkoms is nie van toepassing nie op werkgewers en hul werknemers wat saam met die werkgewer deelnemers is aan 'n skema wat mediese bystand verskaf en wat bestaan het op 18 Julie 1966, en waartoe die betrokke werkgewer 'n gedeeltelike bydrae maak ten opsigte van elke werknemer wat lid is van die skema en andersins deur hierdie Ooreenkoms gedek word terwyl sodanige skema in werking bly en genoemde werkgewer en werknemers voortgaan om deelnemers aan die skema te wees en die werkgewer voortgaan om 'n gedeeltelike bydrae ten opsigte van elke sodanige werknemer te betaal.

(3) Notwithstanding the provisions of subsection (2), the terms of this Agreement shall apply to employers and employees in respect of any employee who is not covered by, or ceases to be covered by, a fund referred to in that subsection.

2. PERIOD OF OPERATION OF AGREEMENT

This Agreement shall come into operation on such date as may be fixed by the Minister of Manpower in terms of section 48 of the Labour Relations Act, No. 28 of 1956, and shall remain in force until 31 December 1995 or for such period as the Minister may determine.

3. GENERAL PROVISIONS

The provisions contained in clauses 3 to 19 of the Agreement published under Government Notices Nos. R. 2829 of 27 December 1985, R. 714 of 18 April 1986, R. 2233 of 24 October 1986, R. 1798 of 21 August 1987, R. 786 of 22 April 1988, R. 376 of 3 March 1989, R. 1083 of 2 June 1989, R. 2833 of 22 December 1989, R. 1744 of 20 July 1990 and R. 2922 of 14 December 1990 of the Former Agreement 4 December 1990 of the Former Agreement as further extended, renewed, amended or re-enacted from time to time, shall apply to employers and employees.

4. SECTION 9: CONTRIBUTIONS

(1) In subsection (1):

(a) Substitute the following for paragraph (a):

"(a) whose trade union subscriptions are deducted in terms of an agreement of the Counsel; or";

(b) delete paragraph (b);

(c) re-number paragraph (c) as paragraph (b).

(2) In subsection (2), substitute the following for the existing table:

"Contributions per week:

Dependant category	Wage group 1	Wage group 2	Wage group 3
	Up to R285 per week	Over R285 and up to R415 per week	Over R415 per week
Member only.....	R20,20	R23,85	R26,60
Member plus 1 dependant.....	R27,55	R31,15	R33,90
Member plus 2 dependants.....	R29,25	R33,10	R35,90
Member plus 3 dependants.....	R30,75	R35,00	R37,70
Member plus 4 or more dependants.....	R31,75	R36,60	R39,40"

5. SECTION 10: BENEFITS

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

"(a) Payment of expenses for services, other than services under (b) and (c) below, not exceeding the amount of R50 000 in the aggregate for the member and his dependants, which shall include—

(i) conservative dental services (such as fillings, X-rays, extractions, prophylaxis, etc.) not specified under (b) below and where performed by a dental practitioner, and hospital and anaesthetic services in all dental cases;

(ii) prescribed medicines, excluding medicines received whilst confined in hospital, not exceeding the following maximum limits:

- Member only (no dependants): R1 900;
- Member plus 1 dependant: R3 200;
- Member plus 2 dependants: R3 600;
- Member plus 3 dependants: R4 000;
- Member plus 4 or more dependants: R4 200;

(iii) medicines received whilst in hospital;"

(3) Ondanks subklousule (2) is hierdie Ooreenkoms van toepassing op werkgewers en werknemers ten opsigte van werknemers wat nie gedek word deur 'n fonds wat in daardie subklousule bedoel word nie, of wat ophou om daardeur gedek te word.

2. GELDIGHEIDSDUUR VAN OOREENKOMS

Hierdie Ooreenkoms tree in werking op 'n datum wat die Minister van Mannekrag kragtens artikel 48 van die Wet op Arbeidsverhoudinge, No. 28 van 1956, vasstel, en bly van krag tot 31 Desember 1995 of vir dié tydperk wat die Minister bepaal.

3. ALGEMENE BEPALINGS

Die bepalings, soos vervat in klousule 3 tot 19 van die Ooreenkoms, gepubliseer by Goewermentskennisgewing Nos. R. 2829 van 27 Desember 1985, R. 714 van 18 April 1986, R. 2233 van 24 Oktober 1986, R. 1798 van 21 Augustus 1987, R. 786 van 22 April 1989, R. 376 van 3 Maart 1989, R. 1083 van 2 Junie 1989, R. 2833 van 22 Desember 1989, R. 1744 van 20 Julie 1990 en R. 2922 van 14 Desember 1990 van die Vorige Ooreenkoms soos verlang, hernieu, gewysig of herbekragtig is van tyd tot tyd sal van toepassing wees op sowel werkgewers as werknemers

4. KLOUSULE 9: BYDRAES

(1) In subklousule (1):

(a) Vervang paragraaf (a) deur die volgende:

"(a) wie se vakverenigingledegeld afgetrek word kragtens 'n ooreenkoms van die Raad; of";

(b) skrap paragraaf (b);

(c) hernommer paragraaf (c) as paragraaf (b).

(2) In subklousule (2), vervang die bestaande tabel deur die volgende:

"Bydraes per week:

Afhanklikekategorie	Loongroep 1	Loongroep 2	Loongroep 3
	Tot en met R285 per week	Oor R285 en tot en met R415 per week	Oor R415 per week
Lid alleen.....	R20,20	R23,85	R26,60
Lid plus 1 afhanklike.....	R27,55	R31,15	R33,90
Lid plus 2 afhanklikes.....	R29,25	R33,10	R35,90
Lid plus 3 afhanklikes.....	R30,75	R35,00	R37,70
Lid plus 4 of meer afhanklikes.....	R31,75	R36,60	R39,40"

5. KLOUSULE 10: BYSTAND

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

"(a) Betaling van koste vir ander dienste as dienste onder (b) en (c) hieronder wat die bedrag van altesaam R50 000 nie oorskry nie vir die lid en sy afhanklikes, insluitende—

(i) konserverende tandheekkundige dienste (soos vulsels, X-strale, ekstraksies, voorbehoeding, ens) nie gespesifiseer onder (b) hieronder wanneer verrig deur 'n tandheekkundige, en hospitaal- en narkotiese dienste in alle tandheekkundige gevalle;

(ii) voorgeskrewe medisyne, uitgesonderd medisyne verskaf gedurende hospitalisasie, wat nie die volgende maksimum perke oorskry nie:

- Slegs lid (geen afhanklikes): R1 900;
- lid plus 1 afhanklike: R3 200;
- lid plus 2 afhanklikes: R3 600;
- lid plus 3 afhanklikes: R4 000;
- lid plus 4 of meer afhanklikes: R4 200;

(iii) medisyne toegedien tydens hospitalisasie;"

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

"(b) payment of expenses for dental services in respect of gold, metal and porcelain inlays and gold foils; crown and bridgework; dentures, including metal base dentures; prosthodontic, orthodontic and periodontic services, not exceeding the following maximum limits:

Member only (no dependants): R660;

Member plus 1 dependant: R1 200;

Member plus 2 dependants: R1 300;

Member plus 3 dependants: R1 400;

Member plus 4 or more dependants: R1 500;"

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

"(c) payment of expenses for optical services not exceeding R225 for any one member of dependant, subject to an overall limit of R400 in the aggregate for a member and his dependants;"

Signed at Johannesburg, for and on behalf of the parties, this 8th day of May 1991.

W. P. COETZEE,
Chairman.

J. DE W. TROTSKIE,
Vice-Chairman.

D. G. LEVY,
General Secretary.

No. R. 2051

23 August 1991

LABOUR RELATIONS ACT, 1956

CHEMICAL INDUSTRY, CAPE: AMENDMENT OF MAIN AGREEMENT

I, Eli van der Merwe Louw, Minister of Manpower, hereby—

(a) in terms of section 48 (1) (a) of the Labour Relations Act, 1956, declare that the provisions of the Agreement (hereinafter referred to as the Amending Agreement) which appears in the Schedule hereto and which relates to the Undertaking, Industry, Trade or Occupation referred to in the heading to this notice, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 31 December 1991, upon the employers' organisation and the trade union which entered into the Amending Agreement and upon the employers and employees who are members of the said organisation or union; and

(b) in terms of section 48 (1) (b) of the said Act, declare that the provisions of the Amending Agreement, excluding those contained in clause 1 (1) (a) shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 31 December 1991, upon all employers and employees, other than those referred to in paragraph (a) of this notice, who are engaged or employed in the said Undertaking, Industry, Trade or Occupation in the areas specified in clause 1 of the Amending Agreement.

E. VAN DER M. LOUW,
Minister of Manpower.

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

"(b) betaling van koste vir tandheekkundige dienste ten opsigte van goud-, metaal- en porseleinvulsels en goudfoelieherstellings; kroning en brugwerk; kunstande, met inbegrip van kunstande met 'n metaalbasis; prostodontiese, ortodontiese en periodontiese dienste, wat nie die volgende maksimum perke oorskry nie:

Sleg lid (geen afhanklikes): R660;

lid plus 1 afhanklike: R1 200;

lid plus 2 afhanklikes: R1 300;

lid plus 3 afhanklikes: R1 400;

lid plus 4 of meer afhanklikes: R1 500;

(3) Vervang subkousule (1) (c) deur die volgende:

"(c) betaling van koste vir optiese dienste van hoogstens R225 per lid of afhanklike, onderworpe aan 'n bedrag van altesaam hoogstens R400 vir 'n lid en sy afhanklikes;"

Namens die partye op hede die 8ste dag van Mei 1991 te Johannesburg onderteken.

W. P. COETZEE,
Voorsitter.

J. DE W. TROTSKIE,
Ondervoorsitter.

D. G. LEVY,
Hoofsekretaris.

No. R. 2051

23 Augustus 1991

WET OP ARBEIDSVERHOUDINGE, 1956

CHEMIKALIEËNYWERHEID, KAAP: WYSIGING VAN HOOFOORENKOMS

Ek, Eli van der Merwe Louw, Minister van Mannekrag, verklaar hierby—

(a) kragtens artikel 48 (1) (a) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings van die Ooreenkoms (hierna die Wysigingsooreenkoms genoem) wat in die Bylae hiervan verskyn en betrekking het op die Onderneming, Nywerheid, Bedryf of Beroep in die opskrif by hierdie kennisgewing vermeld, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Desember 1991 eindig, bindend is vir die werkgewersorganisasie en die vakvereniging wat die Wysigingsooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasie of vereniging is; en

(b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalings van die Wysigingsooreenkoms, uitgesonderd dié vervat in klousule 1 (1) (a) met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Desember 1991 eindig, bindend is vir alle ander werkgewers en werknemers as dié genoem in paragraaf (a) van hierdie kennisgewing wat betrokke is by of in diens is in genoemde Onderneming, Nywerheid, Bedryf of Beroep in die gebiede in klousule 1 van die Wysigingsooreenkoms gespesifiseer.

E. VAN DER M. LOUW,
Minister van Mannekrag.

(ii) R3,00 per month in respect of all employees whose gross wage is more than R400,00 per month but not more than R600,00 per month;

(iii) R3,50 per month in respect of all employees whose gross wage is more than R600,00 per month but not more than R850,00 per month;

(iv) R4,50 per month in respect of all employees whose gross wage is more than R850,00 per month but not more than R1 500,00 per month;

(v) R12,00 per month in respect of all employees whose gross wage is more than R1 500,00 per month.

In the case of a weekly-paid employee, the contributions to be made by the employer in respect of his employee shall be weekly at the rate of 3/13ths of the monthly contribution specified above."

Signed at Cape Town this 14th day of February 1991.

D. VAN DER WESTHUIZEN,

Chairman.

MRS P. LAMPRECHT,

Vice-chairman.

K. L. BARNES,

Secretary.

No. R. 2078

23 August 1991

LABOUR RELATIONS ACT, 1956

BORDERFURNITUREMANUFACTURINGINDUSTRY:
AMENDMENT OF MAIN AGREEMENT

I, Eli van der Merwe Louw, Minister of Manpower, hereby—

(a) in terms of section 48 (1) (a) of the Labour Relations Act, 1956, declare that the provisions of the Agreement (hereinafter referred to as the Amending Agreement) which appears in the Schedule hereto and which relates to the Undertaking, Industry, Trade or Occupation referred to in the heading to this notice, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 20 March 1992, upon the employers' organisation and the trade union which entered into the Amending Agreement and upon the employers and employees who are members of the said organisation or union; and

(b) in terms of section 48 (1) (b) of the said Act, declare that the provisions of the Amending Agreement, excluding those contained in clause 1 (1) (a), shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 20 March 1992, upon all employers and employees, other than those referred to in paragraph (a) of this notice, who are engaged or employed in the said Undertaking, Industry, Trade or Occupation in the areas specified in clause 1 of the Amending Agreement.

E. VAN DER M. LOUW,

Minister of Manpower.

(ii) R3,00 per maand ten opsigte van alle werknemers wie se bruto loon meer as R400,00 per maand maar hoogstens R600,00 per maand beloop;

(iii) R3,50 per maand ten opsigte van alle werknemers wie se bruto loon meer as R600,00 per maand maar nie hoogstens R850,00 per maand beloop;

(iv) R4,50 per maand ten opsigte van alle werknemers wie se bruto loon meer as R850,00 per maand maar hoogstens R1 500,00 per maand beloop;

(v) R12,00 per maand te opsigte van alle werknemers wie se bruto loon meer as R1 500,00 per maand beloop.

In die geval van 'n weekliks besoldigde werknemer moet die bydraes wat die werkgever moet maak ten opsigte van sy werknemer weekliks wees teen die koers van 3/13des van die maandelikse bydrae hierbo gespesifiseer."

Geteken te Kaapstad op hede die 14de dag van Februarie 1991.

D. VAN DER WESTHUIZEN,

Voorsitter.

MRS P. LAMPRECHT,

Ondervoorsitter.

K. L. BARNES,

Sekretaris.

No. R. 2078

23 Augustus 1991

WET OP ARBEIDSVERHOUDINGE, 1956

MEUBELNYWERHEID, GRENS: WYSIGING VAN
HOOFOOREENKOMS

Ek, Eli van der Merwe Louw, Minister van Mannekrag, verklaar hierby—

(a) kragtens artikel 48 (1) (a) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings van die Ooreenkoms (hierna die Wysigingsooreenkoms genoem) wat in die Bylae hiervan verskyn en betrekking het op die Onderneming, Nywerheid, Bedryf of Beroep in die opskrif by hierdie kennisgewing vermeld, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk op 20 Maart 1992 eindig, bindend is vir die werkgewersorganisasie en die vakvereniging wat die Wysigingsooreenkoms aangegaan het en vir die werkgevers en werknemers wat lede van genoemde organisasie of vereniging is; en

(b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalings van die Wysigingsooreenkoms, uitgesonderd dié vervat in klousule 1 (1) (a), met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 20 Maart 1992 eindig, bindend is vir alle ander werkgevers en werknemers as dié genoem in paragraaf (a) van hierdie kennisgewing wat betrokke is by of in diens is in genoemde Onderneming, Nywerheid, Bedryf of Beroep in die gebiede in klousule 1 van die Wysigingsooreenkoms gespesifiseer.

E. VAN DER M. LOUW,

Minister van Mannekrag.

2. GENERAL PROVISIONS

Substitute the following for clause 4 of the Re-enacting Agreement:

"4. GENERAL PROVISIONS

The provisions contained in clauses 3 to 9 (4) (b) inclusive, 9 (4) (d) to 19 inclusive, 21, 24 to 27 inclusive and 29 to 39 inclusive of Part I, Part II, and clauses 1 to 3 (6) (a) inclusive and 3 (6) (c) to 12 inclusive of Part III of the Former Agreement, as re-enacted and amended, extended and renewed time to time shall apply to employers and employees."

3. CLAUSE 24: WAGES

(1) In subclause (2) (a), substitute the expression "20 March 1991" for the expression "20 March 1990" in the first two instances in which it occurs and substitute the expression "20 March 1990" for the expression "20 March 1989".

(2) In subclause (2) (b), substitute the expression "20 March 1991" for the expression "20 March 1990" and substitute the expression "20 March 1991" for the expression "20 March 1990".

4. CLAUSE 30: ABATEMENT OF WAGES

(1) In subclause (2), delete the expression "Subject to the provisions of the Blacks (Urban Areas) Consolidation Act, 1945."

5. CLAUSE 34: SUBSISTENCE ALLOWANCE

(1) In paragraph (a), substitute the expression "R20,00" for the expression "R15,00."

(2) In paragraph (b), substitute the expression "R20,00" for the expression "R15,00."

(3) In paragraph (c), substitute the expression "R20,00" for the expression "R15,00."

6. PART II OF THE FORMER AGREEMENT

Substitute the following for Part II:

**"PART II
WAGES**

Grade I

1. Employees engaged in any or all of the operations performed in the Furniture Manufacturing Industry, with the exception of the employees referred to in clauses 5 to 15 of this Part, but including foremen and/or supervisors:

	<i>Cents per hour</i>
During period ending 20 March 1992.....	527

2. Learners employed in learning the operations covered by clause 1:

Grade 1L1: For the first year of employment: 424 cents per hour;

Grade 1L2: For the second year of employment: 449 cents per hour;

Grade 1L3: For the third year of employment: 475 cents per hour;

Grade 1L4: For the fourth year of employment: 498 cents per hour;

thereafter, the wage prescribed in clause 1.

3. (a) Juvenile male employees engaged in a trade or branch of a trade designated under the Manpower Training Act, 1981, shall be paid the wage prescribed in terms of that Act for the appropriate year of apprenticeship.

(b) All other juveniles: The minimum wage prescribed for adult employees employed on the same class of work.

4. (a) Employees engaged in the welding of metal, other than spot welding; and

(b) employees engaged in the maintenance of machinery:

	<i>Cents per hour</i>
During the period ending 20 March 1992.....	527

2. ALGEMENE BEPALINGS

Vervang klousule 4 van die Herbekragtigingsooreenkoms deur die volgende:

"4. ALGEMENE BEPALINGS

Klousules 3 tot en met 9 (4) (b), 9 (4) (d) tot en met 19, 21, 24 tot en met 27 en 29 tot en met 39 van Deel I, Deel II en klousules 1 tot en met 3 (6) (a) en 3 (6) (c) tot en met 12 van Deel III van die Vorige Ooreenkoms soos van tyd tot tyd herbekragtig en gewysig, verleng en hernieu, is van toepassing op werkgewers en werknemers."

3. KLOUSULE 24: LONE

(1) In subklousule (2) (a), vervang die uitdrukking "20 Maart 1990" waar dit die eerste twee keer voorkom deur die uitdrukking "20 Maart 1991", en vervang die uitdrukking "20 Maart 1989" deur die uitdrukking "20 Maart 1990".

(2) In subklousule (2) (b), vervang die uitdrukking "20 Maart 1990" deur die uitdrukking "20 Maart 1991" en die uitdrukking "20 Maart 1990" deur die uitdrukking "20 Maart 1991".

4. KLOUSULE 30: LOONKORTING

(1) In subklousule (2), skrap die uitdrukking "Behoudens die Swartes (Stadsgebiede) Konsolidasiewet, 1945."

5. KLOUSULE 34: ONDERHOUDSTOELAE

(1) In paragraaf (a), vervang die uitdrukking "R15,00" deur die uitdrukking "R20,00".

(2) In paragraaf (b), vervang die uitdrukking "R15,00" deur die uitdrukking "R20,00".

(3) In paragraaf (c), vervang die uitdrukking "R15,00" deur die uitdrukking "R20,00".

6. DEEL II VAN DIE VORIGE OOREENKOMS

Vervang Deel II deur die volgende:

**"DEEL II
LONE**

Graad I

1. Werknemers in diens in enige van of al die werksaamhede wat in die Meubelnywerheid verrig word, uitgesonderd die werknemers in klousules 5 tot 15 van hierdie Deel bedoel, maar met inbegrip van voormanne en/of toesighouers:

	<i>Sent per uur</i>
Gedurende die tydperk eindigende 20 Maart 1992.....	527

2. Leerlinge in diens om die werksaamhede te leer wat deur klousule 1 gedek word:

Graad 1L1: Vir die eerste jaar diens: 424 sent per uur;

Graad 1L2: Vir die tweede jaar diens: 449 sent per uur;

Graad 1L3: Vir die derde jaar diens: 475 sent per uur;

Graad 1L4: Vir die vierde jaar diens: 498 sent per uur;

daarna, die loon by klousule 1 voorgeskryf.

3. (a) Jeugdige manlike werknemers in diens in 'n ambag of tak van 'n ambag aangewys kragtens die Wet op Mannekragopleiding, 1981, moet die loon betaal word wat ingevolge daardie Wet vir die toepaslike leerjaar voorgeskryf word.

(b) Alle ander jeugdiges: Die minimum loon voorgeskryf vir volwasse werknemers werksaam in dieselfde klas werk.

4. (a) Werknemers wat metaalsweiswerk verrig, uitgesonderd puntsweiswerk; en

(b) werknemers wat masjinerie onderhou:

	<i>Sent per uur</i>
Gedurende die tydperk eindigende 20 Maart 1992.....	527

2. GENERAL PROVISIONS

Substitute the following for clause 4 of the Re-enacting Agreement:

"4. GENERAL PROVISIONS

The provisions contained in clauses 3 to 9 (4) (b) inclusive, 9 (4) (d) to 19 inclusive, 21, 24 to 27 inclusive and 29 to 39 inclusive of Part I, Part II, and clauses 1 to 3 (6) (a) inclusive and 3 (6) (c) to 12 inclusive of Part III of the Former Agreement, as re-enacted and amended, extended and renewed time to time shall apply to employers and employees."

3. CLAUSE 24: WAGES

(1) In subclause (2) (a), substitute the expression "20 March 1991" for the expression "20 March 1990" in the first two instances in which it occurs and substitute the expression "20 March 1990" for the expression "20 March 1989".

(2) In subclause (2) (b), substitute the expression "20 March 1991" for the expression "20 March 1990" and substitute the expression "20 March 1991" for the expression "20 March 1990".

4. CLAUSE 30: ABATEMENT OF WAGES

(1) In subclause (2), delete the expression "Subject to the provisions of the Blacks (Urban Areas) Consolidation Act, 1945."

5. CLAUSE 34: SUBSISTENCE ALLOWANCE

(1) In paragraph (a), substitute the expression "R20,00" for the expression "R15,00."

(2) In paragraph (b), substitute the expression "R20,00" for the expression "R15,00."

(3) In paragraph (c), substitute the expression "R20,00" for the expression "R15,00."

6. PART II OF THE FORMER AGREEMENT

Substitute the following for Part II:

**"PART II
WAGES**

Grade I

1. Employees engaged in any or all of the operations performed in the Furniture Manufacturing Industry, with the exception of the employees referred to in clauses 5 to 15 of this Part, but including foremen and/or supervisors:

	<i>Cents per hour</i>
During period ending 20 March 1992.....	527

2. Learners employed in learning the operations covered by clause 1:

Grade 1L1: For the first year of employment: 424 cents per hour;

Grade 1L2: For the second year of employment: 449 cents per hour;

Grade 1L3: For the third year of employment: 475 cents per hour;

Grade 1L4: For the fourth year of employment: 498 cents per hour;

thereafter, the wage prescribed in clause 1.

3. (a) Juvenile male employees engaged in a trade or branch of a trade designated under the Manpower Training Act, 1981, shall be paid the wage prescribed in terms of that Act for the appropriate year of apprenticeship.

(b) All other juveniles: The minimum wage prescribed for adult employees employed on the same class of work.

4. (a) Employees engaged in the welding of metal, other than spot welding; and

(b) employees engaged in the maintenance of machinery:	<i>Cents per hour</i>
During the period ending 20 March 1992.....	527

2. ALGEMENE BEPALINGS

Vervang klousule 4 van die Herbekragtigingsooreenkoms deur die volgende:

"4. ALGEMENE BEPALINGS

Klousules 3 tot en met 9 (4) (b), 9 (4) (d) tot en met 19, 21, 24 tot en met 27 en 29 tot en met 39 van Deel I, Deel II en klousules 1 tot en met 3 (6) (a) en 3 (6) (c) tot en met 12 van Deel III van die Vorige Ooreenkoms soos van tyd tot tyd herbekragtig en gewysig, verleng en hernieu, is van toepassing op werkgewers en werknemers."

3. KLOUSULE 24: LONE

(1) In subklousule (2) (a), vervang die uitdrukking "20 Maart 1990" waar dit die eerste twee keer voorkom deur die uitdrukking "20 Maart 1991", en vervang die uitdrukking "20 Maart 1989" deur die uitdrukking "20 Maart 1990".

(2) In subklousule (2) (b), vervang die uitdrukking "20 Maart 1990" deur die uitdrukking "20 Maart 1991" en die uitdrukking "20 Maart 1990" deur die uitdrukking "20 Maart 1991".

4. KLOUSULE 30: LOONKORTING

(1) In subklousule (2), skrap die uitdrukking "Behoudens die Swartes (Stadsgebiede) Konsolidasiewet, 1945."

5. KLOUSULE 34: ONDERHOUDSTOELAE

(1) In paragraaf (a), vervang die uitdrukking "R15,00" deur die uitdrukking "R20,00".

(2) In paragraaf (b), vervang die uitdrukking "R15,00" deur die uitdrukking "R20,00".

(3) In paragraaf (c), vervang die uitdrukking "R15,00" deur die uitdrukking "R20,00".

6. DEEL II VAN DIE VORIGE OOREENKOMS

Vervang Deel II deur die volgende:

**"DEEL II
LONE**

Graad I

1. Werknemers in diens in enige van of al die werksaamhede wat in die Meubelnywerheid verrig word, uitgesonderd die werknemers in klousules 5 tot 15 van hierdie Deel bedoel, maar met inbegrip van voormanne en/of toesighouers:

	<i>Sent per uur</i>
Gedurende die tydperk eindigende 20 Maart 1992.....	527

2. Leerlinge in diens om die werksaamhede te leer wat deur klousule 1 gedek word:

Graad 1L1: Vir die eerste jaar diens: 424 sent per uur;

Graad 1L2: Vir die tweede jaar diens: 449 sent per uur;

Graad 1L3: Vir die derde jaar diens: 475 sent per uur;

Graad 1L4: Vir die vierde jaar diens: 498 sent per uur;

daarna, die loon by klousule 1 voorgeskryf.

3. (a) Jeugdige manlike werknemers in diens in 'n ambag of tak van 'n ambag aangewys kragtens die Wet op Mannekragopleiding, 1981, moet die loon betaal word wat ingevolge daardie Wet vir die toepaslike leerjaar voorgeskryf word.

(b) Alle ander jeugdiges: Die minimum loon voorgeskryf vir volwasse werknemers werksaam in dieselfde klas werk.

4. (a) Werknemers wat metaalsweiswerk verrig, uitgesonderd puntsweiswerk; en

(b) werknemers wat masjinerie onderhou:

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Grade II

5. (a) Employees engaged in—

(181) ~~181~~

(1) bedding-making, which means the manufacture by hand or mechanical appliance, either in whole or in part, of all types of mattresses filled with coir, hairlock, flock, kapok, cotton wadding, hair, fibre, wool, feathers, grass, chaff, straw, rubber of any other similar materials; or any combination of spring interior, all types of wire springs, chain and/or spiral springs full spiral springs, mesh springs, helical springs, all types of springs and/or spring units; pillows, cushions, bolsters, overlays, quilts; knocking on and/or hooking on spring mattress wires, chain spring meshes, spiral springs and helical springs to frames for bedding, but excluding the sundry operations referred to in subclauses (b) and (c);

(2) weaving of spring mesh;

(3) stuffing filling into mattress cases, whether by hand or machine;

(4) side stitching;

(5) tufting, whether by hand or machine;

(6) operating a border quilting machine;

(7) operating a top quilting machine;

(8) preparing frames and rollers for the top quilting machine;

(9) securing, sewing or stapling interlaced pads to spring units, whether by hand or machine;

(10) filling of cushions with spring interiors and/or spring units;

(11) laying out filling material upon a spring unit;

(12) securing mattress tops, whether quilted or not, in a position for building a prebuilt interior or spring mattress;

(13) tape ending a spring interior mattress;

(14) roll edging by hand or machine:

Cents per hour

During the period ending 20 March 1992..... 405

(b) Employees engaged in spot welding:

Cents per hour

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(c) Employees employed as despatch clerks or storemen:

Cents per hour

During the period ending 20 March 1992..... 405

(d) Learners employed in learning the classes of work referred to in clause 5 (a);

During the first year in which this Agreement comes into operations:

Per week:

Grade 2L1: For the first six months of employment: 334 cents per hour;

Grade 2L2: For the second six months of employment: 363 cents per hour;

thereafter, the wage prescribed for an employee engaged on work referred to in clause 5 (a).

6. Employees engaged in—

operating all machines where such machines have been set by a setter or supervisor, all repetitive upholstery work (but excluding re-upholstery, prototype and one off work), operating spray guns, curtain and roller castors and all repetitive assembly operations:

Cents per hour

During the period ending 20 March 1992..... 405

Graad II

5. (a) Werknemers wat die volgende werk verrig:

(1) Beddegoedmakery, d.w.s. die vervaardiging met die hand of 'n meganiese toestel, hetsy in die geheel of gedeeltelik, van alle soorte matrasse gevul met klapperhaar, haarlok, vlokkies kapok, katoenwatte, hare, vesel, wol, vere, gras, kaf, strooi, rubber of 'n ander soortgelyke stof; of 'n kombinasie van veerbinnewerk, alle soorte draadvere, ketting-en/of spiraalvere, volspiraalvere, maasvere, heliese vere, alle soorte vere en/of veereenhede; kopkussings, stoelkussings, peule, bomatrasse, kwilte die vasslaan en/of vashaak van veermatrasrade, kettingveermase, spiraalvere en heliese vere aan rame vir beddegoed, maar uitgesonderd die diverse werksaamhede in subklousules (b) en (c) bedoel;

(2) veermaaswerk vleg;

(3) vulsel in matrasslope instop, hetsy met die hand of 'n masjien;

(4) sye stik;

(5) kwassiesmaak, hetsy met die hand of 'n masjien;

(6) 'n randkwiltmasjien bedien;

(7) 'n bo-kwiltmasjien bedien;

(8) rame en rollers vir die bo-kwiltmasjien gereed maak;

(9) vervlegte kussinkies aan veereenhede vassit, -stik of kram, hetsy met die hand of 'n masjien;

(10) stoelkussings met veerbinnewerk en/of veereenhede vul;

(11) vulsel op 'n veereenheid uitsprei;

(12) matrasbostukke, hetsy gekwilt of nie, in 'n posisie vassit om 'n vooraf geboude binnewerk of veermatras te bou;

(13) bande aan die kante van 'n binneveermatras stik;

(14) Rolomrandwerk met die hand of 'n masjien:

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(b) Werknemers wat puntsweiswerk verrig:

Sent per uur

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(c) Werknemers in diens as versendingsklerke of magasynmanne:

Sent per uur

Gedurende die tydperk eindigende 20 Maart 1992..... 405

(d) Leerlinge in diens om die klasse werk bedoel in klousule 5 (a) te leer:

Gedurende die eerste jaar waarin hierdie Ooreenkoms in werking tree:

Per week:

Graad 2L1: Vir die eerste ses maande diens: 334 sent per uur;

Graad 2L2: Vir die tweede ses maande diens: 363 sent per uur;

daarna, die loon voorgeskryf vir 'n werknemer in diens in werk in klousule 5 (a) bedoel.

6. Werknemers wat die volgende werk verrig:

Alle masjiene bedien waar sodanige masjiene deur 'n masjiensteller of 'n toesighouer ingestel is, alle herhalingstofferwerk (maar nie herstoffeerwerk, prototipe en enkeltipe werk nie), sproeispuite bedien, gordynrolletjies en rolwiletjies aanbring en alle herhalingsmonteerwerksaamhede:

Sent per uur

Gedurende die tydperk eindigende 20 Maart 1992..... 405

7. Learners employed in learning the operations referred to in clause 6: ~~275~~ (181) ~~181~~

During the first year in which this Agreement comes into operation:

Per week:

Grade 2L1: For the first six months of employment: 334 cents per hour;

Grade 2L2: For the second six months of employment: 363 cents per hour;

thereafter, the wage prescribed for an employee engaged on work referred to in clause 6.

Grade III

8. Employees engaged in—

(1) any operation or process, in whole or in part, performed by hand or mechanical appliance, in slipstitching; sewing and/or joining covers, flies, cushions, cords, pelmets or bolsters, but excluding the cutting of covers;

(2) buttoning of removable and/or loose cushions;

(3) affixing gimp and/or braid and/or box pleating, but excluding the stapling and/or tacking thereof:

Cents per hour

During the period ending 20 March 1992..... 319

9. Employees engaged in—

(1) all sewing required in the manufacture of tops, borders, mattress cases, studio couch covers and component parts;

(2) sewing mattress handles to border;

(3) sewing quilted borders onto mattress units prior to tape edging;

(4) closing up by hand or machine the mouth of a mattress;

(5) joining border lengths;

(6) closing pillows, cushions and bolsters;

(7) cutting tops, borders and cases:

Cents per hour

During the period ending 20 March 1992..... 319

10. Learners employed in learning the classes of work referred to in clauses 8 and 9:

Per week:

Grade 3L1: For the first six months of employment: 302 cents per hour;

Grade 3L2: For the second six months of employment: 309 cents per hour;

thereafter, the wage prescribed for an employee engaged in work referred to in clauses 8 and 9.

11. Employees engaged in—

(1) fixing up of ready-made cane mats;

(2) setting up and operating single-drum sander, opendisc sander, bobbin sander and air-filled sander;

(3) boring holes;

(4) morticing on the mortice machine only;

(5) operating the hinge recessing machine for the purpose of cutting recesses for locks and hinges;

(6) filling cushions with spring interior and/or spring units;

7. Leerlinge in diens om die werksaamhede bedoel in klousule 6 te leer:

Gedurende die eerste jaar waarin hierdie Ooreenkoms in werking tree:

Per week:

Graad 2L1: Vir die eerste ses maande diens: 334 sent per uur;

Graad 2L2: Vir die tweede ses maande diens: 363 sent per uur;

Graad III

8. Werknemers wat die volgende werk verrig:

(1) 'n Werksaamheid of proses, hetsy in die geheel of gedeeltelik, met die hand of 'n meganiese toestel, in glipsteek; stik en/of aanmekeerwerk van oortreksels, teenstroke, stoelkussings, koorde, gordynkappe of peule, maar nie die sny van oortreksels nie;

(2) knope aan verwyderbare en/of los stoelkussings vaswerk;

(3) gimp en/of galon en/of stolpplooisel vassit, maar nie vaskram en/of met hegspykers vasslaan nie:

Sent per uur

Gedurende die tydperk eindigende 20 Maart 1992 319

9. Werknemers wat die volgende werk verrig:

(1) Alle stikwerk nodig by die vervaardiging van bostukke, rande, matrasslope, ateljeerusbankoortreksels en komponente;

(2) matrashandvatsels aan rande stik;

(3) gekwilde rande aan matraseenhede stik vóór die vasstik van kantbande;

(4) die bek van 'n matras met die hand of 'n masjien toewerk;

(5) randlengtes aanmekeerwerk;

(6) kopkussings, stoelkussings en peule toewerk;

(7) bostukke, rande en slope uitsny:

Sent per uur

Gedurende die tydperk eindigende 20 Maart 1992 319

10. Leerlinge in diens om die klasse werk bedoel in klousules 8 en 9 te leer:

Per week:

Graad 3L1: Vir die eerste ses maande diens: 302 sent per uur;

Graad 3L2: Vir die tweede ses maande diens: 309 sent per uur;

daarna, die loon voorgeskryf vir 'n werknemer in diens in werk in klousules 8 en 9 bedoel.

11. Werknemers wat die volgende werk verrig:

(1) Klaargemaakte rottangmatte vassit;

(2) 'n enkelrolskuurder, oopskyfskuurder, tolskuurder en luggevulde skuurder opstel en bedien;

(3) gate boor;

(4) slegs met die tapmasjien taggate sny;

(5) die skarnieruitholmasjien bedien om uithollings vir slotte en skarniere te sny;

(6) stoelkussings met veerbinnewerk en/of veereenhede vul;

- (7) operating a dowel insertion machine; ~~181~~ ~~181~~
- (8) inserting hanger bolt, and bolting on or screwing in of a leg, but excluding the affixing of the plate and/or attachment to the carcass to take the hanger bolt; ~~181~~
- (9) operating an edge veneering machine, but excluding edge banding;
- (10) machine sanding, excluding double and triple drum and combination drum and belt sander;
- (11) positioning of wooden and metal laths and cross bars to frames for upholstery;

Cents per
hour

During the period ending 20 March 1992..... 319

Grade IV

12. Employees engaged in—

- (1) bolting;
- (2) making and/or pointing of wooden dowels and pins by hand and/or machine;
- (3) sandpapering by hand and/or portable sander, regardless of whether the articles sandpapered are stationary or rotating;
- (4) bending of solid timber by hand or mechanical process;
- (5) filling of holes or cracks in furniture with wood filler or similar substances;
- (6) fixing bed irons, domes and sockets for castors;
- (7) applying wax;
- (8) painting and/or filling edges;
- (9) removing doors and fittings prior to preparation for polishing;
- (10) filling in with plaster of Paris or any other filling material;
- (11) bleaching furniture with acids or any other bleaching agent;
- (12) stippling polished surface;
- (13) staining, oiling, filling and/or reviving by hand only;
- (14) fixing of webbing and/or substitutes, but excluding the lashing of coil springs;
- (15) tacking of plywood or hardboard onto loose seats for upholstery purposes;
- (16) spraying of metal;
- (17) riempie work;
- (18) hooking on of helical springs and/or chain and/or zig-zag or no-sag type of springing;
- (19) teasing coir or other materials by machine;
- (20) stippling and punching the background of carving;
- (21) knocking on of T and G edge strips by hand, excluding mitred corner sections;
- (22) tacking on of bottoms to upholstered articles;
- (23) work in connection with any of the processes in the construction of spring interior and/or spring units and the manufacture of their component parts;
- (24) punching away protruding panel pins and/or nails and/or staples in the hand-sanding section;
- (25) breaking up and/or cutting from selfedge to selfedge by hand of rolls of upholstery material, hessian, calico, crownflex and similar materials, but expressly excluding the cutting to size of pattern and/or shape ready for upholstery;
- (26) fixing of handles by screws, bolts and nuts, and screwbolts through prebored holes;
- (27) affixing of mirrors by the use of adhesive tape;
- (28) touching up at the point of loading and/or offloading;

Cents per
hour

During the period ending 20 March 1992..... 295

- (7) 'n tappeninvoegmasjien bedien;
- (8) hangerbout insteek en 'n poot vasbout of inskroef, maar nie die vassit van die plaat en/of hegstuk aan die raamwerk waaraan die hangerbout moet kom nie;
- (9) 'n kantfineermasjien bedien, maar nie kantlyste aansit nie;
- (10) met 'n masjien skuur, maar nie met 'n twee- en drierol-en kombinasierol-en-band-skuurder nie;
- (11) hout- en metaallatte en dwarsstawe aan rame vir stof-feerwerk in posisie plaas:

Sent per
uur

Gedurende die tydperk eindigende 20 Maart 1992..... 319

Graad IV

12. Werknemers wat die volgende werk verrig:

- (1) Vasbout;
- (2) houttappenne en -penne met die hand en/of 'n masjien maak en/of spits maak;
- (3) met die hand en/of 'n draagbare skuurder skuur, ongeag of die artikels wat geskuur word, stilstaan of draai;
- (4) soliede hout met die hand of d.m.v. 'n meganiese proses buig;
- (5) gate of barste in meubels met houtvulsel of soortgelyke stowwe vul;
- (6) bedysters, koepels en sokke vir rolwieleltjies vassit;
- (7) was aanwend;
- (8) rande verf en/of vul;
- (9) deure en toebehore afhaal voordat dit vir poleerwerk gereedgemaak word;
- (10) met gips of 'n ander vulstof vul;
- (11) meubels met sure of a ander bleikmiddel bleik;
- (12) 'n gepoleerde oppervlak stippel;
- (13) slegs met die hand beits, olie, vul en/of vernuwe;
- (14) webband en/of plaasvervangers aansit, maar nie spiraalvere vaswoel nie;
- (15) laaghout of hardbord aan los sitplekke vir stoffeerwerk vasspyker;
- (16) metaal bespuit;
- (17) riempieswerk;
- (18) heliese vere en/of ketting- en/of sigsag- of niedeursak-tipe veerwerk aanhaak;
- (19) klapperhaar of ander materiaal met 'n masjien pluus;
- (20) die agtergrond van houtsnijwerk stippel en pons;
- (21) T- en G-randstroke met die hand vasslaan, maar nie verstekhoekprofiel nie;
- (22) bome aan gestoffeerde artikels vasspyker;
- (23) werk in verband met enige van die prosesse by die vervaardiging van veerbinnewerk en/of veereenhede en die vervaardiging van hul onderdele;
- (24) paneelpenne en/of -spykers en/of -kramme wat uitsteek met 'n pons wegkap in die handskourseksie;
- (25) rolle stoffeermateriaal, goiing, kaliko, crownflex en dergelyke stowwe met die hand oopmaak en/of van selfkant tot selfkant sny, maar uitdruklik nie 'n patroon en/of fatsoen, gereed vir stoffeerwerk, na grootte sny nie;
- (26) handvatsels met skroewe, boute en moere en skroef-boute deur vooraf geboorde gate vasheg;
- (27) spieëls deur middel van kleefband vassit;
- (28) opknapwerk by die op- en/of aflaaiplek:

Sent per
uur

Gedurende die tydperk eindigende Maart 1992 295

13. Employees engaged in—
- (1) bolting by hand of bed mattress frames, studio couch frames and cots; 181
- (2) preparing spools for a border quilting machine;
- (3) cutting quilted borders to length;
- (4) punching holes in mattress borders;
- (5) fitting ventilators and handles to mattress borders;
- (6) feeding the interlacing machine;
- (7) cutting and making of pads, irrespective of materials used;
- (8) positioning of laths and cross-bars, or fixing webbing to mattress or bed frames;
- (9) staining mattress frames;
- (10) affixing lugs to mattress frames;
- (11) positioning and securing mesh to a mattress frame;
- (12) hanging loops on needles in compression tufting;
- (13) loading, wheeling and operating a cloth-spreading machine;
- (14) operating a teasing machine;
- (15) attending a loop machine;
- (16) attaching loops or buttons or tufts;
- (17) staining and/or varnishing frames for bedding by hand;
- (18) assembling, knocking or hooking on woven wire mesh and chain spring meshes to frames for bedding, irrespective of the materials of which such frames are made;
- (19) fixing bed irons;
- (20) attaching spring units to bed frames:

Cents per hour

During the period ending 20 March 1992..... 295

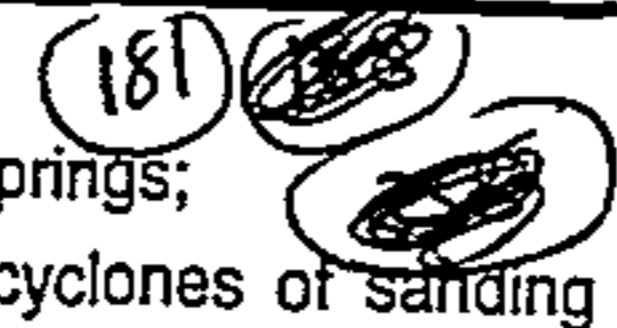
14. Employees engaged in—
- (1) cleaning and sweeping of premises;
- (2) cleaning machinery, plant, tools, spray guns and utensils;
- (3) oiling and greasing machines and/or vehicles;
- (4) lime-washing.
- (5) loading and/or unloading vehicles;
- (6) handling materials;
- (7) pushing or pulling a vehicle or handcart;
- (8) delivery by manually propelled vehicles;
- (9) unpacking, baling and unbalancing raw materials;
- (10) cleaning and blowing down of equipment;
- (11) attending boiler, incinerator and/or oven;
- (12) loading and unloading kilns;
- (13) making tea or other similar beverages;
- (14) treating timber for preservation;
- (15) packing articles into cartons and/or cardboard containers;
- (16) packing articles into cartons and/or cardboard containers and thereafter filling and closing such cartons and containers;
- (17) washing and/or wiping off glue;
- (18) stripping second-hand upholstery and bedding;
- (19) assisting a furniture machinist in handling materials before and after machining;
- (20) cutting metal rods, hinges, metal tubes, metal strips, chain, wire, hoop-iron and similar materials;
- (21) riveting or making threads on iron bolts and rods;

13. Werknemers wat die volgende werk verrig:
- (1) Bedmatrasrame, ateljeerusbankrame en bababeddens met die hand vasbout;
- (2) spoele vir 'n randkwiltmasjien gereedmaak;
- (3) gekwiltte rande volgens lengte sny;
- (4) gate in matrasrande pons;
- (5) ventileerders en handvatsels aan matrasrande aanbring;
- (6) die vervlegmasjien voer;
- (7) kussinkies uitsny en maak, ongeag die materiaal wat gebruik word;
- (8) latte en dwarsstawe in posisie plaas of webband aan matras- of bedrame heg;
- (9) matrasrame beits;
- (10) ore aan matrasrame vasheg;
- (11) maas aan 'n matrasraam in posisie plaas en vasheg;
- (12) lusse aan naalde by drukdeursteekwerk;
- (13) 'n materiaal spreimasjien laai, stoot en bedien;
- (14) 'n pluismasjien bedien;
- (15) 'n lusmaakmasjien bedien;
- (16) lusse, knope of kwassies vasheg;
- (17) rame vir beddegoed met die hand beits en/of vernis;
- (18) geweefde draadmaas en kettingveermase aan rame vir beddegoed monteer, vasslaan of vashaak, ongeag die materiale waarvan die rame gemaak is;
- (19) bedysters aanbring;
- (20) veereenhede aan bedrame vasheg:

Sent per uur

Gedurende die tydperk eindigende 20 Maart 1992 295

14. Werknemers wat die volgende werk verrig:
- (1) Persele skoonmaak en vee;
- (2) masjinerie, uitrusting, gereedskap, sproeispuite en werktuie skoonmaak;
- (3) masjiene en/of voertuie olie smeer;
- (4) afwit;
- (5) voertuie laai en/of aflaa;
- (6) materiaal hanteer;
- (7) 'n voertuig of handkar stoot of trek;
- (8) met handvoertuie aflewer;
- (9) grondstowwe uitpak, baal en ontbaal;
- (10) uitrusting skoonmaak en skoonblaas;
- (11) 'n stoomketel, verbrander en/of oond bedien;
- (12) droogoonde laai en ontlaai;
- (13) tee of ander dergelike drankie maak;
- (14) hout vir preservering behandel;
- (15) artikels in kartonne en/of kartonhouers verpak;
- (16) artikels in kartonne en/of kartonhouers verpak en daarna die kartonne en kartonhouers vul en toemaak;
- (17) lym afwas en/of afvee;
- (18) gebruikte stoffeerwerk en beddegoed uitmekaarhaal;
- (19) 'n meubelmasjienwerker help om materiale voor en na masjienbewerking te hanteer;
- (20) metaalstawe, skarniere, metaalbuise, metaalstroke, ketting, draad, hoepelyste en dergelike materiale sny;
- (21) ysterboute en -stawe vasklink of skroefdraad daarin sny;

- (22) operating presses of any type; (181) 
- (23) baling and dipping of upholstery springs;
- (24) attending to dust bags and/or cyclones of sanding machines;
- (25) glueing sandpaper discs;
- (26) wrapping in paper or cardboard;
- (27) inserting rubber units into mattress cases;
- (28) cutting and glueing together of rubber or substitute materials;
- (29) taping of veneers and attending veneers press;
- (30) removing, washing and/or cleaning off glue and paper from pressed veneers;
- (31) straightening and/or cutting hoop-iron used for webbing;
- (32) filling of pillows, cushions and bolsters with substances or materials other than spring interiors and/or spring units;
- (33) beating and/or teasing coir by hand;
- (34) cleaning metal rods;
- (35) mass-measuring pillows, bolsters, quilts and cushions;
- (36) teasing coir or any other materials by hand;
- (37) stripping bedding;
- (38) removing glue from furniture.
- (39) bending, punching, riveting, drilling and/or assembling metal parts;
- (40) mixing, mass-measuring and preparing glue;
- (41) applying and/or spreading glue and glue hardeners by hand, brush or machine, but expressly excluding the putting together or assembling of furniture parts except in the case of the employees referred to in subclause (45) hereunder;
- (42) operating tenon squashing machine;
- (43) marking off by template, patterns and/or jig in preparation for machining;
- (44) marking pattern, template and/or jig;
- (45) putting together or assembling furniture parts which are to be cramped, clamped or pressed: Provided that the ratio of employees performing this operation to employees in receipt of the wage prescribed in clause 1 of this Part who are engaged in cramping, clamping or pressing shall not exceed two to one;
- (46) making and jointing sandpaper or discs and belts for open belt sanders;
- (47) straining of materials;
- (48) taping, stapling and/or tacking veneers, plywood and hard-board on to frames or core material for pressing;
- (49) tapeless jointing by machine;
- (50) loading and unloading vacuum bag and press of any kind;
- (51) washing off gum or other tapes;
- (52) stacking parts after pressing;
- (53) assisting upholsterer in holding cover;
- (54) rubbing on glue blocks;
- (55) inserting corrugated fasteners in the process of assembling frames;
- (56) trimming away by hand or hand tool of excess veneer after affixing of veneer;
- (57) inserting screws into pre-bored holes preparatory to screwing;
- (58) affixing nuts and/or nut covers to bolts;
- (59) bolting handles;
- (22) enige soort pers bedien;
- (23) stoffeervere baal en indompel;
- (24) stofsakke en/of siklone van skuurmasjiene versorg;
- (25) skuurpapierskywe vaslym;
- (26) in papier of karton toedraai;
- (27) rubbereenhede in matrasslope insit;
- (28) rubber of plaasvervangers daarvan uitsny en aan mekaar vaslym;
- (29) finere met kleefband vassit en 'n fineerpers bedien;
- (30) lym en papier van geperste finere verwyder, afwas en afvee;
- (31) hoepelyster wat vir webband gebruik word, reguit maak en/of sny;
- (32) kopkussings, stoelkussings en peule met stowwe of materiaal vul, maar nie met veerbinnewerk en/of veereenhede nie;
- (33) klapperhaar met die hand uitklop en/of pluis;
- (34) metaalstawe skoonmaak;
- (35) die massa van kopkussings, peule, kwilte en stoelkussings bepaal;
- (36) klapperhaar of ander materiaal met die hand pluis;
- (37) beddegoed uitmekaarhaal;
- (38) lym van meubels verwyder;
- (39) metaaldele buig, pons, vasklink, boor en/of inmekaarsit;
- (40) lym meng, massameet en voorberei;
- (41) lym en lymverharders met die hand, 'n kwas of masjien aanwend en/of spreï, maar uitdruklik nie meubelonderdele inmekaar sit of monteer nie behalwe in die geval van die werknemers in subklousule (45) hieronder bedoel;
- (42) 'n tapplatdrukmasjien bedien;
- (43) met 'n patroonplaat, patrone en/of 'n setmaat afmerk ter voorbereiding vir masjinerie;
- (44) 'n patroon, patroonplaat en/of setmaat afmerk;
- (45) meubelonderdele wat geklem, geklamp of gepers moet word, inmekaarsit of monteer: Met dien verstande dat die getalsverhouding van werknemers wat hierdie werksaamheid verrig tot werknemers wat die loon ontvang wat by klousule 1 van hierdie Deel voorgeskryf word en wat klem-, klamp- of perswerk verrig, hoogstens twee tot een mag wees;
- (46) skuurpapier of -skrywe en -bande vir oopbandskuurders maak en las;
- (47) materiale deursyg;
- (48) finere, iaaghout en hardebord met kleefband, kramme en/of hegspykers aan rame of kernmateriaal vassit vir perswerk;
- (49) bandlose laswerk met 'n masjien;
- (50) enige soort vakuumsak en -pers laai en ontlaai;
- (51) gom- of ander bande afwas;
- (52) onderdele na perswerk opstapel;
- (53) 'n stoffeerder help deur die oortreksel vas te hou;
- (54) lymblokke aanvryf;
- (55) kartelkramme insit in die proses van rame inmekaarsit;
- (56) oortollige fineer met die hand of 'n handwerktuig wegwerk nadat fineer aangesit is;
- (57) skroewe in vooraf geboorde gate insit voordat vasgeskroef word;
- (58) moere en/of moerdoppies aan boutte vassit;
- (59) handvatsels vasbout;

(60) dropping glass into pre-made grooves or rebates, but excluding the affixing of glass in position with beading and/or securing glass in any other manner;

(61) edge veneering by hand;

(62) cutting foam rubber and/or similar substances to shape and/or size;

(63) operating a foam mincing machine;

(64) cutting cardboard in the upholstery section by hand and/or guillotine, but excluding the use of any other machine or the cutting of cardboard in any other department;

(65) filling loose cushion cases with filling material;

(66) knocking in wooden dowels by hand;

(67) glueing foam rubber and/or similar substances to cover material for quilting only:

Cents per hour

During the period ending 20 March 1992..... 295

15. (a) Employees employed as caretakers or watchmen:

Rand per week

During the period ending 20 March 1992..... 140,82

(b) (i) Employees employed as packers;

(ii) employees employed as office messengers;

(iii) casual employees;

Cents per hour

During the period ending 20 March 1992..... 295

PART III OF THE FORMER AGREEMENT

7. CLAUSE 2: WAGES

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

“(1) (a) *Employees, other than casual employees.*—An employee who drives a vehicle, other than a steam-wagon, the unladen mass of which, together with the unladen mass of a trailer drawn by such vehicle—

(i) does not exceed 2 722 kg:

322c per hour during the period ending 20 March 1992;

(ii) exceeds 2 722 kg but does exceed 4 536 kg:

360c per hour during the period ending 20 March 1992;

(iii) exceeds 4 536 kg:

376c per hour during the period ending 20 March 1992.”

(2) In subclause (4) (a), substitute the expression “R20,00” for the expression “R15,00”.

(3) In subclause (4) (b), substitute the expression “R20,00” for the expression “R15,00”.

(4) In subclause (4) (c), substitute the expression “R20,00” for the expression “R15,00”.

Signed at East London on behalf of the parties this 11th day of April 1991.

P. W. MACKIE,
Chairman of the Council.

G. M. MANN,
Vice-Chairman of the Council.

W. J. CHERRY,
Secretary of the Council.

(60) glas in vooraf gemaakte groewe of sponnings laat sak, maar nie glas by kraallyswerk in posisie vassit en/of glas op 'n ander manier vassit nie;

(61) rantfineerwerk met die hand;

(62) skuimrubber en/of dergelike stowwe na fatsoen en/of grootte sny;

(63) 'n skuimmaalmasjien bedien;

(64) karton in die stoffeerseksie met die hand en/of 'n valmes sny, maar nie 'n ander masjien gebruik of karton in 'n ander afdeling sny nie;

(65) los stoelkussingslope met vulmateriaal vul;

(66) houttappenne met die hand inslaan;

(67) skuimrubber en/of dergelike stowwe aan oortrekmateriaal vaslym slegs vir deurstikwerk:

Sent per uur

Gedurende die tydperk eindigende 20 Maart 1992 295

15. (a) Werknemers in diens as opsigters of wagte:

Rand per week

Gedurende die tydperk eindigende 20 Maart 1992 140,82

(b) (i) Werknemers in diens as verpakkers;

(ii) werknemers in diens as kantoorbodes;

(iii) los werknemers:

Sents per uur

Gedurende die tydperk eindigende 20 Maart 1992 295

DEEL III VAN DIE VORIGE OOREENKOMS

7. KLOUSULE 2: LONE

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

“(1) (a) *Werknemers, uitgesonderd los werknemers.*—'n Werknemer wat 'n voertuig, uitgesonderd 'n stoomwa, dryf waarvan die onbelaste massa, tesame met die onbelaste massa van 'n sleepwa wat deur sodanige voertuig getrek word—

(i) hoogstens 2 722 kg is:

322c per uur gedurende die tydperk eindigende 20 Maart 1992;

(ii) meer as 2 722 kg maar hoogstens 4 536 kg is:

360c per uur gedurende die tydperk eindigende 20 Maart 1992;

(iii) meer as 4 536 kg:

376c per uur gedurende die tydperk eindigende 20 Maart 1992.”

(2) In subklousule (4) (a), vervang die uitdrukking “R15,00” deur die uitdrukking “R20,00”.

(3) In subklousule (4) (b), vervang die uitdrukking “R15,00” deur die uitdrukking “R20,00”.

(4) In subklousule (4) (c), vervang die uitdrukking “R15,00” deur die uitdrukking “R20,00”.

Namens die partye op hede die 11de dag van April 1991 te Oos-Londen onderteken.

P. W. MACKIE,
Voorsitter van die Raad.

G. M. MANN,
Ondervoorsitter van die Raad.

W. J. CHERRY,
Sekretaris van die Raad.

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

"(b) payment of expenses for dental services in respect of gold, metal and porcelain inlays and gold foils; crown and bridgework; dentures, including metal base dentures; prosthodontic, orthodontic and periodontic services, not exceeding the following maximum limits:

Member only (no dependants): R660;

Member plus 1 dependant: R1 200;

Member plus 2 dependants: R1 300;

Member plus 3 dependants: R1 400;

Member plus 4 or more dependants: R1 500;"

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

"(c) payment of expenses for optical services not exceeding R225 for any one member of dependant, subject to an overall limit of R400 in the aggregate for a member and his dependants;"

Signed at Johannesburg, for and on behalf of the parties, this 8th day of May 1991.

W. P. COETZEE,
Chairman.

J. DE W. TROTSKIE,
Vice-Chairman.

D. G. LEVY,
General Secretary.

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

"(b) betaling van koste vir tandheelkundige dienste ten opsigte van goud-, metaal- en porseleinvulsels en goudfoelieherstellings; kroning en brugwerk; kunstande, met inbegrip van kunstande met 'n metaalbasis; prostodontiese, ortodontiese en periodontiese dienste, wat nie die volgende maksimum perke oorskry nie:

Sleg lid (geen afhanklikes): R660;

lid plus 1 afhanklike: R1 200;

lid plus 2 afhanklikes: R1 300;

lid plus 3 afhanklikes: R1 400;

lid plus 4 of meer afhanklikes: R1 500;

(3) Vervang subkousule (1) (c) deur die volgende:

"(c) betaling van koste vir optiese dienste van hoogstens R225 per lid of afhanklike, onderworpe aan 'n bedrag van altesaam hoogstens R400 vir 'n lid en sy afhanklikes;"

Namens die partye op hede die 8ste dag van Mei 1991 te Johannesburg onderteken.

W. P. COETZEE,
Voorsitter.

J. DE W. TROTSKIE,
Ondervoorsitter.

D. G. LEVY,
Hoofsekretaris.

No. R. 2051

23 August 1991

LABOUR RELATIONS ACT, 1956

CHEMICAL INDUSTRY, CAPE: AMENDMENT OF
MAIN AGREEMENT

I, Eli van der Merwe Louw, Minister of Manpower, hereby—

(a) in terms of section 48 (1) (a) of the Labour Relations Act, 1956, declare that the provisions of the Agreement (hereinafter referred to as the Amending Agreement) which appears in the Schedule hereto and which relates to the Undertaking, Industry, Trade or Occupation referred to in the heading to this notice, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 31 December 1991, upon the employers' organisation and the trade union which entered into the Amending Agreement and upon the employers and employees who are members of the said organisation or union; and

(b) in terms of section 48 (1) (b) of the said Act, declare that the provisions of the Amending Agreement, excluding those contained in clause 1 (1) (a) shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 31 December 1991, upon all employers and employees, other than those referred to in paragraph (a) of this notice, who are engaged or employed in the said Undertaking, Industry, Trade or Occupation in the areas specified in clause 1 of the Amending Agreement.

E. VAN DER M. LOUW,
Minister of Manpower.

No. R. 2051

23 Augustus 1991

WET OP ARBEIDSVERHOUDINGE, 1956

CHEMIKALIEËNYWERHEID, KAAP: WYSIGING VAN
HOOFOOREENKOMS

Ek, Eli van der Merwe Louw, Minister van Mannekrag, verklaar hierby—

(a) kragtens artikel 48 (1) (a) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings van die Ooreenkoms (hierna die Wysigingsooreenkoms genoem) wat in die Bylae hiervan verskyn en betrekking het op die Onderneming, Nywerheid, Bedryf of Beroep in die opskrif by hierdie kennisgewing vermeld, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Desember 1991 eindig, bindend is vir die werkgewersorganisasie en die vakvereniging wat die Wysigingsooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasie of vereniging is; en

(b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalings van die Wysigingsooreenkoms, uitgesonderd dié vervat in klousule 1 (1) (a) met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Desember 1991 eindig, bindend is vir alle ander werkgewers en werknemers as dié genoem in paragraaf (a) van hierdie kennisgewing wat betrokke is by of in diens is in genoemde Onderneming, Nywerheid, Bedryf of Beroep in die gebiede in klousule 1 van die Wysigingsooreenkoms gespesifiseer.

E. VAN DER M. LOUW,
Minister van Mannekrag.

SCHEDULE ~~285~~ 181

**INDUSTRIAL COUNCIL FOR THE CHEMICAL INDUSTRY
(CAPE)**

MAIN AGREEMENT

in accordance with the provisions of the Labour Relations Act, 1956, made and entered into by and between the
Cape Manufacturing Chemists' and Druggists' Association

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

Chemical and Allied Workers' Union

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

being the parties to the Industrial Council for the Chemical Industry (Cape),

to amend the Main Agreement published under Government Notice No. R. 1462 of 7 July 1989 (hereinafter referred to as the Re-enacting Agreement), and extended by Government Notices Nos. R. 2878 of 29 December 1989, R. 1040 of 11 May 1990 and R. 100 of 18 January 1991.

1. AREA AND SCOPE OF APPLICATION OF MAIN AGREEMENT

(1) The terms of this Agreement shall be observed in the Chemical Industry (Cape)—

(a) by all employers who are members of the employers' organisation and are engaged in the Chemical Industry and by all employees who are members of the trade union and are employed in the said Industry;

(b) in the municipal area of Cape Town, as it existed on 19 October 1966, and in the Magisterial Districts of Goodwood (excluding those portions which in terms of Government Notice No. 1882 of 3 October 1975 were transferred from the Magisterial District of The Cape and excluding those portions which in terms of Government Notice No. 1611 of 3 September 1976 were transferred from the Magisterial District of The Cape and Wynberg) and Bellville (excluding those portions which in terms of Government Notices Nos. 2102 and 173 of 2 November 1945 and 9 February 1973, respectively, were transferred from the Magisterial District of Wynberg), in that portion of the Magisterial District of Stellenbosch which, prior to the publication of Government Notice No. 283 of 2 March 1962, fell within the Magisterial District of Bellville and in that portion of the Magisterial District of Kuils River which, prior to the publication of Government Notice No. 661 of 19 April 1974, fell within the Magisterial District of Stellenbosch but which, prior to 2 March 1962, fell within the Magisterial District of Bellville, in that portion of the Magisterial District of Kuils River which, prior to the publication of Government Notice No. 1683 of 7 August 1987, fell within the Magisterial District of Bellville and in the Magisterial District of Malmesbury.

(2) Notwithstanding the provisions of subclause (1), the terms of this Agreement shall only apply in respect of employees for whom wages are prescribed in this Agreement.

(3) Notwithstanding anything to the contrary in this Agreement, nothing herein contained shall be construed as affecting or applying to employees earning not less than R34 000 per annum, nor to workers commonly known within the Chemical Industry as sales representatives: Provided that the provisions of this subclause shall not affect the provision of clause 16.

2. CLAUSE 1: AREA AND SCOPE OF APPLICATION OF AGREEMENT

In subclause (3), substitute the figure "R34 000" for the figure "R29 000".

BYLAE

**NYWERHEIDSRAAD VIR DIE CHEMIKALIEË-
NYWERHEID (KAAP)**

HOOFOORENKOMS

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

Cape Manufacturing Chemists' and Druggists' Association

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

Chemical and Allied Workers' Union

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

wat die partye is by die Nywerheidsraad vir die Chemikalieënywerheid (Kaap),

om die Hoofoorenkoms, gepubliseer by Goewermentskennisgewing No. R. 1462 van 7 Julie 1989 (hierna die Herbevestiging genoem), en verleng deur Goewermentskennisgewings Nos. R. 2878 van 29 Desember 1989, R. 1040 van 11 Mei 1990 en R. 100 van 18 Januarie 1991 te wysig.

1. TOEPASSINGSBESTEK VAN OOREENKOMS

(1) Hierdie Ooreenkoms moet in die Chemikalieënywerheid (Kaap) nagekom word—

(a) deur alle werkgewers wat lede van die werkgewersorganisasie is en by die Chemikalieënywerheid betrokke is en deur alle werknemers wat lede van die vakvereniging is en in genoemde Nywerheid werksaam is;

(b) in die munisipale gebied van Kaapstad, soos dit op 19 Oktober 1966 bestaan het, en in die landdrosdistrikte Goodwood (uitgesonderd daardie gedeeltes wat ingevolge Goewermentskennisgewing No. 1882 van 3 Oktober 1975 vanaf die landdrosdistrik Die Kaap oorgeplaas is en uitgesonderd daardie gedeeltes wat ingevolge Goewermentskennisgewing No. 1611 van 3 September 1976 vanaf die landdrosdistrikte Die Kaap en Wynberg oorgeplaas is) en Bellville (uitgesonderd daardie gedeeltes wat ingevolge Goewermentskennisgewings Nos. 2102 en 173 van onderskeidelik 2 November 1945 en 9 Februarie 1973 vanaf die landdrosdistrik Wynberg oorgeplaas is), in daardie gedeelte van die landdrosdistrik Stellenbosch wat voor die publikasie van Goewermentskennisgewing No. 283 van 2 Maart 1962 binne die landdrosdistrik Bellville geval het en in daardie gedeelte van die landdrosdistrik Kuilsrivier wat voor die publikasie van Goewermentskennisgewing No. 661 van 19 April 1974 binne die landdrosdistrik Stellenbosch geval het, maar wat voor 2 Maart 1962 binne die landdrosdistrik Bellville geval het, in daardie gedeelte van die landdrosdistrik Kuilsrivier wat voor die publikasie van Goewermentskennisgewing No. 1683 van 7 Augustus 1987, binne die landdrosdistrik Bellville geval het en in die landdrosdistrik Malmesbury.

(2) Ondanks subklousule (1) is hierdie Ooreenkoms van toepassing slegs op werknemers vir wie lone in hierdie Ooreenkoms voorgeskryf word.

(3) Ondanks andersluidende bepalings in hierdie Ooreenkoms moet niks hierin vervat so uitgelê word dat dit die werknemers wat minstens R34 000 per jaar verdien of werkers wat in die algemeen in die Chemikalieënywerheid as verkoopsvertegenwoordigers bekend staan, raak of op hulle van toepassing is nie: Met dien verstande dat hierdie subklousule nie klousule 16 raak nie.

2. KLOUSULE 1: TOEPASSINGSBESTEK VAN OOREENKOMS

In subklousule (3), vervang die syfer "R29 000", deur die syfer "R34 000".

3. CLAUSE 4: WAGES

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

“(a) Employees other than casual employees:

	Per hour R	Weekly R	Monthly R
Category I:			
First six months.....	4,3474	182,59	791,16
Thereafter.....	4,6521	195,39	846,62
Category II:			
First six months.....	4,6521	195,39	846,62
Thereafter.....	4,7910	201,22	871,89
Category III:			
First six months.....	4,7910	201,22	871,89
Thereafter.....	4,9871	209,46	907,59
Category IV:			
First six months.....	4,9871	209,46	907,59
Thereafter.....	5,4374	228,37	989,53
Category V:			
First six months.....	5,4374	228,37	989,53
Thereafter.....	6,4476	270,80	1 173,38
Category VI:			
First six months.....	6,4476	270,80	1 173,38
Thereafter.....	6,8083	285,95	1 239,02
Category VII:			
First six months.....	6,8083	285,95	1 239,02
Thereafter.....	10,2036	428,55	1 856,91
Category VIII:			
First six months.....	10,2036	428,55	1 856,91
Thereafter.....	12,0945	507,98	2 201,08”

(2) Substitute the following for subclause (9) (a):

“(9) (a) *Calculation of wages:* An employee, other than a casual employee, falling within any of the employment categories I to VIII, who immediately prior to the coming into operation of this Agreement was in receipt of a higher wage than that prescribed for an employee of his wage category shall receive an increment equal to 17 per cent of his actual weekly wages: Provided that the employee shall earn not less than the new minimum wage for the category in which he is employed.”

4. CLAUSE 5: PAYMENT OF REMUNERATION

Substitute the following for subclause 7 (e) (ii):

“7. (e) (ii) in the case of short-time due to slackness of trade consultation with the trade union shall take place prior to the introduction of such short-time, and no deductions shall be made unless the employer has given his employee no less than 24 hours notice of his intentions to introduce short-time: Provided that if an employer is not a member of the employers’ organisation which is a party to the agreement, such consultation shall take place with the employees or their recognised representatives.”

5. CLAUSE 6: ANNUAL BONUS

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

“(1) (a) two weeks basic wage in respect of employees with more than one year’s service within the Industry;”

(2) Substitute the following for subclause (1) (b):

“(1) (b) all other employees with less than one year’s service shall be entitled to a *pro rata* bonus based on the number of completed months of service.”

6. CLAUSE 7: HOURS OF WORK, ORDINARY AND OVERTIME, AND PAYMENT FOR OVERTIME

In subclause (7) (b), substitute the figure “R4,00” for the figure “R3,00”.

3. KLOUSULE 4: LONE

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

“(a) Werknemers, uitgesonderd los werknemers:

	Per uur R	Weekliks R	Maandeliks R
Kategorie I:			
Eerste ses maande.....	4,3474	182,59	791,16
Daarna.....	4,6521	195,39	846,62
Kategorie II:			
Eerste ses maande.....	4,6521	195,39	846,62
Daarna.....	4,7910	201,22	871,89
Kategorie III:			
Eerste ses maande.....	4,7910	201,22	871,89
Daarna.....	4,9871	209,46	907,59
Kategorie IV:			
Eerste ses maande.....	4,9871	209,46	907,59
Daarna.....	5,4374	228,37	989,53
Kategorie V:			
Eerste ses maande.....	5,4374	228,37	989,53
Daarna.....	6,4476	270,80	1 173,38
Kategorie VI:			
Eerste ses maande.....	6,4476	270,80	1 173,38
Daarna.....	6,8083	285,95	1 239,02
Kategorie VII:			
Eerste ses maande.....	6,8083	285,95	1 239,02
Daarna.....	10,2036	428,55	1 856,91
Kategorie VIII:			
Eerste ses maande.....	10,2036	428,55	1 856,91
Daarna.....	12,0945	507,98	2 201,08”

(2) Vervang subklousule (9) (a) deur die volgende:

“(9) (a) *Loonberekening:* ’n Werknemer, uitgesonderd ’n los werknemer, wat binne enigeen van die werkkategorieë I tot VIII val en wat onmiddellik voor die inwerkingtreding van hierdie Ooreenkoms in ontvangs was van ’n loon wat hoër was as die loon wat vir ’n werknemer in sy kategorie voorgeskryf word, moet ’n loonsverhoging ontvang gelyk aan 17 persent van sy werklike weeklikse loon: Met dien verstande dat die werknemer nie minder mag ontvang nie as die nuwe minimum loon vir die kategorie waarin hy werksaam is.”

4. KLOUSULE 5: BETALING VAN BESOLDIGING

Vervang subklousule 7 (e) (ii) deur die volgende:

“7. (e) (ii) in die geval van korttyd wat deur ’n slapte in die bedryf veroorsaak word konsultasie met die vakvereniging moet plaasvind voordat sodanige korttyd ingevoer word en geen bedrag afgetrek mag word nie tensy die werkgewer sy werknemer minstens 24 uur vooraf kennis gegee het van sy voorneme om korttyd in te voer: Met dien verstande dat indien ’n werkgewer nie ’n lid is van die werkgeversorganisasie wat ’n party by die ooreenkoms is nie, dan moet, sodanige konsultasie met die werknemers of hul erkende verteenwoordigers geskied.”

5. KLOUSULE 6: JAARLIKSE BONUS

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

“(1) (a) twee weke se basiese loon, in die geval van ’n werknemer wat meer as een jaar diens in die Nywerheid het;”

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

“(1) (b) alle ander werknemers met minder as een jaar diens is geregtig op ’n *pro rata*-bonus wat gebaseer is op die aantal voltooide maande diens.”

6. KLOUSULE 7: WERKURE, GEWONE EN OORTYD-, EN BESOLDIGING VIR OORTYD

In subklousule (7) (b) (ii), vervang die syfer “R3,00” deur die syfer “R4,00”.

7. CLAUSE 9bis: MATERNITY LEAVE

(1) Substitute the following for subclauses (1), (2) and (3):

(1) All female employees who have had a minimum of 24 months' continuous service with the same employer as at the date of the commencement of the maternity leave shall be entitled to three months' paid maternity leave.

(2) All employees who proceed on maternity leave in terms of subclause (1) shall be guaranteed re-employment after the expiry of the three months' paid maternity leave at the same job grade that was applicable to the employee immediately prior to the commencement of maternity leave and at the same rate of pay or the new minimum wage for that grade, whichever is the greater.

(3) An employee who proceeds on maternity leave shall be paid 33½% of her basic wage for the three months' maternity leave. Such payment shall be made to the employee immediately prior to her proceeding on maternity leave."

2. Renumber subclauses "3", "4" as "5" as "4", "5" and "6".

8. Insert the following new clause 13ter:

"13ter. DISCIPLINARY CODE AND PROCEDURE AND GRIEVANCE PROCEDURE

(a) Disciplinary Code and Procedure:

1. Introduction:

1.1 It is Management's right to take disciplinary action and the disciplinary code and procedure are a guide to both Management and employees to ensure that disciplinary action is fair.

1.2 Disciplinary action will, wherever possible, consist of instruction and assistance to the employee in order that the required standard of behaviour or performance may be attained and surpassed. Such action will be taken as soon after the event as possible.

1.3 Wherever the possibility of severe disciplinary action exists, a full disciplinary enquiry will be held.

1.4 Employees subject to disciplinary action may be assisted, or represented, by a fellow employee, a shop steward or a trade union official.

2. Disciplinary code:

Examples of minor work problems which may result in disciplinary action:

Unsatisfactory work; poor timekeeping; use of abusive language etc.

Examples of more serious work problems which may result in disciplinary action:

Using, possessing or being under the influence of alcohol or other non-prescribed drugs; theft or unauthorised possession of Company property; unauthorised absence; failure to obey safety rules; assault etc.

3. Disciplinary procedure:

3.1 Wherever possible, progressive discipline will be applied: verbal counselling will be given and if no improvement is forthcoming, more severe disciplinary action will then be taken.

3.2 However, when more serious work problems have arisen, disciplinary action is likely to be more severe and could on the first occasion be a final written warning or even dismissal.

7. KLOUSULE 9bis: KRAAMVERLOF

(1) Vervang subklousule (1), (2) en (3) deur die volgende:

"(1) Alle vroulike werknemers wat op die datum waarop die kraamverlof begin 'n minimum van 24 maande ononderbroke diens by dieselfde werkgewer het, is geregtig op drie maande betaalde kraamverlof.

(2) Alle werknemers wat ingevolge subklousule (1) met kraamverlof gaan, moet gewaarborg word dat hulle na verstryking van die drie maande betaalde kraamverlof herindiens geneem sal word in dieselfde werkgraad as die graad waarin hulle in diens was onmiddellik voordat hulle kraamverlof geneem het, en teen dieselfde loon of die nuwe minimum loon vir die graad, gewoonlik die grootste bedrag.

(3) 'n Werknemer wat met kraamverlof gaan, moet 33½% van haar basiese loon vir die drie maande kraamverlof betaal word. Hierdie betaling moet aan die werknemer gemaak word onmiddellik voordat sy met kraamverlof gaan."

2. Herommer subklousules "3", "4" en "5" om te lei "4" "5" en "6".

8. Voeg die volgende nuwe klousule 13ter in:

"13ter. DISSIPLINÊRE KODE EN PROSEDURE EN GRIEWEPROSEDURE

(a) DISSIPLINÊRE Kode en Prosedure:

1. Inleiding:

1.1 Dit is die Bestuur se reg om tugstappe te doen, en die dissiplinêre kode en prosedure is 'n handleiding vir sowel die Bestuur as vir die werknemers, om te verseker dat die tugstappe billik is.

1.2 Tugstappe moet, waar moontlik, voorligting en bystand aan die werknemer verleen, sodat die nodige gedragstandaard of werkverrigting verkry of verbeter kan word. Sodanige stappe moet so spoedig moontlik na die gebeure gedoen word.

1.3 'n Volledige dissiplinêre verhoor moet gehou word waar die moontlikheid van ernstige tugstappe bestaan.

1.4 Werknemers wat onderworpe is aan tugstappe, kan deur 'n medewerker, 'n werkwinkelvertegenwoordiger of 'n vakvereniging beaampte bygestaan of verteenwoordig word.

2. Dissiplinêre kode:

Voorbeelde van geringe werkprobleme wat tot tugstappe kan lei:

Onbevredigende werk; swak bywoning; gebruik van beledigende taal, ensovoorts.

Voorbeelde van ernstiger werkprobleme wat tot tugstappe kan lei:

Die gebruik of besit van, of onder die invloed wees, van alkohol of ander nie-voorgeskrewe dwelmmiddels; diefstal of die onwettige besit van die Maatskappy se eiendom; ongemagtigde afwesigheid; versuim om veiligheidsreëls na te kom; aanranding, ensovoorts.

3. Dissiplinêre prosedure:

3.1 Waar ook al moontlik, moet toenemende dissipline toegepas word: Mondelinge voorligting moet gegee word en as geen verbetering vorendag kom nie, moet strenger tugstappe dan gedoen word.

3.2 Indien ernstiger werkprobleme egter ontstaan, kan ernstiger tugstappe waarskynlik gedoen word wat by die eerste geleentheid dat dit aanleiding kan gee tot 'n finale skriftelike waarskuwing of selfs ontslag kan lei.

3.3 Types of disciplinary action/Responsible person

- Formal reprimand—Supervisor.
- Verbal counselling—Supervisor/Department head.
- Written warning—Department head.
- Final written warning—Manager.
- Disciplinary enquiry—Manager.
- Dismissal—Manager.

Warnings will remain valid for 12 months.

3.4 No dismissal shall take place unless the employee has had a full and fair disciplinary enquiry. Any employee required to attend a disciplinary enquiry shall be given advance notice of the allegations, and advised that he will be allowed to be represented or assisted by a fellow employee, shop steward or trade union official and may call witnesses and cross-examine other witnesses. The enquiry shall be chaired by the Manager.

4. Appeals:

An employee wishing to appeal against disciplinary action may do so within 48 hours. Appeals will be made to the Manager but should be heard ideally by his supervisor.

WRITTEN WARNING

Employee

Date.....

Warning for.....

.....

.....

.....

Corrective action agreed upon.....

.....

.....

Follow up date

Signature of employee

Signature of Manager/Supervisor

DISCIPLINARY ENQUIRY SUMMARY

(To be kept on file by Managers)

Employee

Date.....

Employees given advance warning of allegations, right to representation, right to call witnesses and to cross examine those of Management.

..... (Time, date).

Evidence brought by company

.....

Witness

.....

Witness

.....

Witness

.....

3.3 Soorte tugstappe/Verantwoordelike persoon

- Formele teregwyding—Toesighouer.
- Mondelinge voorligting—Toesighouer/Departementshoof.
- Skriftelike waarskuwing—Departementshoof.
- Finale skriftelike waarskuwing—Bestuurder.
- Dissiplinêre ondersoek—Bestuurder.
- Ontslag—Bestuurder.

Waarskuwings sal vir 12 maande geldig wees.

3.4 'n Weknemer sal nie ontslaan word nie tensy hy 'n volledige en billike dissiplinêre verhoor gehad het, 'n Weknemer wat versoek word om 'n dissiplinêre verhoor by te woon, moet vooraf van die aanklagte teen hom in kennis gestel word, en meegedeel word dat hy geregtig is om deur 'n medewerker, 'n werkwinkelverteenwoordiger of 'n vakverenigingbeambte verteenwoordig of bygestaan te word, en dat hy getuies kan roep en ander getuies onder kruis verhoor kan neem. Die Bestuurder moet as voorsitter by die verhoor optree.

4. Appêl:

'n Weknemer wat teen die tugstappe wil appelleer, moet dit binne 48 uur doen. Apêlle moet aan die Bestuurder gerig word, maar moet, ideaal gesien, deur die toesighouer aangehoor word.

SKRIFTELIKE WAARSKUWING

Weknemer.....

Datum.....

Waarskuwing vir

.....

.....

Korrektiewe stappe waarop ooreengekom is.....

.....

.....

Opvolgdatum.....

Handtekening van werknemer

Handtekening van Bestuurder/Toesighouer.....

OPSOMMING VAN DISSIPLINÊRE ONDERSOEK

(Moet deur die Bestuurders op lêr gehou word)

Weknemer.....

Datum.....

Werknemers vooraf van bewerings gewaarsku, reg tot verteenwoordiging, reg om getuies te roep en om getuies van die Bestuur onder kruisverhoor te neem.

..... (Tyd, datum).

Bewyse deur die firma voorgelê.....

Getuie.....

.....

.....

Getuie.....

.....

.....

Getuie.....

.....

Evidence brought by employee

.....

.....

Witness

.....

.....

Witness

.....

.....

Witness

.....

.....

Decision of enquiry Chairman.....

.....

.....

Evidence of mitigation

.....

.....

Action taken.....

.....

.....

Employee advised of right of appeal within 48 hours.

.....

..... Date/time.

Bewyse deur werknemer

.....

.....

Getuie.....

.....

.....

Getuie.....

.....

.....

Getuie.....

.....

.....

Beslising van Voorsitter van die ondersoek

.....

.....

Getuienis ter versagting.....

.....

.....

Stappe gedoen

.....

.....

Werknemer in kennis gestel van sy reg om appèl binne 48 uur aan te teken.

.....

..... Datum/tyd

Signature of Chairman

Handtekening van Voorsitter.....

(b) Grievance procedure:

1. Introduction:

1.1 It is in the interests of both Management and employees that grievances are resolved as speedily as possible through the grievance procedure.

1.2 A grievance is any dissatisfaction or feeling of injustice which an employee may feel and which arises from the work situation.

1.3 In submitting a grievance an employee may be assisted by a fellow employee.

1.4 An employee will not be victimised for submitting grievances and his normal basic wage, etc., shall be paid to him while he is participating in the resolution of a grievance during normal working hours.

1.5 The grievance procedure shall not be invoked by an employee for the purpose of—

1.5.1 amending any agreement entered into between the Company and the trade union, or the Disciplinary Code of Procedure;

1.5.2 collective bargaining on remuneration or the conditions of service;

1.5.3 processing a disciplinary or dismissal matter;

1.5.4 raising any matter relating to the Machinery and Occupational Safety Act.

1.6 A grievance should be lodged within five days of the occurrence which gave rise to it.

2. Stages of the grievance procedure:

2.1 The employee raises the grievance with his immediate superior.

2.2 The employee's immediate superior shall complete the grievance form and attempt to resolve the matter within two days or a mutually acceptable longer period.

2.3 If the employee's immediate superior cannot resolve the matter, the grievance shall be referred to the Manager.

(b) Griewe-prosedure:

1. Inleiding

1.1 Dit is in belang van beide die Bestuur en die werknemers dat griewe so spoedig moontlik, deur die griewe-prosedure opgelos word.

1.2 'n Grief is enige ontevredenheid of gevoel van onreg deur 'n werknemer, en wat uit 'n werksituasie spruit.

1.3 By die indiening van 'n grief, kan 'n werknemer deur 'n medewerker bygestaan word.

1.4 'n werknemer sal nie deur die indiening van 'n grief geviktimizeer word nie, en sy gewone basiese loon, ensovoorts, moet aan hom betaal word terwyl hy gedurende gewone werkure aan die oplossing van 'n grief deelneem.

1.5 Die griewe-prosedure moet nie deur 'n werknemer gebruik word vir die doel om—

1.5.1 'n ooreenkoms wat tussen die Maatskappy en die vakvereniging aangegaan is, of die prosedure van die Dissiplinêre Kode, te wysig nie;

1.5.2 kollektiewe bedinging van besoldiging of diensvoorwaardes te verkry nie;

1.5.3 'n dissiplinêre of ontslagaangeleentheid te verwerk nie;

1.5.4 enige aangeleentheid met betrekking tot die Wet op Masjinerie en Beroepsveiligheid te opper nie.

1.6 'n Grief moet ingedien word binne vyf dae, vanaf die gebeure wat aanleiding gegee het tot sodanige grief.

2. Stappe van die griewe-prosedure

2.1 Die werknemer moet die grief by sy onmiddellike meerdere opper.

2.2 die werknemer se onmiddellike meerdere moet die griewevorm voltooi en probeer om die saak binne twee dae, of 'n langer wedersydse aanvaarbare tydperk, op te los.

2.3 Indien die werknemer se onmiddellike meerdere nie die saak kan oplos nie, moet die saak na die Bestuurder verwys word.

2.4 If the grievance has not been resolved within two days, any further investigations and the reasons for the failure to resolve the grievance shall be set down in writing for the Departmental Manager concerned who, in taking all necessary steps to resolve the grievance, may hear evidence from or convene meetings with, any or all of the parties who are relevant to its resolution and will attempt to resolve the grievance within five working days of the previous hearing.

2.5 If the grievance is not resolved within five working days, the Departmental Manager shall set down in writing any further allegations and the reasons for the failure to resolve the grievance, and refer the matter to a senior management representative of the Company, who in taking all necessary steps to resolve the grievance, may hear evidence from or convene meetings with any or all of the parties who are relevant to its resolution.

2.6 The final decision shall be reduced to writing and a copy thereof shall be given to the employee who raised the grievance.

GRIEVANCE FORM

Employee
 Date.....
 Details of grievance

 Action agreed upon

Signature of Supervisor.....
 Signature of employee....."

9. CLAUSE 21: PENSION FUND

In subclause (2), substitute the figure "6" for the figure "5".

Signed at Cape Town, on behalf of the parties, this 18th day of December 1990.

- S. PENNEY,
Chairman.
- J. HEEGER,
Vice-Chairman.
- K. L. BARNES,
Secretary.

No. R. 2077 23 August 1991

LABOUR RELATIONS ACT, 1956

HAIRDRESSING TRADE, CAPE PENINSULA:
 AMENDMENT OF MAIN AGREEMENT

I, Eli van der Merwe Louw, Minister of Manpower, hereby—

(a) in terms of section 48 (1) (a) of the Labour Relations Act, 1956, declare that the provisions of the Agreement (hereinafter referred to as the Amending Agreement) which appears in the Schedule hereto and which relates to the Undertaking, Industry, Trade or Occupation referred to in the heading to this notice, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 31 March 1992, upon the employers' organisation and the trade union which entered into the Amending Agreement and upon the employers and employees who are members of the said organisation or union; and

2.4 Indien die grief nie binne twee dae opgelos is nie, moet enige verdere ondersoek en die redes vir die mislukking om die grief op te los, op skrif gestel en aan die departementsbestuurder oorhandig word, wat weer op sy beurt in 'n poging om die grief op te los, getuienis kan aanhoor van, of 'n vergadering kan belê met, enigeen van of al die partye wat betrokke is by die soort en wat dan moet probeer om die grief binne vyf werkdade na afloop van die vorige vergadering, op te los.

2.5 Indien die grief na vyf werkdade onopgelos is, moet die departementshoof enige bykomende beskuldigings en die redes vir die mislukking om die grief op te los, op skrif stel en die saak na 'n senior bestuursvertegenwoordiger van die Maatskappy verwys, wat dan weer al die nodige stappe moet doen om die grief op te los, en getuies kan aanhoor, van of 'n vergadering belê met enigeen van of al die partye wat by die saak betrokke is.

2.6 Die finale besluit moet op skrif gestel en 'n afskrif aan die werknemer, wat die grief aanhangig gemaak het, gegee word.

GRIEWEVORM

Werknemer.....
 Datum.....
 Besonderhede van grief

 Optrede waartoe ooreengekom.....

Handtekening van Toesighouer.....
 Handtekening van werknemer....."

9. KLOUSULE 21: PENSIOENFONDS

In subklousule (2), vervang die syfer "5" deur die syfer "6".

Geteken by Kaapstad op hede die 18de dag van Desember 1990.

- S. PENNEY,
Voorsitter.
- J. HEEGER,
Ondervoorsitter.
- K. L. BARNES,
Sekretaris.

No. R. 2077 23 Augustus 1991

WET OP ARBEIDSVERHOUDINGE, 1956

HAARKAPPERSBEDRYF, KAAPSE SKIEREILAND:
 WYSIGING VAN HOOFOOREENKOMS

Ek, Eli van der Merwe Louw, Minister van Mannekrag, verklaar hierby—

(a) kragtens artikel 48 (1) (a) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings van die Ooreenkoms (hierna die Wysigingsooreenkoms genoem) wat in die Bylae hiervan verskyn en betrekking het op die Onderneming, Nywerheid, Bedryf of Beroep in die opskrif by hierdie kennisgewing vermeld, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Maart 1992 eindig, bindend is vir die werkgeversorganisasie en die vakvereniging wat die Wysigingsooreenkoms aangegaan het en vir die werkgevers en werknemers wat lede van genoemde organisasie of vereniging is; en

LABOUR

Sparks fly in petrol dispute

W/Mail 23/8 - 29/8/91 (181)

FUELLED by interdicts, sleep-ins, pickets and the introduction of replacement labour, the strike which has disrupted the petroleum industry for the past two weeks went into negotiations yesterday.

Nationally 1 000 BP, Caltex and Total workers are out on strike. Central demands are a 21 to 25 percent across-the-board increase, job security and centralised bargaining in the sector.

Caltex and BP are offering 13,2 percent increases across-the-board, which amounts to R200 at the bottom of the scale. In addition, BP is also offering a 16,6 percent rise to its lowest-paid workers which will take their wages to R1 445 a month.

On Monday, workers were locked out of depots in Johannesburg and Durban. And on Tuesday, an interdict was slapped on workers at BP's Cape Town terminal.

BP's management alleged interference with the company's operations. Workers were preventing the loading of vehicles and no bulk delivery vehicles were able to leave BP's premises, said the company.

BP believes this type of action could "disrupt essential services and flights and cause considerable public harm".

These claims contradict statements this week by the National Energy Council, which said the strike was not disrupting the supply of petrol.

BP workers in Johannesburg and East London have also been threatened

with interdicts after bringing depots to a standstill. A union representative warned that strike-breaking drivers posed a hazard to the public because drivers in the sector underwent special training. He pointed out that transporting petrol was dangerous. Investigations are being made into allegations that replacement drivers were mixing diesel and petrol-um at the depots.

Wages, job security and centralised bargaining are at the heart of the petrol industry strike.

BY FERIAL HAFFAJEE

The Congress of South African Trade Unions' call for centralised bargaining seeks to set industry-wide minimums and fair standards. It also allows unions and employers to make use of their most skilled negotiators and sets wages for the industry, thus preventing wage cuts, say unionists.

But Caltex said in a statement this week that it "is not prepared to sacrifice its independence and flexibility to negotiate what is in the best interests of its employees and the company". Both BP and Total have signalled their willingness to discuss centralised bargaining.

Chemical Workers' Industrial Union (CWIU) representative Martin Jansen says the union's campaign for job security dovetails with Cosatu's campaign. In addition to a moratorium on retrenchments, the union is seeking



Still pumping... An attendant fills a motorist's drum at one of strike-hit BP's service stations. The petrol price goes up on Saturday

Photograph: GUY ADAMS

guarantees against contracting.

Jansen says the petroleum sector is prone to contracting — which results in a decline in working conditions and wage cuts. Contracting starts with catering and cleaning workers and eventually affects drivers.

The CWIU campaign also targets deregulation of the industry. The union believes that with the lifting of trade em-

bargoes on South Africa, petroleum will become more easily accessible and cheaper. Price barriers are also likely to be dropped and have negative effects on working conditions.

Unions point out that already the 80km radius for fuel deliveries has been dropped and rationalisation measures have meant drivers often work dangerously long shifts.

They also question the expensive upgrading and marketing programmes which petrol companies have undertaken.

Caltex has spent R300-million on upgrading its refinery, and Mobil and Shell have spent R450-million on their SA Petroleum Refinery.

* Workers' marches on the three petroleum houses' headquarters in Johannesburg yesterday were voluble about the companies' marketing campaigns. Placards protesting against Caltex's sports sponsorship said "Blacks boycott NSL-Caltex Colts games" and

"Caltex sponsors Abdul Bhamjee's bail".

BP's latest marketing campaign got short shrift when workers said "BP is going green while its workers are going starving."

By ADRIAN HERSCH

SA Brews

THE Food and Allied Workers Union (Fawu) has declared a dispute in its annual wage negotiations with SA Breweries over the kind of issue that should be referred to compulsory arbitration.

SA Brews spokesman Adrian Botha says the company has no problem in referring "rights issues", such as dismissals, to compulsory arbitration.

Patterns

But he considers it impractical for operational matters that are decided on by business experts.

Mr Botha says: "For example, when shift patterns are changed it is done by people with intimate knowledge of the business. We believe it is unsuitable for a third party, who is not in the business, to make a de-

workers
declare
dispute

cision on such an issue."

In 1987 a change from ordinary shift work to continuous shifts at the Rosslyn plant resulted in a strike which spread to other plants countrywide.

SA Brews and Fawu have agreed in principle on an average wage increase of 16,5% off a high base. It takes the wage for the lowest-paid worker to R7,40 an hour.

Mr Botha says this will not be confirmed until the compulsory arbitration issue has been resolved.

Secretaries in a changing role

By SOPHIE TEMA

IN the past secretaries were believed to be fit only to answer telephones and take messages for their managers.

Now most secretaries realise that today's managers cannot make all the decisions and they have taken on some

of the tasks of managers.

Transworld Promotional Services is offering a bridging course for secretaries in conjunction with Secretaries' Day on October 5, formulated to help them get the most out of new office technology and upgrade their skills.

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Clips
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Engineers in line to earn millions for SA

Finance Staff *Star*
26/8/91

Members of the SA Association of Consulting Engineers could generate millions in export earnings for South Africa through marketing their expertise in the rest of Africa, says association president Ian Scott.

He says the 1 000 members in 360 firms were involved in capital works worth an estimated R10 billion in the year to February.

"This could increase markedly through involvement in projects in the rest of Africa. The continuing improvement in the climate towards South Africa certainly extends to our profession."

Mr Scott attended a meeting of African member associations of the International Federation of Consulting Engineers (FIDIC) in Nairobi earlier this year and is hoping an Africa-based member of FIDIC's executive will attend the SA association's convention in October in Somerset West.

To focus attention on export earnings poten-

tial, the theme of the convention forum will be "South African technology — we serve our continent".

"The areas in which the South African profession could serve the continent span the spectrum from housing developments and the related infrastructure through to projects such as Mossgas, the Lesotho Highlands water scheme and electrification."

Overseas experience has shown that the export of engineering designs for projects invariably leads to growth in the manufacturing and contracting industries in the exporting country.

"It is not uncommon for governments actively to encourage their consulting engineers to acquire this kind of assignment because of the tremendous spin-off for the economy as a whole.

"SA's readmission to the international community presents a tremendous opportunity for South African consulting engineers to export their technology to Africa and to the world."

SOUTH Africa can blame many of its chronic unemployment problems on its dismal failure to keep pace with world trends in the launch of more budding new entrepreneurs into the economic mainstream, according to new studies by the Small Business Development Corporation (SBDC).

The studies show that in the US no fewer than 100 000 young Americans start businesses of their own every year — 10 000 of them straight from school.

A recent count found that a stunning third of all new businesses launched in the US were under the command of fledgling bosses under the age of 30.

Entrepreneurs needed to solve

standing at between four and five million.

Job opportunities offered by the formal business sector are able to cope with only 125 of every 1 000 school-leavers pouring into the labour market.

That leaves 875 with no option but self-employment or the informal sector.

What worries Dr Vosloo is whether most of them have been prepared to cope with this reality. He says only radical changes in the entire education

The world average of entrepreneurs in total labour forces came out at between 10 and 12 percent. The South African average trailed at 5 percent.

SBDC managing director Dr Ben Vosloo argues that the generation of more entrepreneurs must be regarded as a top priority in the formulation of new economic policies.

The urgency of new thinking, he says, is underlined by the growing size of unemployment queues in South Africa, now

Entrepreneurs needed to solve

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New studies estimate unemployment in South Africa at nearly 5 million. MICHAEL CHESTER reports.

South Africa, he says, will start to put more muscle into economic growth only when the classrooms begin to equip pupils with the knowledge and skills that provide the foundation for such careers as artists, production managers, data processors, bookkeepers, nurses, scientists, engineers and technicians.

system can provide solutions. "It would be tragic if we had to admit that billions of rands of taxpayers' money is spent on educational products which cannot be used by society. It would be equally tragic if the education system were not capable of delivering the sort of school-leavers that society needs."

Dr Vosloo, whose own programme at the SBDC has already ploughed more than R1 billion into loans to encourage new small businesses — which have created a staggering 280 000 new job opportunities since it started 10 years ago, proposes a plan to tackle the problem. It includes:

- More effective and continuous communication between educationalists and the business world, to spell out in unambiguous language what society

- Focus on career information programmes tailored to alert young people to the opportunities of self-employment and business entrepreneurship as career choices.
- Better evaluation of the role of part-time study, work programmes and post-experience training.

"It is clear that education is the key to a better future," says Dr Vosloo. "A society which cultivates a strong entrepreneurial culture is bound to set off on a road to progress and economic growth." □

outside schools and academia really expects from the education system.

- Moves to make classroom curricula more relevant to the needs of society.
- Insistence by taxpayers on more value for the money spent on education, to guard against wastage on a bloated education bureaucracy.
- Gearing the education curricula towards the stimulation of attitudes such as individualism,

a sense of independence, achievement, optimism and competitiveness.

- Focus on career information programmes tailored to alert young people to the opportunities of self-employment and business entrepreneurship as career choices.
- Better evaluation of the role of part-time study, work programmes and post-experience training.

"It is clear that education is the key to a better future," says Dr Vosloo. "A society which cultivates a strong entrepreneurial culture is bound to set off on a road to progress and economic growth." □

Bosal gets order against strikers

Pretoria Correspondent

The National Union of Metalworkers of South Africa and striking employees of Bosal have been interdicted from inciting industrial action at several Transvaal plants.

Bosal yesterday obtained an interim interdict after an urgent application in the Pretoria Supreme Court.

The union and workers, who struck on Monday, were ordered by Mr Justice van der Merwe to show cause on September 9 why a final order declaring the strike unlawful, and restraining them from entering Bosal's premises, should not be made.

Bosal executive director D G Renecke said in an affidavit that employees at the company's six Transvaal plants had started a strike which was part of a national action.

The strike began peacefully, but protests were later organised and staff cars damaged.

"I have received reports of intimidation of employees to participate in the strike action."

The dispute is over pay and procedures.

New import duties could cost clothing industry 20 000 jobs

By Tom Hood *Star* 29/8/91

CAPE TOWN — More than 20 000 jobs in the clothing industry are at risk and hundreds of small firms could be put out of business by proposals to double import duties on fabrics.

This was claimed yesterday by Dr Aaron Searll, president-designate of the National Clothing Federation.

The duties are estimated to add at least R390 million a year to the clothing industry's costs and push up shop prices by about 30 percent. Consumers could not afford hikes of this size and the result would be a big drop in business, he said in Cape Town yesterday.

"This has horrific implications for the inflation rate and the cost of clothing.

"One cannot think of a worse

time to gazette proposals that simultaneously represent so serious a threat to immediate jobs, the inflation rate, consumers and exports."

The Board of Trade also proposed to withdraw export concessions, which threatens clothing exports estimated to be worth about R400 million this year — half of them made in the Western Cape.

Dr Searll, chairman of Sear-del Investment Corporation, the country's largest clothing group, said many of the country's 1 500 clothing firms would be put out of business. There could be an immediate loss of about 20 000 jobs and the potential for many more.

Mr Stewart Shub, chairman of Rex Trueform, the country's leading menswear exporter, said a significant drop in exports would have a major impact on jobs.

"If our internationally competi-

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tive position is eroded, as it must be, how can we export and compete internationally.

"I believe the government has had complaints from companies suffering from the competition which the government wanted to encourage."

The federation is to mount a campaign to persuade the Board of Trade and Industry to drop or modify the proposals, due to come into force on January 1, 1992.

Clothing manufacturers claimed the higher duties were the result of complaints by loss-making textile companies whose powerful lobbies had pressured the government.

The government proposals also boost duties on imported clothing to 60 from 35 percent.

"We didn't ask for an increase. We were happy with the 35 percent rate," said Dr Searll.

Louw lauds Plastic Board



ELI LOUW

By IKE MOTSAPI and Sapa

TURNOVER totalling R8 billion was generated in the fairly new plastics industry, which employed about 43 000 people last year, Manpower Minister Mr Eli Louw said yesterday.

Louw was addressing a function celebrating the accreditation of the Plastics Training Board at the Johannesburg Country Club.

He said the R8 billion turnover contributed about four percent of the South African gross domestic product.

"The industry is a very diversified one, spreading right across the South African economy," he said.

Louw said the industry was "fairly young with no comparison to others".

Set standards

"Therefore one of the main tasks of the new Plastics Industry Training Board will be to define, categorise and set standards for various job categories.

"Amendments to the Manpower Training Act enabled industries to establish training boards in order to facilitate training and to provide the needs for training labour.

"Training boards will have to undertake surveys and indepth training analyses with regard to present and future skills requirements in order to ensure proper apprenticeship and other training," Louw added.

He also called for the amendment of the constitutions of the training boards so that they could also provide for employee representation.

Sowetan 29/8/91

Jam factory closes after union clash

LANGEBERG factory, where seven employees have been gunned down in clashes between rival unions, was yesterday closed while management discussed the situation with union representatives.

It was reported yesterday that Inkatha representatives had met a delegation from the factory.

Inkatha spokesman Mr Humphrey Ndlovu could not comment on the meeting as he was "still waiting for a report from his delegation".

The factory's head office in Cape Town could also not release a statement.

Scout 29/8/91
The East Rand police had by yesterday not made arrests on the shooting incidents.

Captain Ida van Zweel of the East Rand police could also not comment on the condition of two employees who were injured in a lunchtime ambush on Tuesday.

The clashes are reported to have been sparked by the firing of members of the United Workers Union of South Africa and their replacement by members of the Food and Allied Workers Union at Langeberg Canning Factory (known as jam factory) in Boksburg.

Workers to
get jobs back
at Langeberg

Star 30/8/91
By Jovial Rantao

Production at the Langeberg Factory — scene of fierce inter-union clashes which left seven employees dead — is expected to resume soon after yesterday's undertaking by the company to reinstate all dismissed workers.

A battle for jobs led to fights between members of the Food and Allied Workers' Union and the United Workers' Union of SA (Uwusa).

Uwusa's public relations officer, Duke Sennakgomo, said after two days of negotiations, management said they would reinstate dismissed workers.

Captain Ida van Zweel, East Rand Police spokesman, said police had made no arrests in connection with the killings.

AIDS case doctor 'warned colleagues'

SUSAN RUSSELL

A BRAKPAN doctor told the Rand Supreme Court yesterday he had told a dentist colleague during a round of golf that a mutual friend and patient had tested positive for AIDS so that the dentist could establish how exposed to risk he had been in the past.

Dr Matthys Kruger was giving evidence in a R50 000 damages claim brought by Brakpan businessman Barry McGearry.

McGearry is suing his former medical practitioner for allegedly breaching doctor-patient confidentiality by telling two colleagues during a round of golf that he was HIV-positive.

McGearry's health has deteriorated to the extent that the court yesterday appointed his attorney as curator of his affairs.

He was forced to stop his testimony because of slurred speech and was hospitalised last weekend.

Neurologist Charles Kaplan testified

yesterday that the chances of any improvement in McGearry's health within the next two or three weeks were very slight.

Kruger yesterday told the court he informed two colleagues, both of whom had treated McGearry before, about his condition after a general discussion about AIDS and the risk doctors were exposed to in treating HIV positive patients.

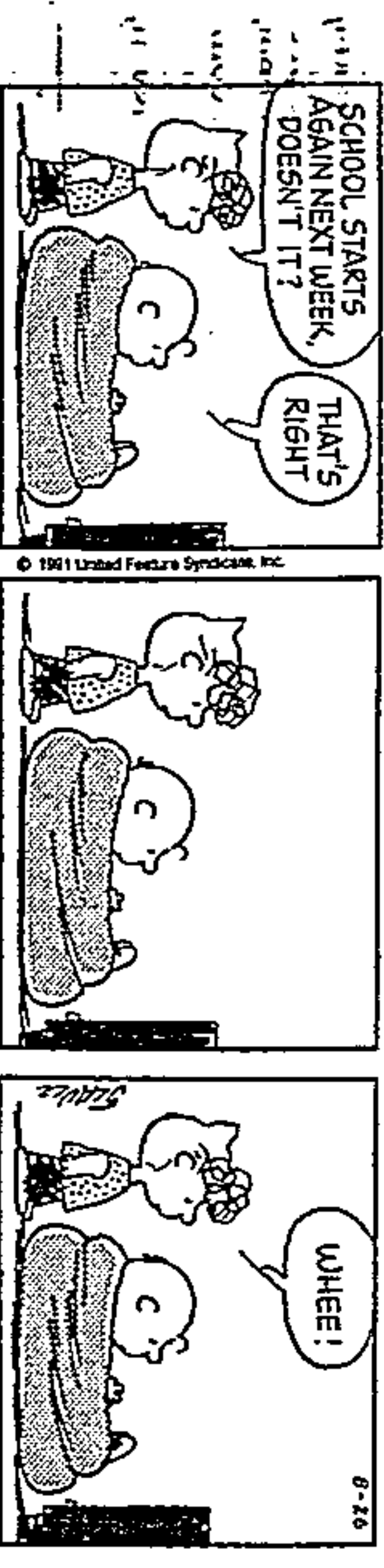
In his mind, Kruger said, was the concern that the dentist, a Dr Vos, did not take all the necessary precautions.

Kruger said he told his two colleagues he had a patient known to both of them who had tested HIV positive.

The medical practitioner, a Dr van Heerden, asked if it was McGearry. Kruger said he confirmed this.

The trial has been adjourned until September 11.

By Charles Schulz



Big drive to woo northern suburbs

WILSON ZWANE

THE ANC is set to embark on a major recruitment drive in Johannesburg's northern suburbs.

ANC Johannesburg northeast official Giles Muhlolland said yesterday the local leadership resolved last weekend to canvass "actively" in Johannesburg's northern suburbs, including Sandton.

The resolution was expected to be endorsed by the ANC's Johannesburg northeast branch at its meeting next Thursday, Muhlolland said.

He said the ANC Alexandra branch would also be involved in the recruitment campaign.

Muhlolland said bogus ANC officials had been demanding R1 monthly membership fees from domestic workers in Bryanston, and issuing fake membership cards.

He said the ANC intended taking appropriate steps to curb this.

Muhlolland also dismissed reports that his organisation had advertised its Saturday meeting by distributing pamphlets in Bryanston. "There was no meeting but a workshop attended by 26 active ANC members in Bryanston. The members were notified of the workshop through our regular newsletter," he said.

Langeberg shuts factory after violence, deaths

WILSON ZWANE

LANGEBERG Corporation and Cannings announced yesterday that it had temporarily closed its Boksburg factory after interethnic violence involving its workers over the past two weeks left seven people dead.

The fighting involved members of the Cosatu-affiliated Food and Allied Workers Union (Fawu) and Inkatha supporting United Workers Union of SA (Uwusa).

Protection

Fawu official Ernest Buthelezi has said clashes between the members began shortly after the Langeberg management had dismissed casual workers belonging to Uwusa.

Langeberg Corporation and Canning spokesman Dev du Toit said the factory stopped operating on Wednesday after its workers had expressed fears for their lives.

Du Toit said Langeberg management agreed "as protection" to let workers stay away until it and Fawu had decided on "safety measures" to be taken. "The factory will remain unoperational until Fawu and Langeberg have found a solution to this problem," he said.

WILSON ZWANE

He would not speculate on losses the factory would incur during its closure.

Uwusa spokesman Duke Sennakgomo said his union would meet Langeberg management soon to negotiate the reinstatement of its dismissed members.

Sennakgomo said 38 workers — "the entire Uwusa membership at the factory" — was dismissed unfairly. Management had allowed itself to be "bullied by the Fawu-Cosatu alliance into driving out not only casual workers but all Zulu-speaking workers belonging either to Uwusa or Inkatha".

Du Toit said the dismissals had no "political connotations" as his company did not keep records of workers' political affiliations. "The dismissals were a normal practice," he said.

No arrests have been made. Police spokesman Capt Ida van Zweekel has said police investigations had come to "a dead end".

"We appeal to the public to come forward with any information which may assist the police," Van Zweekel said.

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Zulus hounded claim ⁽¹⁸⁾

THE United Workers Union of South Africa has threatened to take Langeberg Canning to court for allegedly dismissing all Zulu-speaking workers at its Boksburg factory.

A spokesman for the Inkatha Freedom Party-

aligned Uwusa, Mr Duke Sennakgomo, said the clashes at the factory were a sequel to the dismissal of 38 Zulu workers following a complaint by a rival union, the Food and Allied Workers Union.

He said Fawu members had refused to work with

Uwusa members and pressured management to dismiss Zulu-speaking workers. *Sowetan 30/8/91*

"Not all Zulu-speaking workers at the factory are members of Uwusa," he said. But some members had been affected by the decision - *Sapa*.

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Bursary perks go

Apr 11/9/91

THE tax exemption on bursary schemes offered by companies to the children of employees will be withdrawn from March 1 next year. (181)

Speaking at a "New Tax Legislation and You" seminar, Pat McGurk, a partner in KPMG Aiken and Peat tax practice, said: "Any bursary offered after this date will be taxable, although bursaries awarded before March 1 for the 1992 academic year may still escape tax if they are awarded in terms of the approved rules."

"In some instances it may still be possible to award the bursary in advance without contraven-

ing the new legislation," he said.

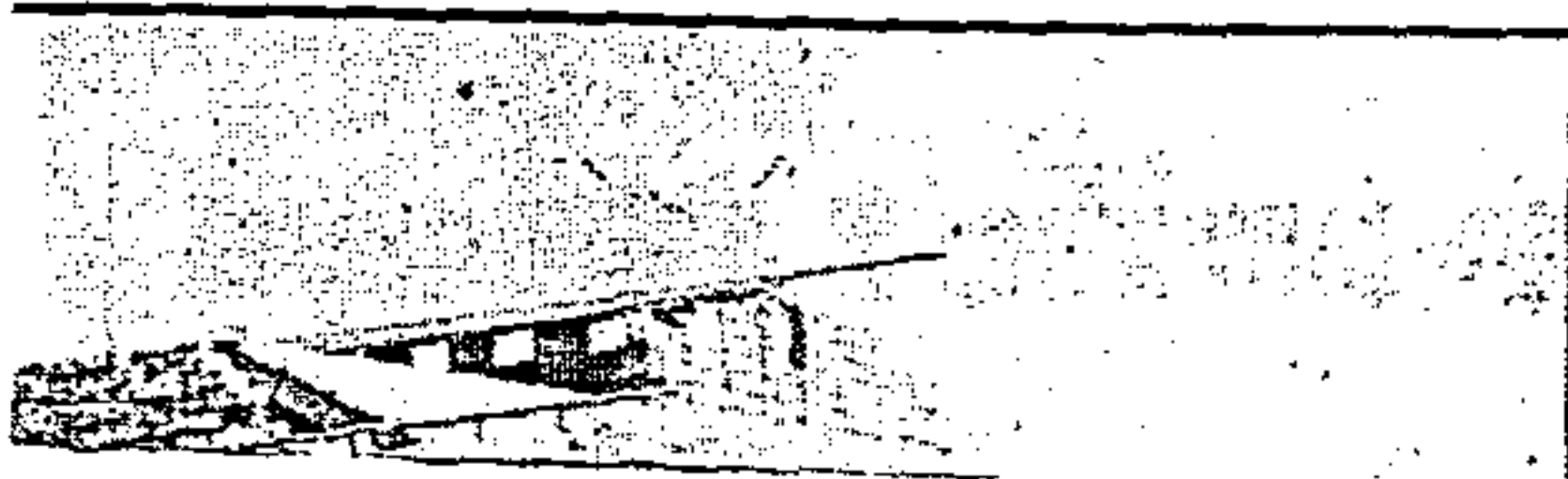
Tax-free grants towards the cost of studying for a diploma or a degree, also fall away from March 1.

"A company can pay the fees of bona fide students studying towards qualifications useful to the company.

"Thereafter, a student failing his or her exams could be obliged to refund the bursary money."

"Occasional Bursaries" of R750 a year awarded to children of workers with incomes below the tax return threshold would also become redundant.

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Pact puts an end to Caltex depot strikes

Wilson Zwane
21/9/91

WORKERS at Caltex Oil (SA) depots are expected to return to work today following an agreement between the Chemical Workers' Industrial Union (CWIU) and Caltex Oil (SA) on wages and terms and conditions of employment.

CWIU spokesman Martin Jansen said at the weekend the agreement was reached on Friday afternoon after the petrol company had imposed a lockout on striking workers two days previously.

Jansen said mediation between his union and two other petrol companies — BP and Total — would begin today.

"The strike action at these companies was suspended on Wednesday pending the outcome of mediation," he said.

Agreement

About 1 000 Caltex workers downed their tools 13 days ago in a legal strike for higher wages, job security and centralised bargaining.

Caltex Oil (SA) said in a statement at the weekend CWIU shift workers at its depots were expected to return to work today following the agreement between it and CWIU.

Workers at the Cape Town refinery were due to return to work on Friday night, Caltex said.

Caltex said the union accepted its final offer of a 16% increase.

The union also accepted Caltex's position on centralised bargaining and agreed that plant level negotiations would continue, Caltex said.

The CWIU also agreed to submit proposals on job security to the petrol company.

Violence-hit firm resumes operation

LANGEBERG Corporation and Canning's Boksburg factory, which closed down last week following violence which left seven people dead, is back in operation.

Langeberg spokesman Dev du Toit said at the weekend the factory was operating "at a reasonable rate" on Friday after more than 70% of the workers reported for work.

The factory stopped operating on Wednesday after workers belonging to the Cosatu-affiliated Food and Allied Workers' Union (Fawu) said they feared for their lives.

At least seven people were killed and two seriously injured when fighting broke out between members of Fawu and Inkatha-supporting United Workers' Union of SA (Uwusa) more than two weeks ago.

WILSON ZWANE

Du Toit said Langeberg management had agreed to let the workers stay away until discussions on security between it and Fawu had been concluded.

But the workers had been told that they were free to come to work if they chose to do so, Du Toit said, adding "that is exactly what happened on Friday".

Langeberg management and Fawu were, however, still working on security measures, he said. *Day 2/9/91*

Fawu's Ernest Buthelezi said the clashes began after Langeberg management dismissed Uwusa workers.

Uwusa spokesman Duke Sennakgomo said his union would soon negotiate the reinstatement of its members.

40 000 lose jobs in main sectors

. B1 Day 3/9/91 .

PRETORIA — More than 40 000 workers lost their jobs in SA's four main employment sectors earlier this year, Central Statistical Service (CSS) figures show.

Compared with previous CSS figures, the latest statistics show that unemployment has continued to accelerate. *B1 Day 3/9/91*

In the three months to end-May the number of people employed in the mining and quarrying industry declined by 21 362 to 630 481.

Employment in the manufacturing sector fell by 10 300 to 1 430 000 in the four months to end-June, and construction industry jobs dropped by 5 300 to 391 000.

Even the relatively stable electricity industry shed 700 jobs in the four months to end-May.

This brought that sector's employment to 48 100.

The total number of jobs lost in the four sectors was 43 962.

The CSS's previous employment report, covering the period between December and the end of March, found that 23 000 jobs were lost in the four industries — just more than half the latest figures.

GERALD REILLY

During that period, 9 103 jobs were lost in the mining and quarrying industry and 8 300 in manufacturing.

In construction, 7 400 workers lost their jobs.

Employment in the electricity industry remained static.

Exports

Volkas chief economist Adam Jacobs said there were no indications that the growing unemployment trend would slow down this year. Behind the trend was a weak domestic demand for consumer goods and tough international trading conditions which affected exports and the manufacturing industry in particular.

Corporate profits were down almost across the board.

Companies viewed labour as a prime target when looking for ways to reduce costs.

Jacobs said less than 10% of the 300 000 people who entered the job market each year actually found jobs in the formal sector.

Rising imports may hit 15 000 workers.

3/10/91 3/19/91
WILLIAM GILFILLAN

SIX thousand jobs had been lost and a further 15 000 were threatened as a result of rocketing imports of jerseys and sweaters, the South African Worsted Spinners and Garment Knitters Association claimed yesterday.

At the same time the association called on the authorities to ignore last week's objections by the National Clothing Federation on the latest Board of Trade and Industry (BTI) proposals for restructuring the textile and clothing industries.

The proposals, gazetted in August, include increasing the tariffs on imported textiles and clothing, withdrawing rebates and reducing the incentives for clothing exports.

By siding with the textile industry, known to support the BTI proposals for increased protection, the association had created a major rift in the clothing industry, analysts said.

Association chairman Peter Jacobson said that apart from damaging local businesses and jobs, the duty-free structural adjustment programme had done "horrendous damage to the fiscus and done nothing to alleviate inflation".

He said "the BTI proposals can be combined with a more meaningful anti-dumping duty which has the teeth to ensure prompt action before irreparable damage is done".

1/6/83
Cand/S

Langeberg's reward

LANGEBERG Corporation and Canning has offered a reward of R10 000 for information leading to the arrest and conviction of people responsible for the killings of at least seven workers at its Boksburg factory. (181) ~~181~~

The factory was closed last week after members of the Food and Allied Workers' Union (Fawu) said they feared for their lives. This followed fighting between members of Fawu and the Inkatha-aligned United Workers' Union of SA.

18
Labour costs
blamed for high
Star 4/9/91
food prices

Labour costs were a major cause for increasing food prices, Anthos Yannakou, Fedfood's general manager (planning), said at a meeting in Pretoria of the South African National Consumer Union.

He said the consumer price index for food remained above the overall CPI.

However, wages had risen at an alarming 17 percent a year, lowering productivity to an "abysmal" 40 percent of that in the developed world.

Other cost inputs in the R14 billion-a-year food industry that had increased were transport, packaging and distribution.

In the retail trade, large increases were recorded in rentals and shrinkage, while sales had declined due to the recession.

The country's food industry was mostly domestically orientated. Only five percent of production was exported.

The industry did not make unreasonable profits.

Figures relating to the four major participants (Tiger, Premier, ICS and Fedfood) showed shareholders had received 1,1 percent of sales as dividends, 2,3 percent of sales had been retained for future expansion and R552 million had gone into capital expenditure.

— Sapa.

Tek Industrials plans further staff cuts

BELEAGUERED printed circuit board (PCB) manufacturer Tek Industrials is cutting staff a further 20%, bringing numbers down from 650 to 300 in two years.

MD Wallace Roome says the company, jointly owned by Siemens and Tek Corporation, is in the process of rationalising its manufacturing operation.

"This included rationalising the MSN PCB operation, which became part of Tek Industrials about two years ago.

"Our major customers are in the telecommunications and armaments supply industries, and spending by these two industries has been cut back severely during the past four years.

MELANIE SERGEANT

"The direction of our clients will determine our future. (181)

"At our present size, it's now financially viable for Tek to service the industry — provided there is no more shrinkage in demand." (233)

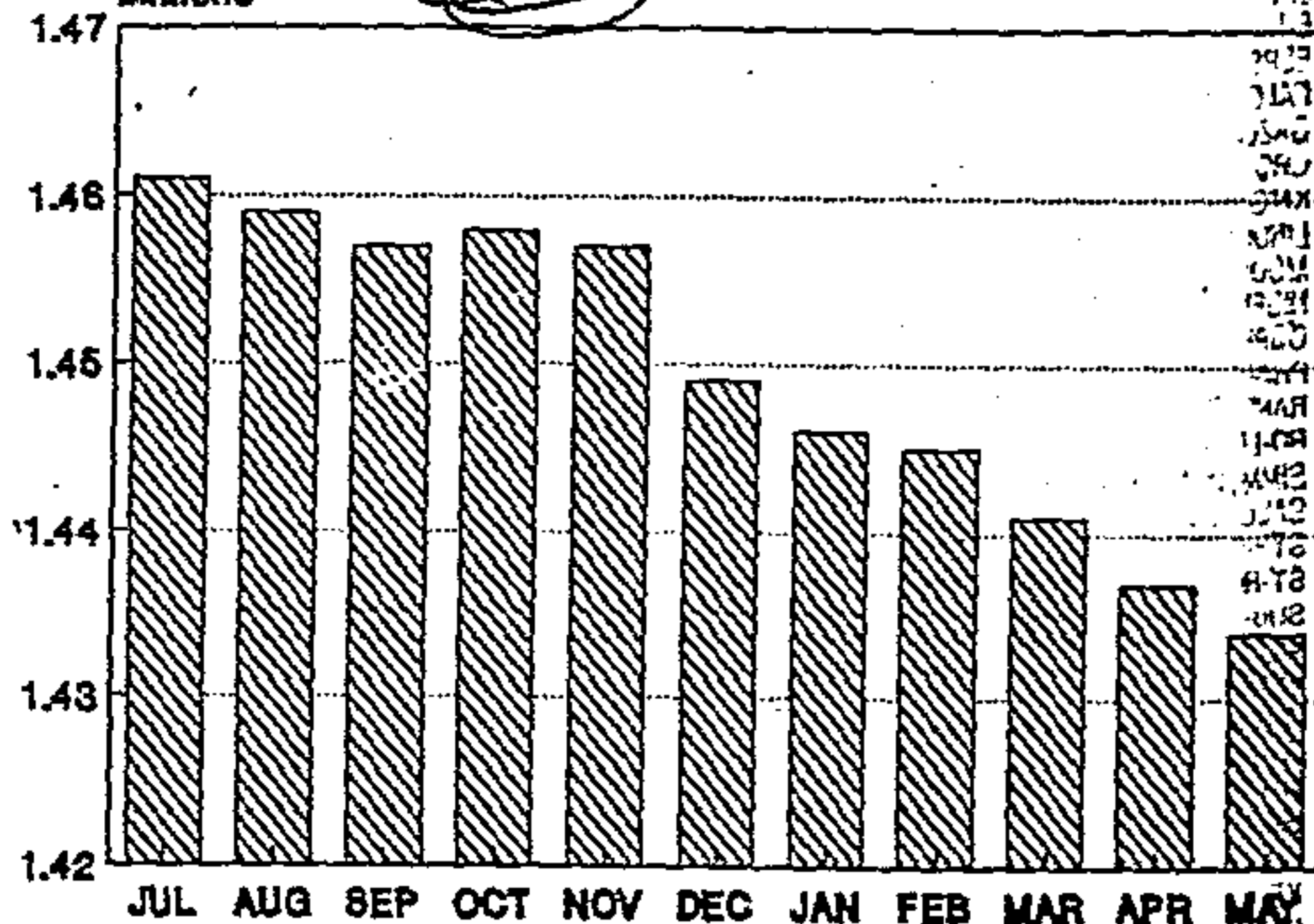
He says the company no longer exports because its products cannot compete with those from the Far East.

"Fortunately, we are not affected by the growing trend among government entities to open their doors to private sector work; Tek is the only facility of its kind in SA."

16/11/85
BIDWAY 5/19/87

Manufacturers shed thousands of jobs

Millions



Down . . . Employment in the manufacturing industry

By Derek Tommey

The cure for high inflation is to hold down labour costs, say the pundits.

And this is exactly what manufacturers — the second-largest employers of labour after the public service — are doing, an analysis of the latest wage and employment figures show.

They show that not only have they been reducing their labour complements, but have been keeping increases in wages and salaries well below the inflation rate.

This helps explain the cold breeze the retail trade is now feeling.

According to Central Statistical Service's figures, manufacturers' monthly wage bills in the 11 months to May grew by only 4,6 percent, from R2,34 billion to R2,45 billion.

In the same period, the Consumer Price Index rose by around 12 percent.

This means that when adjusted for inflation, manufacturing wages dropped eight percent in real terms between June last year and May this year.

Employment in manufacturing dropped 27 000 to 1,43 million in this period after a wholesale shedding of labour throughout the manufacturing sector.

The food industry shed 3 800 people, the textile industry 3 100, industrial chemicals 1 700, timber 1 200, cement and lime 1 500, metal products 2 600, machinery and equipment 3 300 and motor vehicle assembly 2 500.

Several other sectors shed 500 to 900 people.

It is disturbing to note that the number of people employed in the manufacturing sector at the end of May was only 3 083 higher than in 1985 when, according to Reserve Bank fig-

ures, manufacturing employed 1,430 million, and about 40 000 fewer than in 1984, immediately before sanctions and other trade restraints were imposed.

Had manufacturing been able to maintain at least a three percent growth rate in employment in the troubled 1980s, some 700 000 more people would be in jobs today.

Moving to the wages paid in manufacturing, the average was R1 708 a month — an increase of 6,6 percent on the R1 602 paid last July.

The average white wage rose 8,2 percent in this 11-month period from R3 474 to R3 758 and the average coloured wage 6,9 percent from R1 104 to R1 180.

The average Indian wage rose a somewhat exceptional 15,9 percent from R1 476 to R1 702 and the average black wage 1,7 percent from R1 029 to R1 047.

Adjusted for inflation, the average manufacturing wage dropped 6,2 percent, the average white wage 4,6 percent, the average coloured wage 6,25 percent, the average Indian wage 1,5 percent. The average black wage fell 10,5 percent.

These are not particularly pleasant figures for the average worker in manufacturing.

But they hold out considerable hope that South Africa can eventually bring down its high inflation rate.

It shows that some manufacturers are adjusting to the tougher economic conditions and are preparing to be more aggressive and competitive.

If the Government could persuade the public sector that the next wage increase should be in line with those in the private sector, the outlook for curbing inflation would be bright indeed.

'Murder' scam is exposed

SIX whites have been arrested and charged with the murder of a black worker initially believed to have died of natural causes.

The whites are charged with the murder of Mr Phineas Mmethi, a member of the Steel, Engineering and Allied Workers Union of South Africa and an employee of the Pietersburg company NTY.

Nactu regional spokesman Mr Theophilus Ramalamula said the company informed Mmethi's family that he fainted and fell while working on March 8 last year.

The union had called for a post-mortem, which the local district surgeon

Sowetan 6/9/91

By MATHATHA
TSEDU

had at first agreed to do. He later reneged on the agreement.

The post-mortem was eventually done by Dr LL Monyamane, who took the corpse to Lebowakgomo after the Pietersburg government mortuary refused to allow him to do it there.

Monyamane's report led to a police investigation that ended with the arrest of the six whites, who were employed at NTY.

The six are Mr James van der Merwe (35), Mr Willem Burger (32), Mr Abel Pienaar (30), Mr Jacobus Schutte (20), Mr John Jones (22) and an

underage youth. They appeared before Mr MJ du Toit on Monday.

The case was postponed to September 30 for the Attorney-General's decision. All except Van der Merwe pleaded not guilty to the charge.

In testimony during the preparatory examination, Van der Merwe said he had been told that Mmethi was a member of the Mafia and possessed a "pink letter" authenticating his membership.

He said he had gone with the other accused to Mmethi to demand the letter. He admitted to slapping Mmethi and being present while the man was assaulted. But he said he did not intend to kill Mmethi.

181

Protest is biggest yet

clip 8/9/91.

clip 8/9/91. (18)

By DICK USHER

AT LEAST 136 000 workers from 1 400 factories in 73 areas took part in the SA Clothing and Textile Workers' Union (Sactwu) "human chain", in Cape Town this week, making it by far the biggest protest staged in South Africa by a single trade union.

The protest reflects deeply-felt worker concerns about factory closures, retrenchments and short-time working, which the union estimates have seen about 10 000 jobs disappear in the past 12 months.

Besides protesting over the job losses, workers were calling attention to the imminent introduction of VAT and to the union's demand for national forums at which industry-wide problems can be dealt with.

Sactwu assistant general secretary Ebrahim Patel said there were two roots to the problem - inconsistent government policies and inconsistent attitudes from employers.

Patel said apartheid

policy had resulted in a poor climate for investment, which in turn led to limited industrial growth and job creation.

In addition, the government's structural adjustment policy had resulted in substantial job losses in the textile industry. But it had now decided to reverse this policy, which would also cause further job losses.

The structural adjustment policy had permitted manufacturers to import cheap textiles, provided the goods made from them were exported. This had lost local textile jobs which would not be restored easily.

But reversing the policy now meant that clothing employers would be unable to fulfil export orders, and would have to lay off workers.

"And employers themselves have inconsistent approaches to finding a solution," he said.

"Either they want more protection, or they want free trade - but you can't have both.

"Sactwu wants to restructure the industry in co-operation with employers.

"But this has to be done on a national basis, involving all stakeholders in the industry - not as a series of ad-hoc actions by employers."

Sactwu is currently involved in discussions with clothing employers at a national forum and is trying to create a similar body with textile employers.

But clothing employers in the Western Cape, the most important section of the industry, have so far refused to enter the forum. In the textile industry the union held discussions with employers last week from which it hopes progress will be made.

"What we are looking for are training programmes structured on a national basis in which the union will have an important voice in deciding policy and a stronger emphasis on exports," said Patel.

Education and training were at the heart of creating a more efficient and productive industry, he said, while raising the level of exports required increased investment.

Graduates are getting a raw deal - ANC

Sowetan 9/9/91

By Don Seokane

A LARGE number of qualified black graduates have been barred from being employed in the country by companies practising apartheid policies, according to Mr Tito Mboweni of the ANC's economic unit.

Mboweni was addressing the formal launching of South African Students Internship Foundation which was formed with the aim of providing returning graduates with job placements in the

country.

He said the private sector needed to take full advantage of skilled black graduates who were unemployed.

"The country has to move in a direction of national interest while getting rid of sectional interests, and Sasif's role is of vital importance in moving towards that direction," said Mboweni.

Now firms try to place retrenched employees

VERA VON LIERES

OUTPLACEMENT — or helping retrenched employees find new work — is becoming an increasingly popular management tool in SA, according to a UK human resource consultant.

MD of Pauline Hyde & Associates Christopher Blasdale, the guest speaker this week at a two-day conference on corporate restructuring, said yesterday outplacement held many benefits for SA companies.

"Currently, in the UK, management (turnover) is taking place at the rate of between 20% and 25% per year. We are there to help managers to meet that change," Blasdale said in an interview.

He explained that outplacement, in its simplest form, was a method to help people leaving a company find good new careers quicker than if they were left to their own devices.

Shopfloor

Outplacement was not exclusively for senior management. While it originally started with top management, the service had been extended to middle management, junior management and shopfloor workers. Counselling management and shopfloor workers was the same discipline and only the style was different.

The concept originated in the US in 1975 and came to the UK in about 1977. More than 90% of big companies overseas use outplacement and it was likely to become a standard practice in SA.

"When companies restructure, which generally means downsizing, they have a tremendous morale problem. One of the best ways of restoring the morale of the company is by placing employees in new jobs — which is the real reason why companies find it cost-effective using our services."

The conference, which starts at the Indaba Hotel today, is organised by Executive Seminars.

Textile chief seeks to appease garment makers

By Des Parker

16/9/91

DURBAN — Textile Federation president chairman Wallace Grace has sounded a conciliatory note as fabric producers and clothing manufacturers continue to tear into one another in their seemingly endless battle over the issue of trade protection.

Promising to promote discussion and appreciation of opposing points of view, Mr Grace, who is also chairman of Tongaat Textiles, stresses the need for give and take on both sides.

In his inaugural presidential column in the federation's Tex-

tile Topics newsletter, he warns that the demise of the textile sector in Western economies has in all cases been followed by running down garment industries.

With the passing of sanctions, export opportunities — particularly for clothing manufacturers — have seldom been better.

"We will need to work closely with our clothing partners if we are to take full advantage of the situation," says Mr Grace.

While the clothing factory bosses need to be aware of their reliance on a healthy textile sector, "we (textile producers) will

need to improve our own performance".

"If each textile company takes a critical look at its own performance over the past year, it will no doubt recall many occasions when — had it been on the receding end — it would have been dissatisfied."

Mr Grace's advice is all the more piquant, given an examination of the state of the textile sector.

Employment in its mills has declined by 19 percent over the past 10 years — from a peak of 115 000 to about 93 000 at present.

Last week, textile giant Consolidated Frame announced the retrenchment of 1 000 workers at the East London spinning plant it plans to close next month.

Subsequently, group executive chairman Mervyn King said a proposed cut in the import duty rate on yarns in the Board of Trade and Industry (BTI) prospective textile pipeline development plan — which generally has been welcomed by the sector — would spell an end to cotton farming, ginning and spinning in SA.

For the past two years, however, since the introduction by

the Government of a BTI-engineered structural adjustment programme for the two industries, the textilers have been under the gun as their customers in the clothing industry made use of special duty-free import-for-export permits to bring in textiles.

Last month, the BTI published for comment a new nine-year development plan, which reins in the use of import permits and gives the textile sector increased — but reducing — tariff protection while it gears up to confront international competition.

Both sides have until October 15 to make their feelings known.

South African MDs

riding the gravy train

151

Star 16/9/91.

By Derek Tommey

When it comes to reading the figures on the salary cheque, managing directors in South Africa are among the worst paid in the Western world, according to a survey by the London-based management consultants P-E International.

But do not shed too many tears for South Africa's business high-flyers.

After taking into account the tax they pay and more importantly, the differences in living costs (excluding housing) in South Africa and other countries, the survey found that our chief executives were not doing too badly after all.

In fact, it found that their living standards were higher than those in similar jobs in 11 major Western countries and were not too far below those of their counterparts in a another seven.

Only chief executives in New York and Toronto are substantially better off than those in Johannesburg when tax and living costs are considered.

The survey was of managing directors of manufacturing companies with an annual turnover equivalent in British pounds to R250 million a year and employing about 500 workers.

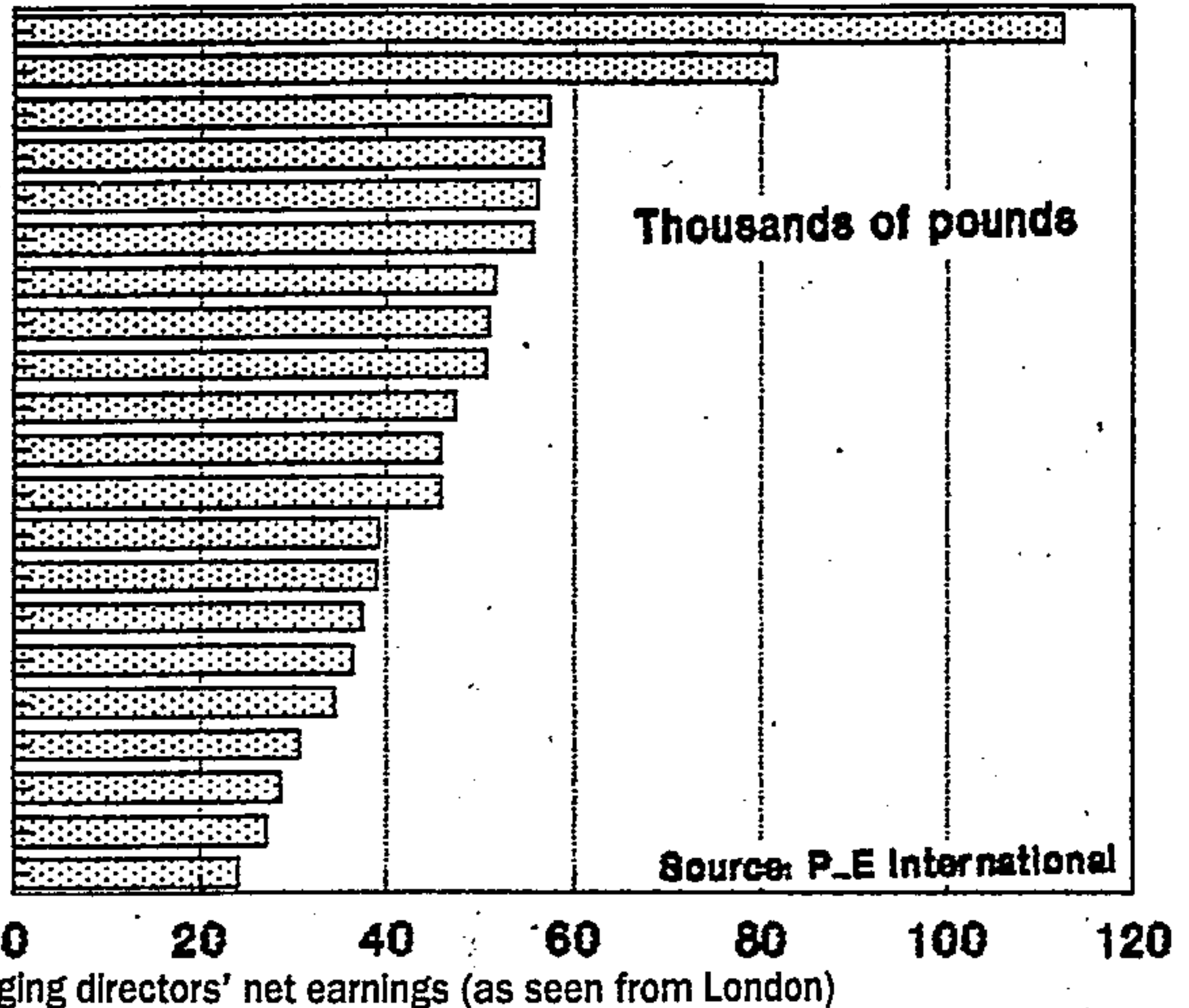
New Yorkers had the biggest pay cheque. They received on average about R808 000 a year, or about three times what a Johannesburg MD received.

Toronto MDs ranked next with the equivalent of R607 000 a year.

Average gross earnings slowly dwindle as one works through executive pay in Europe, Australia and Tokyo, until fourth from the bottom of the list of the 21 major cities surveyed you find Johannesburg.

Here the average earnings of MDs is estimated at R268 800 a year.

New York
Toronto
Frankfurt
Zurich
Paris
Vienna
Madrid
London
Rome
JOHANNESBURG
Tokyo
Amsterdam
Helsinki
Sydney
Brussels
Stockholm
Dublin
Athens
Copenhagen
Lisbon
Oslo



Smaller annual emoluments are received only by executives in Oslo (R268 000), Athens (R204 000) and Lisbon R128 000).

But after adjusting these figures for tax and differences in living costs a very different picture emerges.

Chief executives in New York are still the best off, but now receive just over twice the sterling equivalent of a Johannesburg MD.

The net earnings of a New York MD are estimated at £112 400 a year, while the Johannesburg MD receives the equivalent of £47 300 a year.

This compares with the £50 600 earned by a Rome MD, the £50 700 by a London MD and the £51 100 by a Madrid MD.

MDs in Vienna, Paris, Zurich and Frankfurt have a slightly higher level of earnings, receiving on average just over £56 000 a year.

On the other hand, Tokyo MDs, despite Japan's reputed wealth, earn only £47 300 a year.

Worst off of the lot is the Oslo MD; his earnings work out at

about half those of a Johannesburg MD.

The fact that the net earnings of a Johannesburg MD compare fairly favourably with those of counterparts elsewhere might come as a surprise to some people, particularly as the economy has been suffering the depressing effects of sanctions for some years and has recently been restrained by the Reserve Bank's tight money policy.

But management consultants point out that as the world increasingly becomes a global village, and people find it easier to move from one country to another, a "rate for the job" tends to be established.

This is especially so for those people with high-level skills and specialist experience because there is a significant shortage of people in these categories.

Such knowledge is spread by surveys of the kind prepared by P-E International.

These surveys ensure that local executives know what their counterparts are receiving.

The existence of international

head-hunters such as P-E International also makes it fairly easy for local chief executives who believe they are not getting a fair deal at their present companies to move elsewhere or to another country.

The result is that boards of directors who want to retain their skilled and experienced people have to offer them a living standard reasonably commensurate with what they could get overseas.

This is something that should also be borne in mind by those politicians who are critical of what they consider the excessively high salaries paid to top executives and who are calling for a redistribution of wealth in the "New South Africa".

They must be aware that any move to reduce the living standards of top earners — who are also its most highly skilled and experienced people — could see many of them quickly moving overseas to countries where they believe their abilities will be more fairly rewarded.

That development would have serious repercussions on the South African economy.

Thousands of pounds

Source: P-E International

Economy could decline further

CAPE TOWN — The economy has not bottomed out yet and a lower turning point could be reached during the fourth quarter, a manufacturing survey conducted by Stellenbosch University's Bureau for Economic Research (BER) suggests.

The survey, conducted among 835 manufacturers representing 21 sub-sectors, also forecast a further decline in the number of factory workers employed, and in the average hours worked per worker in the third and fourth quarters.

"It needs to be stressed that expectations of short-term manufacturing leading indicators such as new orders received, unfilled orders and general business conditions were not realised in the third quarter and forecasts for the fourth quarter indicate lower levels than last year," BER says.

It forecasts that new orders received and unfilled orders will remain in the doldrums for a while, though it expects the bottoming out in general business conditions over the next 12 months to be rapid.

Levels of manufacturing production and sales are likely to continue to be relatively low until the end of the year, especially in view of the decline in real consumer spending and the relative lack of anything in the manufacturing pipeline to boost sales in the short term.

"Currently 13% net of our respondents are experiencing worse condi-

tions than during the same period of last year. It is significant, however, that the number of respondents satisfied with business conditions has not declined further."

The poor conditions are, however, not evenly spread with eight of the sectors on higher levels compared with the first quarter of 1989 and some sectors still continuing to project erratic growth.

"Projections are that production in 10 sectors could be on higher levels at the end of the year," BER adds.

The durable goods sector has seen a 12,7% decline in production volumes since the start of the recession in late 1988 compared with the non-durable goods decline of 2,1%.

Utilisation of production capacity has dropped to 82,7% from 84,5% with only 19% gross of those surveyed using their full capacity. Current stocks of both raw materials and finished goods remain too high.

During the recession the manufacturing workforce has dropped by 0,8% while overtime worked has fallen by 30%. Most of the layoffs were in the unskilled category.

BER expects the trend for the volume of manufactured exports to increase at a faster rate than imports of manufactured goods to continue over the next 12 months, despite the fact that sanctions are being experienced as a constraint by 46% of the manufacturers surveyed.

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Day 23 | 9 | 91

OUTWARD Bound — the international organisation which works towards realising people's potential and removing barriers between individuals — will officially launch its SA centre today.

Outward Bound has had centres in Lesotho and Ciskei since the 1970s but has stayed out of SA proper because of the organisation's non-racial policy.

Outward Bound's SA marketing spokesman Philip Kantor says the organisation has 46 training programmes worldwide and SA companies have made extensive use of its courses to improve communications between employees. 8/02/79 27/9/79.

Companies which have used Outward Bound training programmes include First National Bank, Sasol, De Beers, Anglo American, Anglovaal, Rand Mines and Young & Rubicam.

The aim of the organisation is to "foster personal growth and the fulfilment of one's potential in a challenging environment", Kantor says.

Participants in Outward Bound courses are required to interact in unfamiliar and challenging social environments which present a range of tasks,

VERA VON LIERES (18)

problems and obstacles.

Tasks include expedition work or community service placement over several days and call for group organisation, teamwork as well as physical and intellectual effort.

"SA is faced with a rapidly changing environment. There is an immediate need for all its people and language groups to meet, communicate, and develop mutual respect," Kantor says.

As a non-discriminatory, educational institution based in neutral and challenging surroundings, Outward Bound was well equipped to provide an ideal platform for self-development and social growth, he said.

Courses — which include full expeditions, sailing, skiing or caving — were challenging and often involved difficult judgment decisions, sharing, and responsibility, Kantor said.

Today's launch is scheduled to take place at the First National Bank Training Centre in Sandown.

B10 Aug 30/9/91

New company will focus on training and education

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ABOUT R163bn in credit was owed in SA at the end of 1990.

This credit is the core asset of most organisations and probably the most difficult to control.

If poor control results in a large portion of this debt being written off, the country's standard of living and economic growth will drop and prices will escalate.

Many organisations don't place sufficient emphasis on the importance of credit control.

Specialise

With this in mind, Credit College, the first company in SA to specialise in credit education and training, has been established.

Although the official launch of the company is scheduled for October 16, Credit College has been in operation since April this year and has already signed its first major contract.

The company was formed by experienced credit specialists, all of whom have lectured for Credit Management Education Associates (CMEA), a subsidiary of the United Institute of Credit Management (UICM).

Philips group credit manager and past president of the UICM Pieter Buitendag was elected managing director by the shareholders.

Additional directors include John Downie, credit manager for 3M, and

George Gericke, full-time credit training executive for Credit College.

The company runs courses nationwide.

Buitendag says: "Our courses are structured in accordance with UICM requirements and Credit College diplomas are recognised nationally."

"We offer day and evening courses as well as consultancy and in-house training customised for specific needs."

Credit College distinguishes between skills training and education.

Its daytime skills courses cover issues such as customer communication, collections and financial statements and focus on the practical use of theoretical knowledge.

The educational courses are run in three categories: intermediate, advanced and higher.

Experience

"All Credit College lecturers are practising credit managers and lecturers with many years' experience," Gericke says.

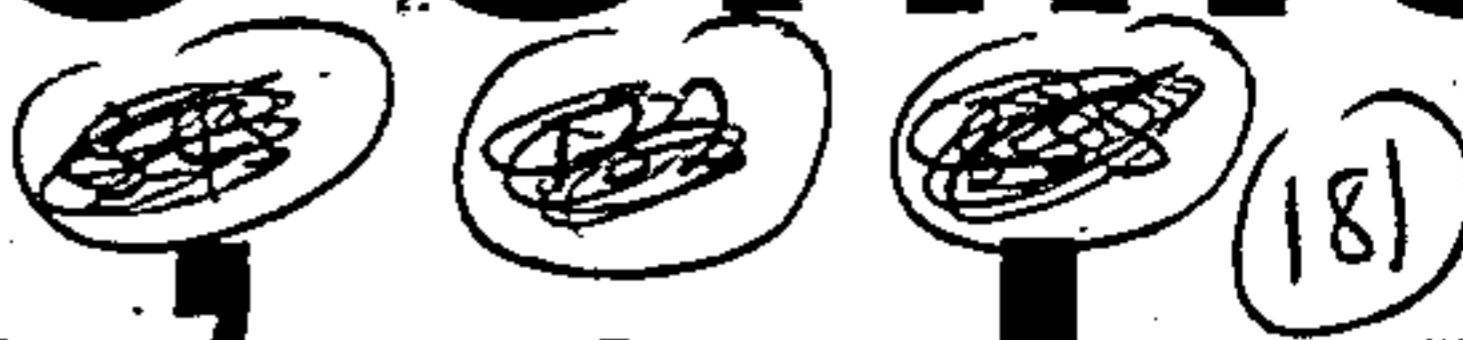
"The content of our courses is designed to be dynamic, stimulating and demanding."

"Students are guaranteed the ability to optimise their potential."

It is Credit College's objective to assist the employer in his responsibility of creating the environment, structure and systems to enable credit staff to function effectively.

Awesome shift in unions' role

Sowetan 11/10/91



SOUTH African trade unions face tough new challenges.

Their job is to defend workers' rights, and so far they've done a pretty good job.

But new realities are likely to cut their membership in the years ahead. And the harder they struggle for their members, the more jobs will be lost.

Several forces are at work in international business that are changing the role of unions, what they stand for and the way they operate.

These new conditions are affecting workers in every country. But their impact will be especially serious here.

The South African work force is too unskilled to attract high-tech jobs and too expensive for low-tech industries.

Competition

Technology has made the world a global village, so our workers are now in competition with workers everywhere.

Because it's easy to fax instructions to Barbados, Calcutta or Hong Kong, companies now go "body shopping" for labour, buying it wherever it's cheaper and most productive.

And since about four billion of the world's five billion people live in conditions of poverty, there are plenty of hungry foreigners who don't care about our "living wage". They snap up jobs at virtually any wage.

Here, the average black factory worker earns around R1 250 a month. In Taiwan, that worker gets R50. But Taiwan is currently exporting factories at a furious rate

FOCUS

By TONY MANNING
(author and business consultant)

because there's cheaper labour elsewhere.

In Malaysia, for example, the same job commands about R3,50 a month, including an allowance for travel and food. And in Shanghai, it's worth just R1,20 a day - and only 10 percent of the population earn that much.

These are the facts, and we'd better face them. For too long we've buried our heads in the sand. Now, for the first time, we face the chill winds of global competition - in a time of unprecedented global change.

Black unions have played a transforming role in South African politics. They did a lot to force a quiet revolution from within commerce and industry, mining and construction, when other movements were banned.

But from now on, with apartheid dying and with a new black government likely in a very short time, the focus of the workers' struggle will shift more and more from politics to economics.

Unfortunately, the very success of union actions so far could frustrate their efforts to get a better deal for their members.

Escalating wage demands with

Tough challenges wait in the future

little improvement in productivity have helped to keep the economy in recession and made South African companies uncompetitive in world terms.

The result has been tougher bargaining by bosses and tens of thousands of lay-offs.

Companies are now extremely careful about who they hire, the contracts they sign and what benefits they offer.

Today, 43 percent of the formal work force is unemployed. Only about 12 of every 100 work seekers can find a job. There is no reason to believe that this tragic situation will improve any time in the foreseeable future, with the population growing about three times faster than the economy.

Violence

Criminal violence is thus likely to rise to horrific levels in the next few years. That, in turn, will confirm the view of many foreign investors that South Africa's risks outweigh its possible rewards. Instead of putting their money, their skills and their technology into this country, they'll simply go elsewhere.

The worldwide recession has forced businessmen to watch their pennies. South Africa is a small target of opportunity. The big attractions are Europe, the Americas and the Pacific Rim.

If once we could expect easy handouts from the world's do-

gooders, that time is now past.

The new South Africa is not an attractive moral issue. What's more, aid to almost all African countries is now under review, and almost all of it comes with strings attached.

Failed

If once we could rely on gold to save our hides, that day is also past. In the past year, a major international war and a revolution in the Soviet Union have both failed to push its price up.

Nor are our other natural resources - for so long our great source of pride and hope - of much use right now.

Commodity prices are depressed everywhere. Any they're unlikely to rise much for some years, and then only too slowly to give us the urgent boost we need.

If we want to share wealth, we have to start by creating wealth. And the only way to transform this economy is by making our workforce world class in terms of both quality and cost.

In this new climate, organised labour has an awesome responsibility. Quite simply, it can encourage business and help attract investment, or it can guarantee that the new South Africa will never feed and clothe and house the millions of people who've suffered so terribly, who've struggled so long and hard, and who now expect so much.

Sacob predicts more job losses

B 1045 11/10/91
CAPE TOWN — Uncertainty over the timing of the next upturn was permeating the economy and could result in further job losses, Sacob economist Keith Lockwood told a Cape Town Chamber of Commerce seminar earlier this week.

Businessmen were uncertain over the state of the economy, possible labour action and political developments.

Lockwood said that over the next few months businessmen would be unsure whether any increases in sales were the result of pent-up demand pending the introduction of VAT or signs of a genuine recovery.

It is widely accepted that the economic recovery will be export led.

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Lockwood said those businesses involved in the export market should see an increase in sales and profitability next year. However, domestic-orientated manufacturers would continue to experience problems.

Export volumes excluding gold had increased by about 100% over the last eight years, though had tapered off in the last six months because of the fall in the world economy. From a 3,25% world economic growth rate in 1989 and 2% in 1990, a rate of 1,25% was forecast for 1991.

However, there were signs that the world economy, and particularly the US economy, had turned the corner

which boded well for SA exports of manufactured goods. A world economic growth rate of 2,8% has been forecast for 1992.

"There is no reason to expect a big turnaround in commodity prices this year so export-led growth will be problematic if reliant only on commodities," Lockwood said.

"SA has increasing exposure to world markets and is enjoying significant growth in exports into Africa. Exports of its manufactured goods will probably be more easily absorbed in developing countries."

The outlook for investment spending was not optimistic as gross fixed investment had tended downwards for the last six quarters, he said.

LABOUR

BY FERRIAL HAFFAJEE
 THE threatened wage strike at Iscor has been averted, and settlement has been reached at numerous other large firms hit by disputes in annual house agreement talks with the National Union of Metalworkers (Numsa).

With the annual round of house agreement talks now completed, only two firms, Ferralloys and Cisco, are known to have been hit by strike action. But levels of settlement are generally below inflation, reflecting the sorry state of the metal and engineering industries.

Numsa also revealed that most union proposals in house negotiations on job security had been "thrown out of the

Iskor pay settlement averts strike action

"window", as were attempts to persuade employers to join industry-wide training agreements earlier clinched in central forums in the metal, automobile manufacturing and tyre industries.

For largely historical reasons, major firms employing a total of some 20 000 workers are exempted from the metal industries' main agreement and negotiate in-house with trade unions. The annual wage round is concluded in the aftermath of, and is strongly influenced by, the national settlement.

At Iscor, where Numsa staged a suc-

cessful strike ballot, further negotiations yielded an increase of 10 percent on actuals, which is to be backdated. At Iscor's Cape Town subsidiary, Cisco, workers won an increase of 10,5 percent on actuals after going on a one-week strike.

At Usco in the Vaal, workers accepted a low five percent increase because, said a Numsa spokesman, the company was floundering and negotiations to sell the company to Iscor and other interests were under way.

Settlement has finally been reached at Ferralloys plants in Machadodorp and

Cato Manor in Natal, ending a five-week strike. Numsa secured an 11 percent increase, backdated to August, and workers will also receive a 5c-an-hour increase in January.

March 21 (Sharpeville Day) was won as a paid holiday — but this concession has only been granted until next year and will be renegotiated in next year's wage round.

Hulett's Aluminium workers in Natal and Olifantsfontein have been granted March 21 as a paid day off and won an 11 percent increase.

At Middelburg Steel and Alloys,

Numsa has claimed a minor breakthrough on a tool allowance for artisans. In terms of the agreement, the company will subsidise half the cost of tools and will provide workers with interest-free loans to pay the balance.

The company also upped its wage offer to R2,77 an hour, a 70c increase on its original proposal, according to the union.

At Alusaf, workers received a 10 percent on actuals, while at the Mangane Metal Company plants in Klerksdorp and Nelspruit — where a positive ballot threatened strike action — a settlement was subsequently reached on a revised employer offer of 11,5 percent, a two percent improvement.

Cut car prices and educate

S/Times (Bus)
NEARLY R10-billion could be released for training and education in the next five years if the average price of company-owned cars can be cut by R10 000, according to John Newbury, MD of Nissan SA.

Speaking at the launch of the new Nissan luxury vehicle, Mr Newbury says that traditionally, about 70% of passenger cars are sold to companies each year, representing about 250 000 in 1991.

If the price could be reduced by R10 000 on each unit, R2,5-billion could be released for investment in productive assets or for training and education.

This, he says, is vital for the future of the country and the economy, which has seen the population grow from 22-million in 1970 to 37-million last year. Of these, 37% are under the age of 15, 65% are urbanised and 41% are unemployed.

In 1960, it was possible to find jobs for

13/10/91 By DON ROBERTSON

736 out of each 1 000 school leavers, but today only 125 can be offered jobs, he says. "This is a real nightmare."

To overcome this, the motor industry, the second largest employer in SA, must be encouraged to expand, improve productivity and enter global markets. It must also overcome unrealistic labour demands and absenteeism.

Painting a gloomy picture about the economy, Mr Newbury says that he is concerned about the state of industry, labour disruption, political instability and the controversial Phase Six local content programme.

The major problem facing SA is political instability.

The recent comments of ANC secretary-general Cyril Ramaphosa can only

(18)
drive down investment in SA and severely damage the country's credibility internationally.

Referring to Phase Six, Mr Newbury says that all manufacturers accepted the Board of Trade and Industry's concept that it should reduce foreign exchange expenditure, develop exports and produce affordable vehicles.

But under pressure from German manufacturers, the BTI is moving away from this. Low-cost motoring does not only involve the price of the car but also low cost maintenance, running costs, finance charges and insurance.

Mr Newbury questioned the concept of fringe benefits, in which a Fiat Uno, manufactured by Nissan, carries the same 1,2% tax as a BMW 850i.

"Is this logical, can it continue? The Ministry of Finance must address this point."

Labour is showing a spirit of consultation

DEVELOPMENTS on the labour scene during the past year have seen dynamic changes, Sacob says in its annual report released this week. (18)

"The adversarial climate has abated and there is a new spirit of consultation arising out of the successful conclusion of the Saccola/Cosatu/Nactu accord of last year, which culminated in the Labour Relations Act of May, 1991. (19)

"The past year has seen a continuation of the trend for social policy issues to become part of the relationship between employees and employers. (20)

"This has led to the addressing of issues such as AIDS, a new strategy for urbanisation, health care

and social responsibility.

"The supply of skilled manpower to meet the challenge of SA's need for economic growth continues to be cause for concern," Sacob says. (21)

"Changes to manpower policy on a broad front will be to address this problem.

"Sacob is also strongly promoting the closer integration of education, training and career guidance.

"As it is unlikely, however, that a restructured education and training system will meet certain immediate manpower needs, Sacob has proposed changes to current immigration policy designed to encourage those immigrants with qualifications, skills and capital that are needed to come to SA."

Manufacturing sector has vital employment role

BIDAY 15/10/91

THE SA economy's performance over the past decade has been disappointing, with growth in real gross domestic product significantly lower than the growth in the population.

As a result, the ability of the economy to provide employment and improve the standard of living has been limited and poverty and economic inequality have become pronounced.

A failure of the economy to achieve higher levels of growth will make it difficult to address these problems and will tend to promote instability, according to a recent report by Sacob on the development of a new industrial policy for SA.

"While there are numerous reasons for the poor economic performance, recent political initiatives have made it possible for the country to shift its economic focus from the inward-orientated policies of the past to ones more outward orientated in order to maximise the growth opportunities."

As the biggest single sector of the economy and the biggest employer outside of the public sector, the manufacturing sector has an important role to play in generating wealth and providing employment in the new SA, the report says.

"However, it will be necessary to create an environment conducive to the sustained expansion and development of the manufacturing sector."

Research by Sacob shows the manufacturing sector's poor performance over the past few years has "probably" made a considerable contribution to the lack of performance in the economy as a whole.

Investment, the report says, declined so the volume of output remained static and the productive capacity decreased.

"An analysis of the competitiveness of the manufacturing sector shows in almost all areas of inputs it is at a competitive disadvantage cost-wise."

The report says if the country is to regain some of its lost market share in world markets and get

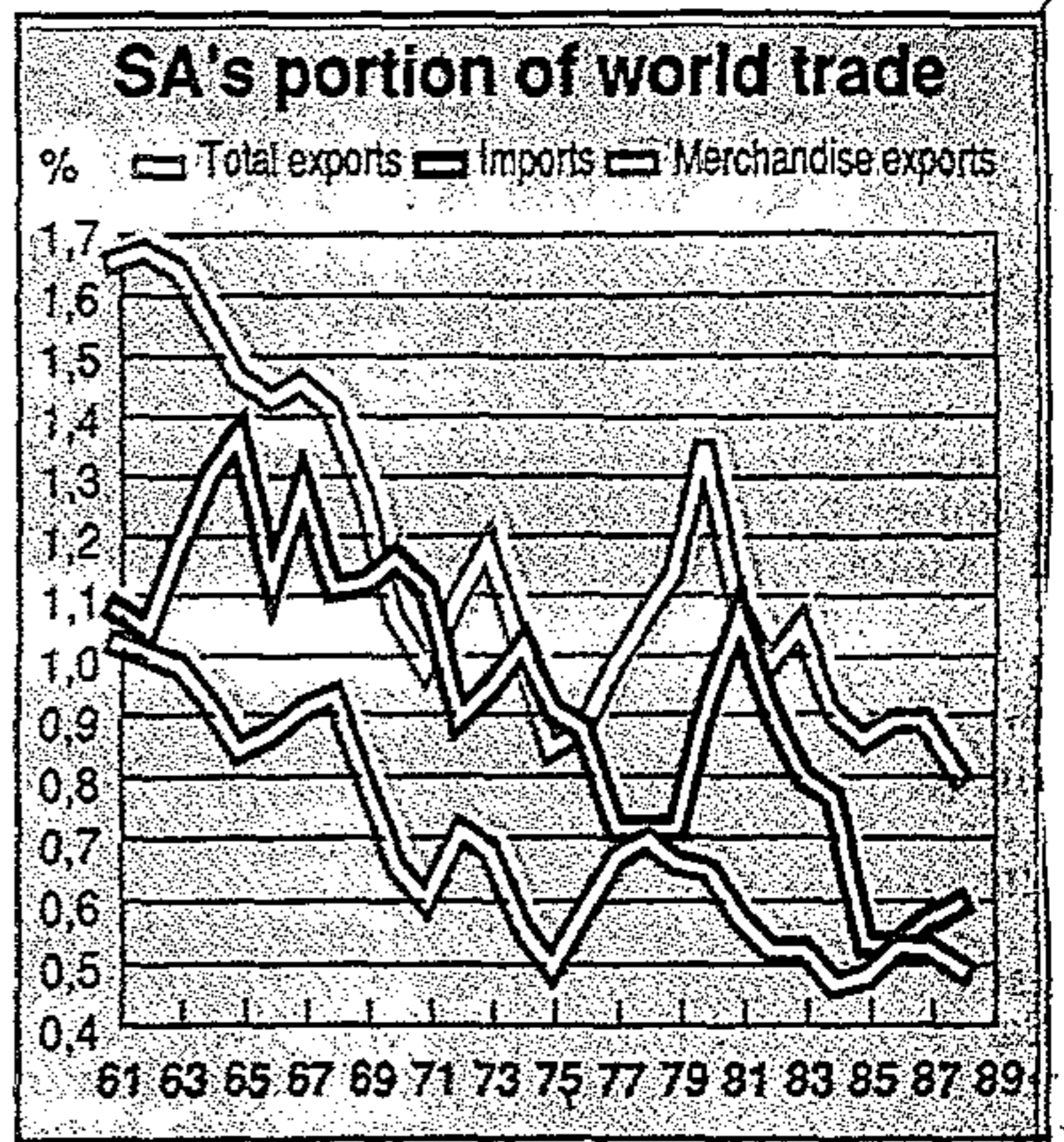
manufacturing back on a growth curve, these factors are going to have to be addressed.

While some of the factors can be addressed immediately, others can only be rectified over the medium to long term.

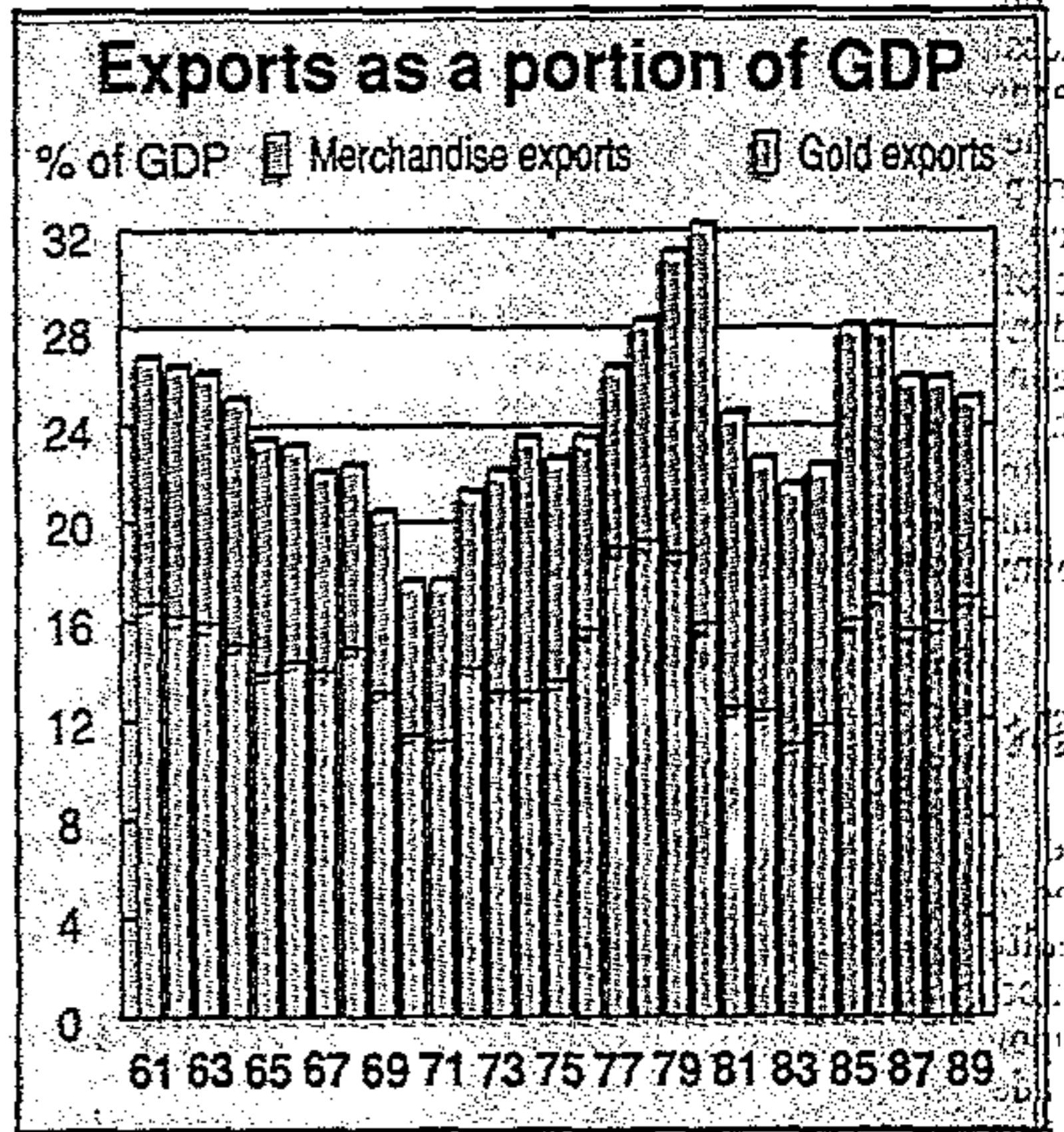
The Sacob report says an analysis of inputs to the manufacturing sector show that 70% of these are at a competitive disadvantage when compared to other countries, and only electricity and mining inputs provide a competitive advantage.

"However, they only make up 8% of total inputs. A quantification of the competitive position appears to show the SA manufacturing industry is at about a 15% cost disadvantage compared to other countries."

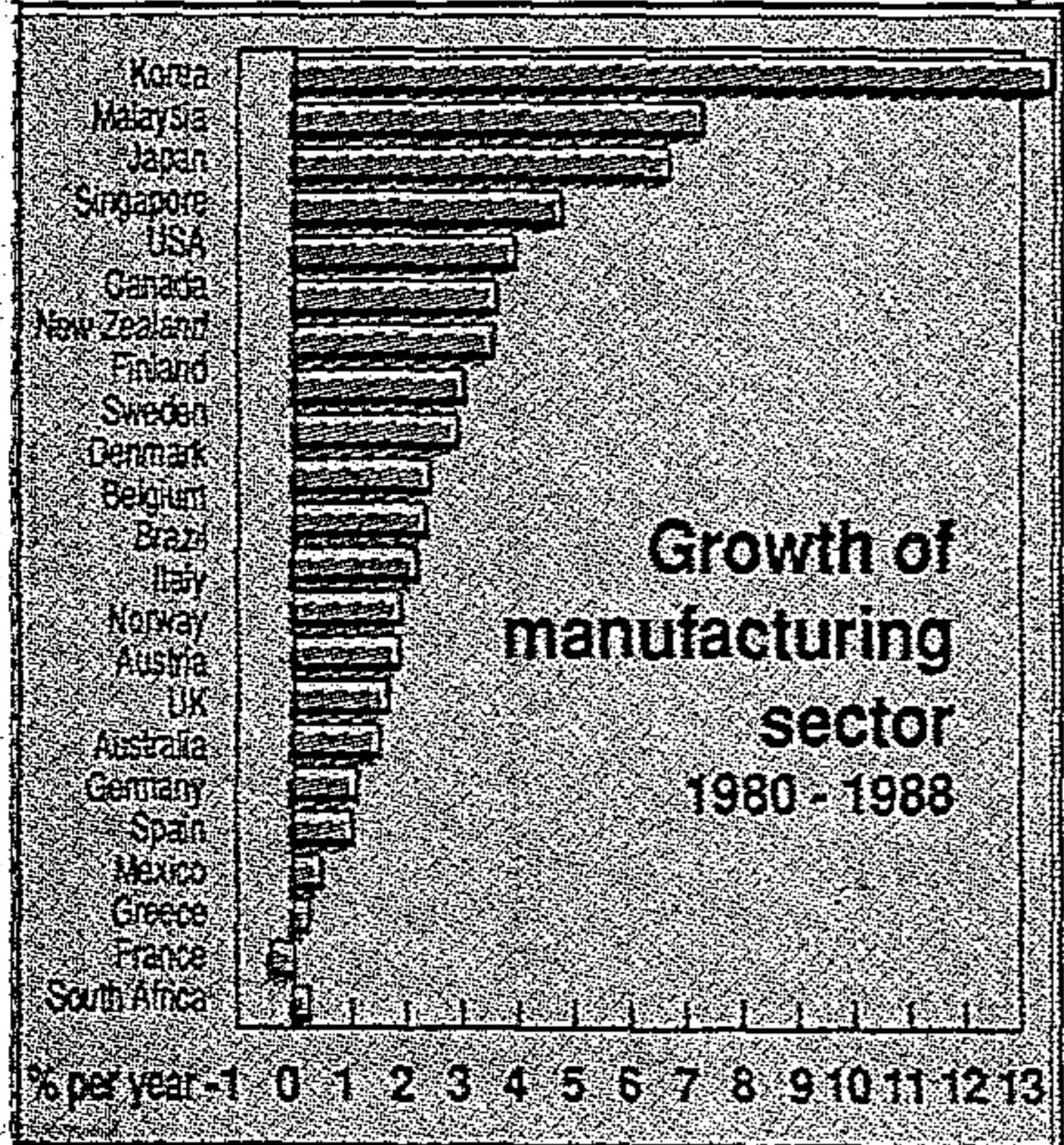
The four main areas which need immediate redress are cost of capital, productivity of capital, productivity of labour and cost of intermediate inputs.



Graphic: FIONA KRISCH Source: SACOB



Graphic: FIONA KRISCH Source: SACOB



Graphic: FIONA KRISCH Source: SACOB

The right environment can create jobs. Or will it?

w/wail 18/10/91 - 24/10/91

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EITHER we lose jobs. Or we lose the environment.

There's a temptation to sum up the great ecology debate with those two simple opposites.

But a recent *Worldwatch* paper, "Jobs in a Sustainable Economy" by Michael Renner, argues that the ever-changing interplay between jobs and the environment is far too complex to be reduced to slogans.

He throws up interesting points for economic debate.

However, the paper itself makes some questionable assumptions economists will associate with followers of the free lunch approach to economics.

Renner's thesis is the movement towards an environmentally sustainable global economy will create far more jobs than it eliminates.

"Less damaging ways of producing, consuming, and disposing of goods are consistent with the goal of full employment because they tend to be more labour intensive."

He goes on to say that governments will have to show the way. A host of government policies both encourage pollution and discourage job creation, he says. "By shifting the tax burden away from labour and toward capital and energy, job creation can be spurred."

South Africans are familiar with the perennial problem of drive towards high productivity costing bigger and bigger lumps of capital without creating more jobs. Capital productivity in South Africa is worse than labour productivity, a common scapegoat for our economic problems. The West reflects the same phenomenon.

Renner's observation that high unemployment stems from the same economic choices that cause industries to destroy the environment deserves some attention. He contends the quest for labour productivity lies at the root of structural unemployment as well as unsustainable levels of resource use and environmental destruction.

But he arrives at this conclusion by defining labour productivity increases as the substitution of capital and energy for human labour. This is not the only definition. Labour productivity can be increased in two ways. Either you can cut the number of la-

The link between economic growth and environmental conservation is complex enough to cause plenty of confusion. A new study offers some excellent arguments for going green — and a few rather dubious ones.

REG RUMNEY reports

bourers producing X number of widgets or the same number of labourers produce more than X widgets in the same amount of time. The second option may use more energy and capital — but it doesn't lose jobs.

Looking too narrowly at the interplay between capital and labour also creates a misconception.

Take an example closer to home, such as the pending Columbus Stainless Steel project. The project only creates 1 500 jobs for a cost of up to R3-billion. Moreover, the production of stainless steel is the kind of necessarily polluting, materials-intensive technology Renner would probably want the world to move away from.

"If environmental degradation is to be reversed we're talking about much bigger economic changes than 'tailpipe' controls like smokestack scrubbers — we're talking about fundamental changes in the way products are manufactured, used, and disposed of."

Renner goes on to argue that the mainstream industries of manufacturing, transportation, and energy will undergo pronounced change and create substantial new employment opportunities as they restructure every stage of their operations to minimise the input of natural resources and the output of pollution.

"Just as automobiles, synthetic chemistry, and throw-away products have characterised life during much of the 20th century, so will the features of a sustainable economy — energy efficient appliances and homes, bike paths, solar power plants, and recycling centres — reshape life in the 21st."

However, Renner fails to address the role of materials production in the industrial life of any country. The Columbus project, for example, will

benefit South Africa in earning much needed foreign exchange. Whether it should be subsidised by the taxpayer is another issue. And yet to be proved is that the availability of stainless steel will spur downstream production of value added products, for example, surgical instruments. Nonetheless, without foreign exchange we would have to borrow to buy the stainless steel to produce those products.

So South Africa is faced with a seemingly intractable problem. Labour-intensive projects are desirable, but they may not be internationally competitive. However, internationally competitive industries will bring in foreign exchange.

For South Africa, where pollution is not yet as much of an issue as the developed world, the question is rather how trends in the developed world will affect us.

Renner contends sustainable technologies such as windpower are not starry-eyed visions of a far-off future. The sceptical response is that if they were commercially attractive, they would already have been adopted.

But let's assume the First World does swing to labour-intensive, earth friendly industries like recycling and away from steel and chemicals production. That will hand the developing countries a gift in the form of new opportunities to build such plants. While products are becoming less materials intensive, cars, for example, still need metal, plastic and glass.

In effect, the First World will be exporting pollution abroad, just as electric cars shift pollution from cities to the power stations.

Clearly, this will help cut down on noxious emissions at home but will leave intact the greenhouse effect.

Renner seems aware of this in arguing that the world community must work "co-operatively to create new industries that will both enhance the environment and provide millions of rewarding new jobs".

Quite how this will be done is not explained, for Renner's focus is on the industrialised countries. But it sheds light on the difficulties of grand plans to combat pollution, especially those that involve international effort.

Do company directors deserve their huge salaries?

W/Mon 18/10 - 24/10/91 (18)

AMID appalling poverty (and declining profits) should directors award themselves pay increases?

Recently, there has been much debate about director remuneration. There are two sides to this debate: the first is that directors earn too much; the other is that directors do not earn enough.

The former argument stems from the recent Labour Research Service (LRS) study into director salaries. The latter is a pro-corporatist reaction to the report. The LRS is a union-affiliated body; no

doubt it has its own agenda. The strategic impact of directors is well known and understood by most. Marxists are the exception — they do not believe that directors create value as they do not produce tangible goods.

There are several determinants of directors' salaries. Human capital is scarce in South Africa: given this scarcity it can be argued that scarcity and monopoly rents attach themselves to director salaries.

The average director's value to the

Are South African directors

overpaid fat cats or misunderstood kingpins in the economic structure?

SINCLAIR DAVIDSON argues for big pay packets for the people at the top

firm is far greater than that of the average worker, so we expect that they should earn more than workers.

A major consideration is the fact that no barriers to exit exist within the South African economy. If directors are not compensated for their human capital then various exit options are available — not least of these is emigration. At best, the director will be tempted away from the firm by competitors.

In economics, the concept of economic rent is well established. This is the payment that a factor of production receives in excess of the payment necessary to retain that factor within a particular occupation. Ensuring that the directors' services are retained is ensuring that the assets of the firm are maintained. After all, good management is probably the most important asset a firm can have.

We should not fall into the trap of thinking that this opportunity cost is constant. When the profits of the firm decline (through no fault of the director), the opportunity costs for the director increase, thus the firm needs to pay him or her more to retain his or her services. This is especially so when the director owns shares in the firm — a pay increase will partially offset losses on the market.

Once the director is earning enough to stay with the firm, we

can then consider the effect of incentive structures on remuneration in the firm. This is where the pay-for-performance debate enters the picture.

Directors' remuneration can be divided into two components: the amount necessary to retain their services and that necessary to provide incentives. Incentives should include both the directors' and the shareholders' interests.

It has been argued that director remuneration should be tied to performance — but how to do this?

An obsession with accounting profits can and does lead to that favourite bogeyman of the corporate critic — short-termism.

On the other hand, if performance is measured by the stock market a myriad of other problems arise.

The most important consideration is that the market evaluates the firm as a whole, it does not evaluate the performance of individual directors. Directors cannot be held responsible for the crash in 1987; having their pay linked to such occurrences seems unusually cruel.

Having said this, we should also recognise that there is scope for abuse of the system. In the final analysis, directors set their own salaries.

If shareholders feel that the system is being abused, their only recourse is to fire the director(s). In the United Kingdom, we have seen examples of this. To my knowledge, no South African director has been fired for paying himself too much. Similarly, no director has been castigated for paying himself too little.

If directors are abusing the system, how are they getting away with it? It is generally held that there are three mechanisms that will monitor directors.

The first mechanism is corporate control. The second is the market for man-

agers.

Both of these market mechanisms need active competition in order for them to operate successfully. In their absence, the scope for opportunism can be quite high.

As for the third mechanism, the relationship between outside directors and boards has recently been described as incestuous.

The pyramid structure within our economy inhibits shareholder activism and ensures an almost complete separation of ownership and control. The pyramid structure has the same effect as its sibling dual-class shares.

While some academics have argued that pyramids are an alternative monitoring mechanism, the present corporate structure provides few incentives to maximise wealth. (With the pyramid structure all the directors have to do is to meet the objectives of the parent company — these objectives need not be wealth maximisation.) It is for this reason that investor power is not well developed.

The whole debate in South Africa is exacerbated by the lack of shareholder power.

If there were constraints on directors, or at least, if constraints on directors were perceived to exist, then the debate would not be a ferocious as it is.

This is an example where the perceived lack of legitimacy in the South African corporate world becomes apparent.

If we wish to avoid non-market intervention, we need to address the question of corporate legitimacy. This is a perfect example of where perception, valid or not, can have a far-reaching impact on our environment.

SINCLAIR DAVIDSON is a junior lecturer in the Department of Business Economics at the University of the Witwatersrand

FACULTY OF ARTS

Admissions Research officer (contract post)

If you are informed about issues involved in identifying academic potential, and aware of the importance of developing a more representative student body at South African universities, you may wish to apply for this challenging new position. We are seeking a person with intellectual creativity and administrative ability, to assume responsibility for planning and developing admissions procedures in the Humanities and Social Sciences, in co-operation with the established Faculty - based committee.

Duties include: * comprehensive research into present procedures; * investigating and piloting revised procedures; * co-ordinating and running all admissions tests; * monitoring the progress of students admitted through selection tests; * liaising with schools; * co-operating with cognate faculties in the development of selection procedures.

Requirements: Suitable academic qualifications; knowledge of basic statistics; computer skills; experience preferable.

The appointment could take the form of a secondment from an academic position. A new appointment would be at Senior Lecturer/Lecturer level, depending on the qualifications of the applicant, for a period of 2/3 years. An administrative appointment would also be considered.

Salary: Senior Lecturer: R 52 182 - R 67 944 p.a. } or on the special Lecturer: R 35 808 - R 59 910 p.a. } merit range.

Conditions of service include generous leave, bonus, medical aid (if eligible) and the possibility of a temporary pension scheme. Secondments would retain existing benefits.

Applications, including a detailed CV with the names and addresses of three referees should be sent to: University of the Witwatersrand, Personnel Office, Private Bag 3, Wits 2050, by 8 November 1991 or fax (011)339-2223. Quote ref. WM 622.



WITS UNIVERSITY

Facing the challenges of the future today.

WM 622

Justine pays attention to benefits for staff

JUSTINE is a South African direct selling company that manufactures and markets a wide range of skin care, body care, sun care and beauty care products, as well as fragrances and products for men.

It was founded in 1973 by Veronica Devine and has grown to become one of the largest skin-care houses in the country.

It has around 10 000 consultant, 400 area managers, 82 regional managers and 16 controllers in the field.

There are two sales executives, two black market developers, 80 factory staff, 30 administration staff and 20 branch offices around the country.

All the key positions are held by women.

Because of the company's focus on women — both in its product range and staff — particular at-

tention has been paid to employment benefits and opportunities for women.

In the case of maternity leave, for example, mothers-to-be are entitled to six months paid leave, while fathers have 10 days.

In addition, the company allows staff 10 days compassionate leave, full flexi-time, determined by staff (within reason), on-going free training in all aspects pertaining to their profession, free motivational and image building courses, free counselling regarding professional, career and personal life.

The need to enhance and assist the development of black women in the new SA was recognised as far back as 1986 with the launch of the Secretary of the Year award and the Black Secretaries Forum, sponsored by Justine.

16/10/91
8/10/91

Entries for Gold Award point to growing stature

MORE than 60 entries were received for this year's Federation of Business & Professional Women's Gold Award, given annually to a company deemed to have done the most to further the status of women in the workplace.

This marks the highest ever number of entries received for the award, a sign of its growing stature.

There were also more finalists — 31 — than ever before.

Chief adjudicator, Nedbank executive GM Philip

Bacchioni, says the quality of entries was the best yet.

"Not only were certain trends significant, but the completion of entry forms had obviously been done with a great deal of care and thought, a sign of growing regard for the award."

Choosing a winner, he says, is becoming more and more difficult.

"We are finding there are an increasing number of companies being short-listed — around eight or nine this year compared with three or four in past years.

"This year, we had a difficult time picking a win-

ner." *B/day 23/10/91*

Fellow judge and Fair Lady associate editor Sue Grant Marshall says it was exciting to see companies taking cognisance of the female workforce and the demands made on them by families and careers.

"I felt, after reading the entries, that a tremendous attempt has been made to accommodate women.

Salute

"I salute the progressive companies and to the non-progressive companies I say, 'wake up!' or their women will end up sparkling in someone else's orbit."

Criteria used by the judges to evaluate the entries included:

Considering the nature and complexity of the business and the level of sophistication of personnel policies;

Compilation of the workforce, taking into account the percentage of males and females in senior and executive posts. The increases of women into senior and/or executive posts is also considered;

Salaries, and differences that may exist between male and female staff;

Range of fringe benefits offered to female employees, considering equality in things like medical aid, pension funds and housing allowances;

Maternity benefits, compared to the 1983 Basic Condition of Employment Act;

Training and equality in opportunities in all aspects of training, including the participation of women in management training;

Attitudes of a company. The judges looked for a discernable change in attitude and policies among management toward women in

the motivation each applicant for the Gold Award was required to complete.

Having been a judge for the past five years, Bacchioni is in a good position to determine trends emerging from the applications.

"More companies are conscious of female advancement and benefits than in the past."

Maternity

"This is particularly noticeable in areas like pension funds and maternity benefits."

A number of companies now offer paid maternity leave, he says.

But while fringe and maternity benefits are generally of an acceptable standard, a new problem was exposed this year.

"It is clear that there is not enough movement of women up the corporate ladder," he says.

Glaxo is
blind when
it comes
to gender

23/10/91
GLAXO is an integrated research-based group of companies whose corporate purpose is the discovery, development, manufacture and marketing of safe, effective medicines.

It is one of the world's largest and fastest growing pharmaceutical companies.

Its international sales totalled £3,4bn last year and some 44 000 people work for the company in 75 countries.

In South Africa, there are around 400 employees, of which 46,3% are women.

Of these, two serve in executive positions: Lyn Walsh and Vicki Freeman, both marketing executives appointed in January this year.

This equal opportunity company has for many years appointed, developed and promoted women who meet set criteria, says corporate affairs manager



VICKI FREEMAN

Martin Jennings.

"Glaxo's readiness to preserve jobs until women return from three months maternity leave, equality of pension fund rules and equal pay structures indicate a blindness in sex status," he says.

"The number of women involved in production at most levels and those ac-

tive in sales and marketing, registration, and as regional managers, product managers and divisional heads refutes any minority perceptions," Jennings says.

Among the perks enjoyed by staff are study and exam leave, payment for studies, training courses, flexi-time and involvement in strategic planning.

ICL SA lays off staff, keeps up market share

Business Times Reporter

SOUTH African computer company ICL has been laying off staff.

But it is maintaining its market share, says chairman and chief executive of London-based ICL plc Peter Bonfield, who visited the country this week.

ICL SA is jointly owned by the UK company and Malbak, which acquired its stake during disinvestment in the 1980s.

Mr Bonfield says that after decades when annual growth in the business worldwide was 15% to 20%, the figure for 1991 should be about 5%. Hurt bottom lines have been hurt, forcing wholesale layoffs. One company alone shed 40 000 employees. SA has followed the trend.

Another factor hurting established computer companies is the international swing from mainframe to small machines.

Mr Bonfield says ICL, once regarded as a predominantly mainframe company, now gets only 25% of its revenue from this source.



PETER BONFIELD: Growth slips

"I am pleased with our operation in SA. It has maintained market share. It is profitable, although less so than in 1990, has a positive cash flow and is growing.

"I am also pleased with our Malbak link because it helps our credibility."

Mr Bonfield says ICL has been the most profitable of European computer companies which endured hard times in recent years.

Last year Japan's Fujitsu bought an 80% stake in ICL from sole shareholder STC. Before that Fujitsu had a technology exchange agreement with ICL and used to make components for its mainframe machines.

Listing

It is intended to float ICL on the London Stock Exchange in the next two to five years and Fujitsu will reduce its stake.

"The technology links will remain. Because Fujitsu is a major backer, nobody asks any more if we are going out of business," says Mr Bonfield.

ICL bought Finnish computer company Nokia Data this month for \$1.2-billion. Mr Bonfield says the acquisition brings ICL's annual turnover to \$4-billion and makes it the 15th biggest computer company in the world.

Fujitsu is second to IBM. Mr Bonfield says: "It is good news that sanctions against SA are being lifted. But many companies are still wary of investing here because of uncertainty about political stability and possible future restrictions on foreign exchange."

ystery

cient, it would be difficult to retrench the staff.

Mr Clogg says: "It is untenable that taxpayers have to subsidise the swollen public service. It would be better to pay them their salaries and let them stay at home because if they come to work they spend more money."

CSS figures show that RSCs received interest income of R147-million from banks in 1990. They had hundreds of millions on deposit instead of spending the money on badly-needed projects.

Dr Brand says the figure is high because funds are allocated to projects, but paid only on completion.

Rusfurn

So Rusfurn returns to the Sankorp fold it left two years ago. Sankorp has 90% of Senbank parent Bankorp and until a week ago controlled Tradegro, which sold Rusfurn in 1989.

Unions warn employers over stayaway

EMPLOYERS who took action against workers participating in next week's anti-VAT stayaway would be blacklisted and face "the organised power of workers", Cosatu and Nactu warned yesterday.

VAT Co-ordinating Committee member and Cosatu general secretary Jay Naidoo told a news briefing companies which took disciplinary action, including dismissals, would be blacklisted.

"Lists of companies embarking on disciplinary action will be distributed locally and internationally, to facilitate solidarity action against such companies," Cosatu and Nactu said in a joint statement.

The trade union groupings also called on

VERA VON LIERES

employer bodies such as Sacob, Saccola and Seifsa to accept workers' right to embark on the action and to advise employers of the consequences of victimisation.

Saccola chairman Bokkie Botha said yesterday the committee could not prescribe to its member organisations how to advise companies but said they should take into account past lessons.

Sacob labour affairs manager Gerrie Bezuidenhout said the organisation's policy in dealing with stayaways was based on a no work, no pay principle. Any disciplinary measures would be taken by companies at their discretion.

SA Institute of Race Relations executive director John Kane-Berman, speaking at the Johannesburg Country Club, said yesterday people in Soweto had been threatened with death if they went to work during the November 4-5 strike.

He said the institute had received reports from Soweto that people in vehicles were "going around with loudspeakers threatening to hack people to death and burn their houses if they go to work".

Cosatu and the ANC yesterday distanced themselves from the threats, saying they were an attempt to discredit the "general strike". They challenged the police to ar-

□ To Page 2

Stayaway ^{Bl/2003} 31/10/91.

rest those engaged in the criminal activity.

Naidoo said more than 2-million workers were expected to heed the stayaway call. Cosatu and Nactu had appealed to all to act with discipline and restraint.

He said the strike was the consequence of government's unilateral decision to impose VAT on the people of SA. It was clear that even employers had failed to convince government to enter into bona fide negotiations on the issue, Naidoo said.

The United Front of Independent Trade Unions of SA announced yesterday it had

withdrawn from all structures of the co-ordinating committee in protest against "Cosatu nationalist leadership's big federation chauvinism and sectarianism". But its members would support the stayaway.

The co-ordinating committee and Deputy Law and Order Minister Johan Scheepers agreed yesterday to set up a liaison structure to facilitate communication with regard to incidents that might occur on the days in question.

Both parties agreed to adhere to the national peace accord.

□ From Page 1

MANUF. — LABOUR — 1991 DEC

Investment and skills needed ⁽¹⁸⁾ Ramaphosa

Sfar 1/11/91
South Africa would be unwise to alienate investors or drive out skills, says ANC secretary-general Cyril Ramaphosa.

He told the conference: "The ANC has been unwavering in its commitment to a non-racial, non-sexist South Africa.

"It is these commitments plus our acceptance of the link between investment and redistribution being critical for future stability that will enable the ANC as a political organisation to unify a divided society around common objectives."

Mr Ramaphosa said South Africa had a potentially dynamic private sector and that the government of the future had a duty to ensure the potential was fulfilled.

"But this is not an invitation to complacency on the part of the private sector. It does not mean business as usual.

"It means we have to face new challenges and find new ways of meeting those challenges.

"The private sector, in co-operation with the public sector, must go out and create job opportunities, especially for those people, the black people of South Africa, who through no fault of their own were sent off the field before the economic game started."

Mr Ramaphosa added: "At present in the public debate one side fears that redistribution will stop

investment, while the other side fears the pursuit of investment will be at the expense of redistribution.

"Both are legitimate fears, but we must go beyond expressing our fears as if they were iron laws of economics."

Mr Ramaphosa told the delegates that the ANC was concerned about the additional and potentially serious long-term obstacles to investment.

"This is a concern that is very strongly shared by our alliance partners," he said.

Participation

"Addressing these problems requires a very high degree of participation by all the key actors in society and the economy.

"The Nationalist Government is not capable of either addressing these problems alone or of involving all the key actors."

Mr Ramaphosa said that the overwhelming proportion of investment in South Africa came from domestic sources and that this would continue for economic reasons.

"However, foreign investors can, and we hope will, play a valuable role in taking a democratic SA along the path to prosperity.

"Our general objective is to revive investment within a framework that maximises our capacity to eradicate poverty." — Sapa.

Housing seminar

SITIMES (BUSY) 3/11/91 *181*
OPPORTUNITIES for employers to help provide staff housing will be examined at a seminar in Constantia on November 7. It is sponsored by the Institute of Personnel Management and the Social Involvement Association. Subjects will include sources of finance, education, and community needs and concerns.

NEWS

Business losses varied 'from thousands to millions'

By Louise Burgers and Helen Grange

Losses to business during the strike varied from millions to a few thousand rands.

The motor manufacturing industry alone suffered production losses of about R135 million, sacrificing another 3 000 vehicles to the backlog, according to the National Association of Automobile Manufacturers of SA (Naamsa).

Sacob economist Keith Lockwood said it was difficult to

quantify the cost to the economy as it was possible for business to make up losses in time.

"The economy did not close down for two days. Every business would have been hit in a different way. The real loss was in worker salaries and job opportunities."

The Johannesburg City Council transport department was hard-hit, losing close to R2 million. Transport director Stan Verrier said about 70 percent of bus drivers took the time off, leaving the council with only

Stev 6/11/91

about 50 percent of its service. Many passengers were transported on the municipal buses for free, as relief drivers did not know how to operate the ticket machines, he said.

Putco was virtually non-operative, said managing director Dr Jack Visser. Losses in turnover totalled R3 million in the two days.

Rail Commuter Corporation manager Roelie Snyders estimated that the company lost less than R500 000 in fares during the strike as a high percent-

age of regular passengers had weekly or season tickets.

Pick 'n Pay director Mike van der Merwe said the company had lost about R5 million in sales, but this would be offset by savings in staff wages.

Those that incurred the most losses were small businesses, forced to close early as they had no customers.

Dions marketing manager Howard Davidson said, however, that his stores showed no losses during the strike. Motor manufacturing plants

will be shutting down over four weeks in December, causing a further backlog in certain vehicle models, according to Naamsa spokesman Nico Vermeulen.

"It may be difficult to make up the production losses."

According to Sacob, a long weekend would have more impact on the national economy than the two-day stayaway.

A public holiday on a working day costs the economy between R400 million and R600 million, Sacob estimates.

PHOTO: P. H. ...

Time to show some action in affirmative process

"DEPEND upon it sir, when a man knows he's to be hanged in a fortnight, he concentrates his mind wonderfully." The likelihood of affirmative-action legislation in the future is causing companies to have a hard look at their employment profiles.

There are precedents. In Zimbabwe, affirmative action was directed at the public sector rather than the private and today most jobs in the public service are occupied by blacks. In Namibia, draft legislation proposes affirmative action in both sectors.

The most well-known case of affirmative action legislation has been in the US, where it dates back to 1965. The presidential directives aimed to make up for past injustices, overcome continuing discrimination, and ultimately to provide equal job opportunities for blacks and whites.

Today the issue is still debated hotly in the US, but many would argue that affirmative action has produced major gains for blacks. The percentage of blacks in the US workforce has risen by half in the past 25 years. About 5% of all managers in the US are black, representing a five-

fold increase since 1966 and a 30% increase since 1978.

Given these precedents and a need to do something deliberate to normalise occupational structures in SA, opposition groups are calling for affirmative action.

The ANC argues that legislation is needed to redress imbalances and inequalities imposed by apartheid. Affirmative action is seen as a process "which would make black economic empowerment a reality".

The possibility of affirmative action legislation is only one reason why SA companies are looking seriously, perhaps for the first time, at the need to integrate their workforce. But it is a particularly compelling reason and is prompting companies to debate in earnest the need to pre-empt legislation by starting to act "affirmatively" sooner rather than later. This is particularly noticeable in some of the parastatals — perhaps not surprisingly.

Other reasons are also persuasive. Some of them are "business" reasons. Black consumers represent a dominant share of the market for many products. Companies realise

that to understand and to have credibility in those markets their structure has to be more representative of that society. Another reason is that black supervisors and managers arguably have many advantages over whites in managing a predominantly black workforce.

Companies also recognise that as other sectors such as health, the church, sport, and government itself become fully integrated, business will be out of step and a target for legislation if it does not adapt. A company which finds itself out of step with more progressive rivals also runs the risk of becoming a target for consumer boycotts or action by a future government.

The leadership of some companies accepts that the viability of a new society depends not only on a more widely accepted constitution and a stronger economy, but also on the advancement and incorporation of

blacks into the mainstream of business at all levels. This makes integrated employment a strategic necessity for the survival of a business and the economy as a whole.

The need for integrated employment is pressing. Over the years there has been considerable rhetoric but very little has changed. Blacks still occupy only 2.4% of management posts and less than 1% of executive positions. There has been almost no change in these statistics in the past five years.

In their responses to the problem, some companies have recognised the need to apply "affirmative action" although many of them prefer to call it something else. They realise that "equal opportunity" is not enough.

If a company has a policy of "promotion on merit" without affirmative action, then the many advantages enjoyed by whites will ensure that they continue to be promoted ahead of blacks. Thus these companies' plans include targets and increased training for employees who have been disadvantaged. Some are actively recruiting black graduates,

KARL HOFMEYR

returning exiles, and others who have been studying overseas.

Companies which are integrating their workforce are adopting a holistic and participative approach. Top management is committed and line managers are responsible for developing their employees. They are setting goals and holding managers accountable. They have abandoned the arrogant view that "whites know what is best for blacks" and are involving black employees, unions and community groups in drawing up plans.

These companies are still in the minority. And it still has to be seen whether the companies which are formulating affirmative action policies and plans have the perseverance and creativity to make them work. What is clear, however, is that the debate within companies has a new urgency. But words must be translated into action if the business sector is to be part of the solution and not part of the problem.

□ Hofmeyr is Professor of Organisational Behaviour at the School of Business Leadership, Unisa.

LETTERS

Metal workers to get 15% pay rise

SHARON SOROUR
Labour Reporter

IMPROVED conditions of employment for the metal industry's 350 000 workers and wage increases of up to 15 percent will be gazetted this week.

The amendments to the main agreement negotiated at metal industry wage talks in July will be published in the Government Gazette tomorrow.

The executive director of the Steel and Engineering Industries Federation of SA (Seifsa), Mr Brian Angus, said the comprehensive range of improvements would be legally binding

on all employers and employees from November 18.

Mr Angus said: "Many employers in the industry will by now have awarded the negotiated wage increases effective from July 1 as agreed between employers and unions in July.

"Employers who have not yet implemented these increases, or who have only implemented a portion, will have to implement the full increase or balance backdated to July 1."

This payment had to be made by March 9 next year, and applied to all employers in the industry irrespective of

whether they were Seifsa members, Mr Angus said.

"The reduction of the working week to 44 hours, without the additional special overtime hour a week, provided for in the previous agreement, will be made legally binding on all employers in the industry," Mr Angus said.

Any extra hours worked would be regarded as normal overtime, he said.

But leave pay and bonuses would be calculated on the basis of an ordinary working week of 45 hours. In cases where normal hours of work constituted fewer than 44

hours, leave would be calculated on the basis of the normal hours worked.

"Employers will have to pay retrenched employees a minimum severance payment of one week's pay for each completed year of service, up to a maximum of four weeks' pay after four completed years," he said.

Employers would also have to "consult in good faith" at plant level to reach agreement on higher severance payment, at the request of a trade union.

However, this did not mean the parties had to agree to a higher severance payment.

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managers have not explained basic business principles to their staff, which means that the employees do not regard the customer as being responsible for paying their wages. He points out that language barriers and a lack of training also contribute to the problem.

According to a US study, Profit Impact of Market Strategy, "the most important single factor affecting a business unit's performance is the quality of its product and service, relative to those of the competition." The results show that of 450 US companies researched, the top third in terms of perceived quality out-earn other companies by 2:1.

Not surprisingly, therefore, companies are realising the importance of service to their overall profitability. As competition increases, good service is often the only way to clinch sales because undercutting competitors on price is no longer viable.

Because customers, the ultimate judges of service quality, base their decisions purely on subjective perceptions, measuring service quality is not as straightforward as measuring the quality of a manufactured product. Nevertheless, scientific methods have been developed to measure levels of service.

One method is the GAPS management system, which uses a questionnaire to measure the discrepancy (or the gap) between customers' expectations and their perceptions of the service delivered.

It also provides a systematic method to identify and measure the internal organisational factors that contribute to the discrepancies. For example, gaps often occur between management's perceptions of customer expectations, the translation of these perceptions into service-quality specifications for employees and, ultimately, the delivery of service to the customer.

The GAPS system allows managers to develop strategies to address these discrepancies. By focusing on specific gaps, companies can improve their standard of customer service. Once managers know where the discrepancies are occurring they can rectify the problem by, for example, training staff on the finer points of selling.

The GAPS model has been refined for SA by a local company, Service Quality Management. Nel, who is also a director of the company, says about 25 local companies are using the model.

MD Rory Boyes-Varley says the main benefit of GAPS is that it offers an integrated approach; while most companies recognise the need to measure their service levels, too much of the research has only an external focus, which provides a measurement but no sign of the root causes of the problems inside the company.

As more organisations see the benefits of good service, and begin to train their staff to adopt the have-a-nice-day philosophy, hopefully customers will do less grumbling and more smiling. ■

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CUSTOMER SERVICE ~~181~~ ~~181~~

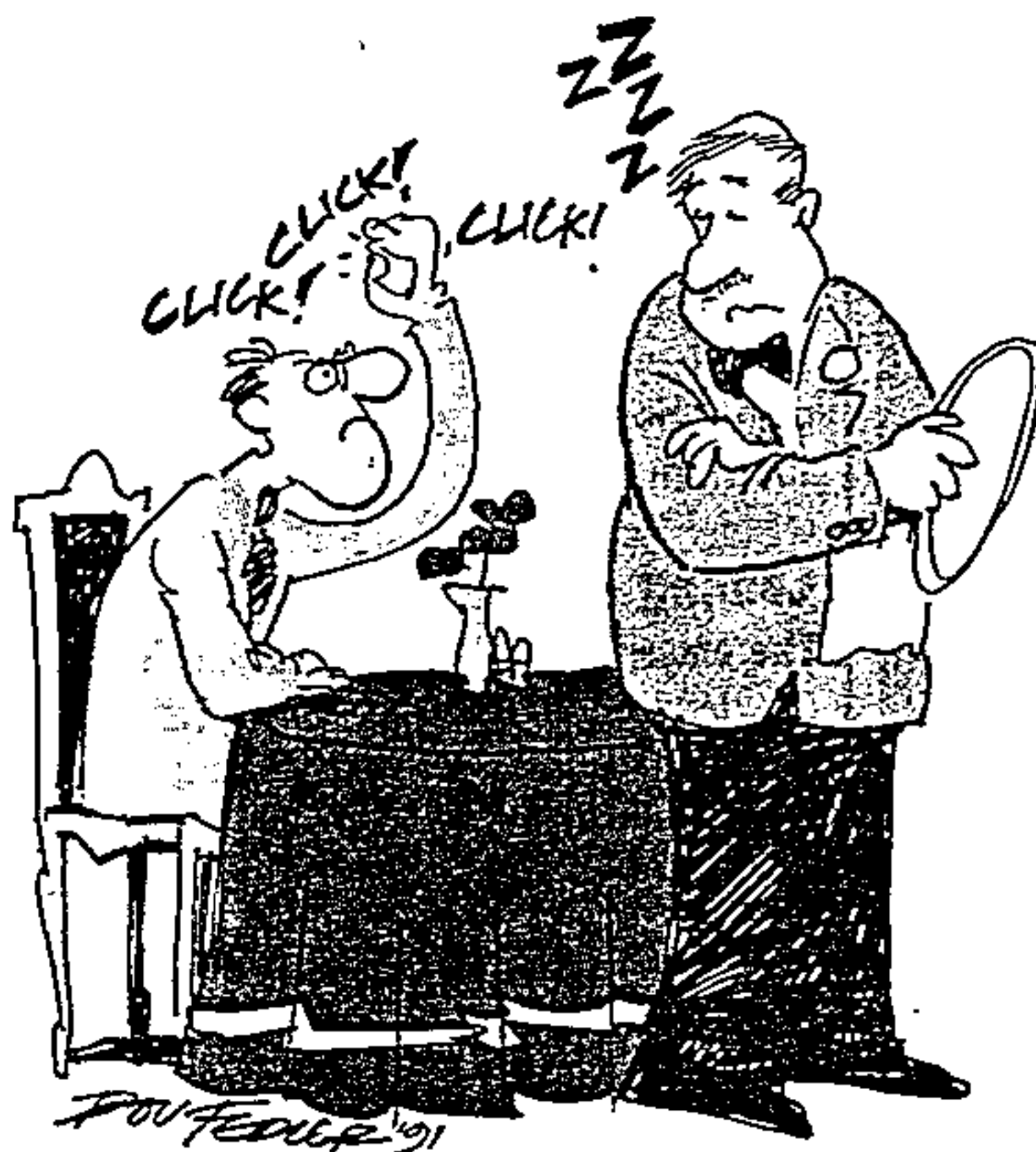
Getting at the problem

Bad service does not make good business sense. Yet SA is notorious for bad or even no service. At almost every turn the poor customer must deal with rude receptionists, incompetent clerks, unco-operative bureaucrats and lazy and devious sales staff.

Deon Nel, professor of marketing in RAU's Department of Business Management, says, "Companies know what their customers want but fail to deliver what they expect." He blames the inability and sometimes the unwillingness of employees to offer the service that customers desire.

However, the blame also lies with management. According to Don Caldwell, an author on customer service, the rot starts at the top. He says: "If bosses never thank employees who do good work, what is the point of being lively and helpful if nobody notices?"

Caldwell says another explanation is that



EXECUTIVE RETRENCHMENTS

No help wanted

More executives have been retrenched in this recession than in any other in the past 15 years, but it's an exaggeration to say scores of them are walking the streets looking for work.

To be sure, some are looking for new positions and sounding out employment agencies. But there are also some who can afford to sit back and ride out the recession. They firmly believe that there will be a demand for their skills when the economy turns around.

cont ->

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Edwin Basson, head of the SBDC's information bank, says many have opted to start their own businesses: "The pace of applications we're getting from people wanting assistance to start on their own is hotting up. It's a fact of life that the number of applications we get increases whenever there's an economic downturn."

Roly Boardman, senior member of Impact Human Resources, specialists in placing financial personnel, says there are more financial executives on the market now than two years ago, but a 2% growth rate would absorb everyone on offer.

"We are having some difficulty placing people. It isn't so much that there is a significant increase in the number of applicants, but those with jobs to offer have become terribly choosy. They perceive, wrongly, that there are lots of good calibre people out there scrounging for jobs.

"There have been few retrenchments in the financial sector, particularly at senior or top management level. Those looking for jobs are mainly at middle-management level. In fact, if the economy grew by only 2% we'd be scraping the bottom of the barrel, as we were two years ago."

Paul Tingley of Paul Tingley Management Services, which caters for a wider spectrum, takes a more pessimistic view. He says the situation is becoming more serious by the day across the commercial and industrial sectors.

"The political situation is stifling investment, which means a lack of jobs and many losing their jobs. Emigrating won't solve their problem. They can't pack their bags and look for jobs in the countries we trade with, such as France, Germany and Britain, as they did in previous recessions, because those countries also are in deep recession.

"We not only get letters daily from highly qualified out-of-work people in those countries looking for work in SA, but we have actually had highly skilled people from Denmark, New Zealand, Australia and the Americas pay their way out here, walk into our office and say they're looking for work. That has never happened before."

He expects that there won't be full employment for executives for another two or three years, but the news is not all bad. "The current recession has forced companies to reduce their complements and become leaner and healthier, which will be good for them when they have to compete in the world's markets."

Gordon Whitaker, a senior consultant with PE Corporate Services, a Price Waterhouse subsidiary, says: "Economists say this recession is not as deep as others, but it is lasting longer and it's affecting the man in the street much more seriously. People further up the line are being retrenched.

"We cannot place them in jobs because very few in jobs are resigning and plans for expansion have, in most cases, been put on the backburner. The only alternative for some who have lost their jobs, if they can indentify a niche market, is to go to the

SBDC, ask for assistance and start a small business."

Whitaker likes this option because, if some survive, it will increase the number of small businesses. This would bring SA more into line with the US and other countries where small businesses employ more people than the big corporations.

Economist Michael McDonald of Seifsa says factories and engineering workshops are holding on to their senior technical people for as long as they can because they know they will need them once the economy swings.

"But when their backs are against the wall, they have no option but to let them go. There is no way of saying how many people of that calibre have been retrenched; they earned too much to qualify for membership in the Unemployment Insurance Fund and there are no other reliable statistics that would reflect their numbers." ■

Nats won't give up - De Klerk



FW DE KLERK

Sowetan

By MONK NKOMO

EMPLOYERS should motivate and discipline their workers against succumbing to intimidation by radical trade union leaders, State President FW de Klerk said last night.

Addressing the Trans-

vaal National Party congress in Pretoria, De Klerk lashed out at the African National Congress and said the NP was not prepared to allow any other party or movement to take over power in South Africa.

8/11/91

"The NP has never asked for a mandate to transfer all the power to the ANC or anybody else.

"We are not at all prepared to exchange one form of domination for another.

"Black domination is as unacceptable as white domination. The NP rejects both. Power-sharing is the answer. Domination spells disaster," De Klerk said.

Illegal

Referring to this week's two-day stayaway, De Klerk warned that if organised commerce and industry and individual employers did not stand firm they and the country would pay a high price.

"Only if employers act

purposefully and in an organised manner to ensure that trade unions act within the law, will they be able to retain their rightful independence," he said.

He added: "Only if employers help motivate and discipline their workers against succumbing to intimidation will they be able to help prevent radical trade union leaders from gaining a stranglehold."

De Klerk lashed out at the ANC "and its ally", the Congress of SA Trade Unions, accusing them of staging illegal strikes, threats and stayaways.

He said the Govern-

ment had succeeded in breaking the ANC's grip on sanctions.

The ANC had now changed its strategy, he said.

"As responsible governments throughout the world began to dissociate themselves from the ANC's irresponsible utterings, and even exert pressure on it, the ANC began seeking new domestic power bases. In sports and culture it saw an opportunity."

His Government had kept its word and had removed from the Statute Books all forms racial discrimination not linked to the Constitution.

Sowetan
8/11/91

(8)

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Sowetan
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(18)

Bosses threaten mechanisation

Sowetan

8/11/91

By JOE MDHLELA

EMPLOYERS may consider using machinery than people if the strikes continue at the prevailing rate, a spokesman for the South African Chamber of Business, Mr Gerrie Bezuidenhout, said yesterday.

Bezuidenhout was reacting to the two-day national strike organised by the anti-VAT Co-ordinating Committee. By mechanising jobs it was possible that less employment opportunities would be created, he explained.

Figures varying from 80 to 100 percent were given as representing workforce that took part in the stayaway on Monday and Tuesday.

Organisers regarded the strike action as a huge success, a show of strength which kept more than 3 millions workers away from the work-place.

Bezuidenhout said workers in the private sector lost more than R200 million in wages over two days.

"This figure negates to a very large extent any potential burden that may have been imposed on workers by the introduction of VAT," Bezuidenhout said.

He said by making contingency plans the private sector has demonstrated its capacity to maintain a reasonable level of activity despite the incidence of absenteeism.

Bezuidenhout said employers would in future step up efficiency and stop relying on the abundance of labour.

Companies attacked over VAT

Sowetan 12/11/91

THERE is increasing evidence that companies are pocketing profits made through Value Added Tax, says Vatwatch, the group formed to act as a watchdog over the tax.

At a Press briefing in Johannesburg yesterday, Vatwatch chairman Professor Louise Tager said prices should have decreased since the introduction of VAT because costs to business people had declined but this was not the case for the consumer.

Tager said VAT should not be allowed to become a silent tax and business should be educated regarding the savings that should be passed onto the consumer. She said according to the Department of Fi-

nance about one third of General Sales Tax was paid by business - amounting to about R6 billion - which was the potential saving to the consumer but was still not being passed on.

Throughout the campaign to monitor the introduction of VAT, business and consumers had been preoccupied with the question of the rate of VAT compared with GST.

"While this is obviously important, because a three percent reduction in a tax rate constitutes a meaningful saving, we are becoming increasingly concerned about the ignorance of most people about real savings, namely the elimination of sales tax as a cost being borne by business," Tager said.

She said the highly controversial tax could not be allowed to become a silent tax - as many groups would like to see - before the savings potential of the system was realised by both business and consumers.

Business had in many instances merely increased prices not fully understanding the rebate system with the introduction of VAT.

It was pointed out that some businesses were not aware that tax credits were claimed by way of off-setting the amounts against tax payable and therefore did not need to wait for the authorities to process claims for VAT paid in generating business. Tager said VAT was not a 10 percent issue and

the potential saving - estimated at R6 billion - would be a positive blow to reducing an already high inflation rate.

Giving an example of how business saw the VAT issue, Vatwatch had commissioned a survey on office rentals in the first month of VAT and had found rentals increased by an average of 10,07 percent - landlords had merely added VAT to rentals without first using rebates to reduce the basic rental.

Tager said tenants had offered no resistance and had happily paid the extra 10 percent, knowing this could be claimed as an input tax. The net effect of this could have been less than 10 percent had the VAT system been used correctly, she said. - Sapa.

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New employment won't take off soon

NEW employment was not likely to take off until the second half of next year despite the expected early recovery in the economy, recruitment specialists said yesterday.

However, economists and personnel agents expected the dramatic decline in new employment over the past two years to level off and retrenchments to cease.

Bureau of Economic Research economist Marius Hugo said employment in the formal sector was unlikely to deteriorate further during 1992. Although the expected upturn in the economy would result in a slight 0,1% improvement in employment next year, he did not expect new recruitment to pick up substantially before 1993.

Hugo said the economic downswing had persisted for more than 31 months, making the recession one of the longest in the postwar period. Employment in the formal sector this year dropped by 1,7% on the previous year.

Econometrix economist Tony Twine said the

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SEAN VAN ZYL

public sector had maintained its employment drive throughout the recession: "The public sector seems to continue employing new people regardless of economic conditions. It has grown by over 70% since the beginning of 1980."

Twine said he expected the public service to provide some relief to the poor employment situation in 1992.

Churchill Personnel MD Don Jennings said employment opportunities in his books had declined by 25% last year compared with a 10% drop in the first 10 months of this year. He expected employment — depending on the strength and timing of the economic recovery — to improve by about 10% next year.

However, he said the traditional recruitment period of January/February would be slow due to the private sector's cutback on development training programmes.

Although there would still be strong demand

for highly qualified professionals, new jobseekers would have a tough time finding employment, Jennings said.

Career Vision spokesman Jeanne White said companies had rationalised employment this year and were unlikely to take on additional "fat" by recruiting new people regardless of the economic recovery. She said companies had consolidated employment positions thereby reducing labour costs.

However, White said remuneration packages had increased considerably over the past year due to a shortage of experienced and qualified management personnel.

Central Statistical Service figures for the first quarter of this year showed a 1,5% drop in employment while salary and wage costs climbed by 15,1%.

Although employment conditions would be tight in the first half of next year, White said black management development programmes were expected to come on line during the year.

SOWETAN B

Complaints over VAT dealings

Sowetan

14/11/91

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Sowetan 14/11/91

By JOSHUA RABOROKO

THE South African Chamber of Business says it is concerned by the fact that it continues to receive complaints from several quarters regarding the attitude of some big companies in the their dealings with smaller businesses that are not registered for VAT purposes.

The chamber said at a Press conference that in most of the cases brought to its attention such businesses had issued statements to their suppliers that either explicitly, or implying, that busi-

ness will only be conducted with, and payments made to, suppliers that were able to furnish the enterprise with a valid tax invoice.

It said: "Such statements are playing into the hands of VAT's opponents, who are arguing, among other things, that the introduction of the new tax will succeed in decimating a large number of small business that have developed in recent years.

"The statements also

tend to reinforce the view held in some quarters that VAT was introduced for the benefit of big business at the expense of small business and the man in the street.

"While there may be little or no foundation to these views, the perceptions still exist and are being reinforced by the inflexible stance adopted by some businesses."

Sacob urged all its members to re-examine their policies towards dealing with small, unregistered businesses, and to make their business decisions on the basis of the quality and price of the

goods and services that they receive from such businesses, and not whether they are registered for VAT purposes.

"Where statements have been issued which imply that the company will only deal with registered vendors, Sacob requests that these statements be retracted and rephrased so that unregistered suppliers are not discriminated against.

"The chamber also urges its members to assist those businesses with which they have dealings that have to, or wish to, register wherever possible," Sacob said.

Major sectors cut 112 000 jobs

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GERALD REILLY

PRETORIA — Almost 112 000 jobs were lost in the mining, quarrying, manufacturing and construction industries and Eskom in the 12 months to end-August, latest Central Statistical Service figures show. *B (Day 15/11/91)*

The mining industry shed almost 49 000 workers during the period. The total number of people employed in the industry at the end of August was 637 581.

The next biggest loss was in manufacturing, where 33 300 jobs disappeared, reducing total employment to 1 425 922.

In construction 26 000 jobs were cut, reducing the workforce to 378 900. Eskom's staff numbers fell 3 200 to 47 700.

The same trend was apparent in the wholesale and retail trade and in the motor trade and hotel industries.

Total job loss in the four sectors amounted to almost 11 000 between June last year and end-June this year, when the total number of jobs was almost 735 000.

Retail trade employment dropped 5 136 to 361 845, wholesale trade personnel numbers fell 1 782 to 210 415, hotel worker figures lost 2 702 to 45 197, and in the motor trade, 1 270 jobs were lost, bringing the total down to 117 392.

'Racist shot me for no reason'

C/P NEW 14/11/91

(181)

By ELIAS MALULEKE

A BOILERMAKER's assistant employed by A-Leita Steel Construction in Pretoria was allegedly shot and injured at work by a "racist" white supervisor, and claims no disciplinary action has been taken since the incident two months ago.

Ben Kanyane, 29, a Mamelodi hostel inmate who has been in the employment of A-Leita in Silverton for eight years, alleged he was shot at and injured for no apparent reason when Jan Henning, a supervisor, opened fire on him without any provocation on September 18.

The bullet struck him in the arm, went into his right ribcage and came out through the back.

He alleged the gun-toting Henning had threatened to shoot "kaffirs", but that management had done nothing to stop him from carrying the weapon at work.

Henning and his employers have not responded to various requests for comment.

Apart from reporting the matter to the police, Kanyane has also instructed Lawyers for Human Rights (LHR) to claim for damages against his employers and assailant.

Police confirmed they were investigating a charge of attempted murder, but they added that no arrests have been



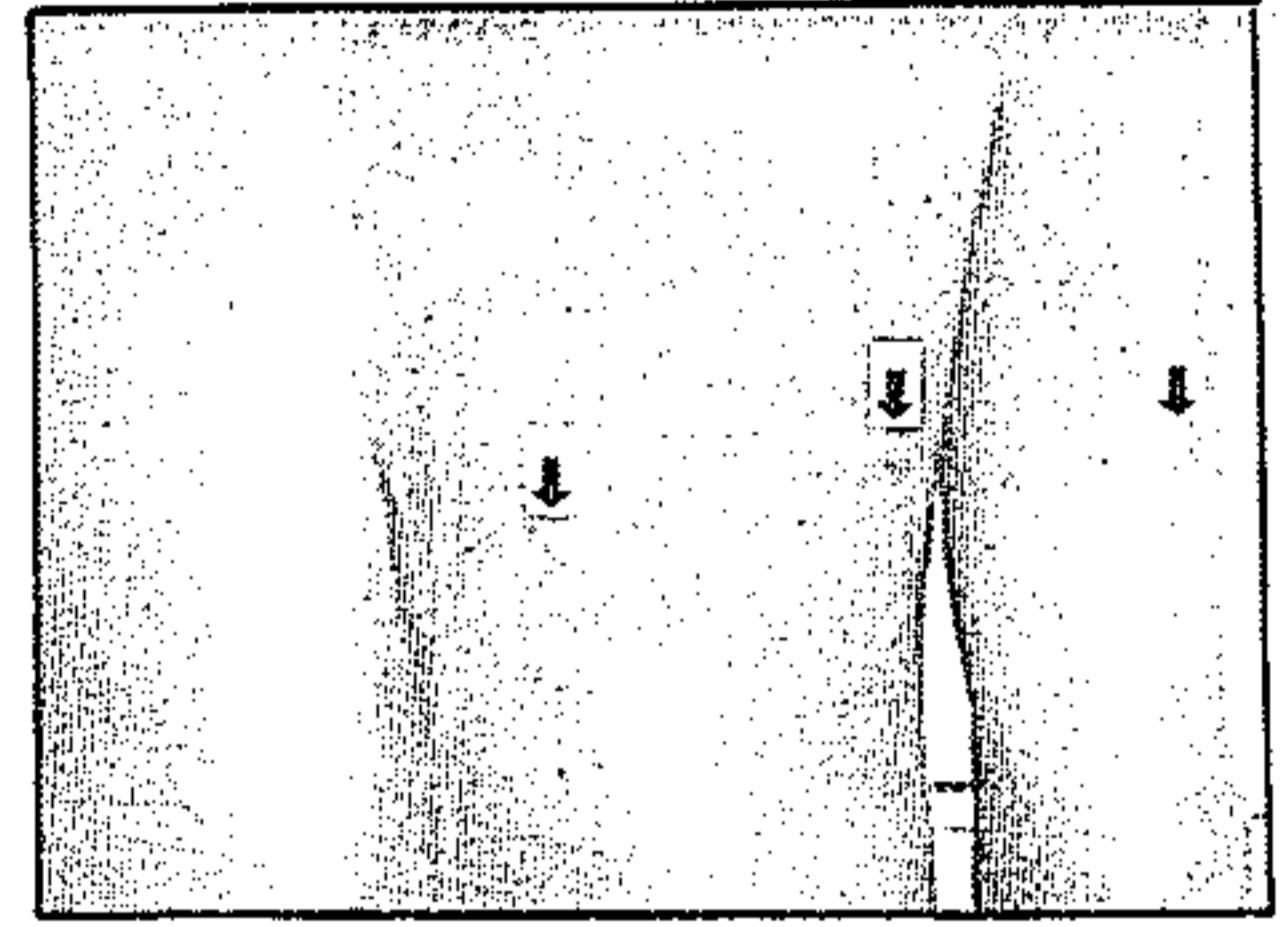
made.

Kanyane told City Press he was working at the plant when Henning

came to him and ordered him to sit down. He refused as he was working and it was not time yet for

his break.

"He then pulled out his firearm and said he would shoot me if I did not sit.



NO STEPS ... victim Ben Kanyane says no action has been taken against the man who allegedly shot him. In the inset he shows the wounds he got from a single bullet.

Before I could do or say anything, a shot went off.

"I fell down in pain, my body became hot and, as I closed my eyes, I saw him smile like an evil-minded person," Kanyane said.

He lay there for a while before his colleagues came to offer assistance, but none of the directors, who were in the office, came to investigate.

"I was taken to the Mamelodi Day Hospital where I was kept until the following day. On my discharge, I went to work and one of the directors said he was sorry about the incident, but I should not take it further," he said.

However, he reported the matter to the police and the LHR that day.

LHR Regional Director Lucrecia Seafield confirmed that the organisation was to institute claims on behalf of Kanyane, but summonses have not yet been served.

Marais in bid to save 60 000 jobs

TRADE and Industry Minister Org Marais will meet representatives of the clothing and textile industries tomorrow in an effort to thrash out an agreement on new tariff proposals which could forestall the loss of up to 60 000 jobs.

The tariff proposals are aimed at simplifying the industries' import tariff structure and giving them an opportunity to become profitable and internationally competitive over the next three years.

But the clothing industry has objected to the proposals because they will increase duties on imported fabric from the higher cost producing centres such as Europe.

National Clothing Federation executive director Hennie van Zyl says the changes constitute increased protection for the textile industry and are contrary to an agreement in 1989 that the structural adjustment programme for the industries remain in force for five years.

Marais is keen to resolve the battle between the two industries. He is concerned that unless the industries reach an agreement which provides a degree of relief for some sectors, between 40 000 and 60 000 jobs could be lost.

"There are unlikely to be any big winners at tomorrow's meeting, but we need to

reach an agreement which will save jobs and enable the industry to become stronger and internationally competitive in the longer term," Marais said in an interview on Friday.

In an effort to make the agreement as comprehensive as possible, Marais has asked the Board of Trade and Industry to invite the SA Clothing and Textile Workers' Union to the meeting.

Commenting on an indication by President F W de Klerk in Israel last week that government intended removing the import surcharges it imposed in the 1980s to protect the balance of payments, Marais said this would depend on the amount of revenue collected under the new taxation system.

"The lifting of the 40% surcharge on imported consumer goods and the 5% on imported capital and intermediate goods will result in a revenue loss of more than R1bn. We will have to see what VAT brings in before we start removing the surcharges or adjusting taxes," he said.

The various policy documents on a new industrial strategy would soon be completed and handed over to the Cabinet.

LESLEY LAMBERT

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R400-m in clothing exports protect industry workers

Star 18/11/91

By Tom Hood

CAPE TOWN — Exports of clothing worth R400 million this year have protected 10 000 workers and their dependants in the worst recession in recent history, says Dr Aaron Searll, the new president of the National Clothing Federation.

However, the industry is concerned at sustained

pressure being exerted to undermine its export effort and he warns that this must be resisted with vigour.

"Our resolve must not be under-estimated," said Dr Searll after his election.

The threat of increased customs duties and import parity were grave issues for clothing manufacturers.

If the latest Board of

trade proposals were implemented, they would raise clothing prices, which would result in consumer resistance and lead to less business for the textile industry.

Other critical issues faced by the industry were the need for more job creation, increasing exports and improving relationships between management and the trade unions.

Dr Searll also welcomed a statement by Dr Org Marais, Minister of Trade and Industry and Tourism, that protection in the form of import tariffs would have to be phased out and that a revised set of proposals for a development plan for the clothing and textile industries would be discussed soon.

"This is good news and this view is clearly in

agreement with the recommendations of the Industrial Development Corporation, which has also called for the lowering of customs duties and removal of import duties."

Guest speaker Dr Marais told federation members the South African clothing and textile industries would have to become locally and internationally competi-

tive. The alternative of becoming more protectionist in trying to prevent these forces from having an impact on the SA economy "is not open to us".

"We have pursued a protectionist policy for 70 years and as a policy it is now obsolete," he said.

Amendments to legis-

lation were being considered to ensure efficient action against real cases of "dumping" of textiles and clothing.

However, all low-priced imports could not be classified as dumping — "elsewhere in the world there are more competitive producers against which we will have to learn to compete," said Dr Marais.

SOWETAN BU

Wages fall below the inflation rate

THE position of the South African consumer has steadily worsened as average wage increases have

By JOSHUA
RABOROKO

dropped below the inflation rate for the

first time since 1986.

According to Old Mutual's latest economic monitor the increase in the wage bill was 14,5 percent by the second quarter, with inflation over the corresponding period 15 percent.

At the same time the level of employment in the mining, manufacturing and construction sectors has reached its lowest point since the early 80s.

Chief economist Dave Mohr does not foresee any marked improvement in the consumer's position in the near future and believes the economic recovery will be sluggish.

He says: "We do not expect employment and per capita wage rates to improve before profit and production levels have recovered. This will depend on rising exports, increased public sector spending on social infrastructure and some renewed private sector activity. The low level of inventories relative to sales should also assist.

"Consumers are under

increased pressure as interest rates and debt levels remain high against a historically low personal saving ratio. This leaves consumers with very little room for raising their real expenditure levels significantly in the near future."

He expected a mild upswing during the course of next year, but that the financial position of most consumers would not improve much in the early stages.

On a more positive note he said once the economy started its recovery, a number of factors would sustain the growth.

The scenario for exports looks more positive for 1992 as sanctions are gradually lifted, the international economy starts recovering and the recently introduced policy aimed at promoting exports takes effect.

"Another positive aspect is that the relaxed sanctions pressure against South Africa reduces the need to stockpile oil," said Mohr.

Sowetan 21/11/91

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LABOUR

By DREW FORREST

A UNIOUE dispute over production targets has erupted at the giant Volkswagen plant in Uitenhage.

As part of their drive to expand worker control, black unions are increasingly seeking to push back management prerogatives in the area of production. The National Union of Mineworkers, for example, defends its shift to productivity bargaining as a bridgehead in a traditional management sphere.

At VW, management has declared

Dispute over VW targets

a dispute with the National Union of Metalworkers (Numsa) over the refusal of workers in one street of the press shop to meet new production targets.

Numsa national organiser Gavin Hartford said that after conducting time and motion studies, the company had raised the target from 160 to 211 parts an hour. Workers were adamant they could not meet the new

requirements and Numsa had asked to bring in its own expert to conduct a time study.

The company based its declaration of dispute on claims that the workers' refusal to meet the target constituted unprocedural industrial action. Two dispute meetings had been held.

"Historically, management has unilaterally set production targets," Hartford said. "Insofar as these are

unrealisable, they clearly create a problem between the parties.

"Increasingly, the union and its members are going to want to negotiate on this sort of issue."

The dispute has implications for workers' job security. In terms of this year's national settlement in the auto industry, employers conceded a moratorium on retrenchments. This can, however, be withdrawn if repeated unprocedural industrial action prevents production targets from being met.

Middelburg Steel HQ under fire

Top staff face axe

S/Ilmex (BUS) 24/11/91

By IAN ROBINSON

SENIOR head-office staff at Middelburg Steel & Alloys (MS&A) are among 100 staff members facing retrenchment after the sale of the company by Barlow Rand to an Anglo American, De Beers and Gencor consortium.

Among those leaving are two MS&A directors, senior managers and highly qualified technical staff.

Samancor managing director Hans Smith says he will not confirm the retrenchments until after the signing of the final agreement between the Columbus stainless-steel consortium and Barlows in the next few days.

But he says about 90% of employees in middle and senior management positions have been "informed of their situation".

Mr Smith describes the retrenchment terms for those who will go as "fair and reasonable".

Business Times has been told by an MS&A employee that some will go at the end of the year and others next April.

Win

He says some of those staying until April were warned they would be dismissed without severance benefits unless they "pull their weight".

Severance terms will be based on the number of years' service times a percentage of annual salary in the 5% to 7% range.

Mr Smith says MS&A's Sandton head office will be closed in the middle of 1992.

The plight of MS&A employees is in contrast with Barlow vice-chairman Derek Cooper's brave words after the takeover of MS&A,

which is to be incorporated in Columbus and Gencor's ferroalloy producer Samancor.

Mr Cooper described it as a "win-win-win deal", saying: "Our people in MS&A have a better future in the industry they're in. The potential for them in a world-sized plant is unlimited."

One employee not to be retrenched is MS&A managing director John Gomersal who is also a member of the Barlow Rand board. Mr Gomersal will be reassigned to a yet-unspecified post in Barlow Rand.

When making inquiries at the Barlow Rand head office Business Times was referred to Mr Gomersal. He declined to comment on the retrenchments or to say whether any other MS&A employees would be taken on by Barlow Rand.

Retrenchments by the new management represent a radical break with MS&A's record of no layoffs when it was in the Barlow camp. The previous management recognised the cyclical nature of the industry and the disruptive effect of retrenching highly trained people in recessions and recruiting them again in booms.

Strikes at Nampak hinder production

Blow 29/11/91

PACKAGING group Nampak lost more than 150 000 man days mostly due to strike action in the year under review, chairman Brian Connellan said in his 1991 report.

A strike on the issue of central bargaining was the major factor behind the lost time.

He also said 1992 earnings from the group — which was the largest packaging operation in SA — would probably be below those in 1991.

Connellan believed the critical need for better productivity remained a tremendously difficult ethic to establish in SA.

"The message that unless SA industry can become world competitive in every sense, inflation will not be defeated and real growth will not eventuate, has yet to gain broad acceptance."

Lost wages — resulting from the lost man days — amounted to R7,5m which he believed contributed in a small way to the nation's downward economic spiral.

"The responsibility that rests with management, workers and unions to understand the real dynamics of an economy and to jointly and actively promote growth is enormous," he said.

Connellan said that despite predictions of an economic upturn developing by mid-1991, reality saw continuing and steepening decline in growth across the entire spectrum of the economy.

This saw demand drop in most markets served by the packaging industry although, he added, the beverage sector remained reasonably impervious to the economic decline until the last quarter, when it also began to show signs of weakening.

"Margins came under severe pressure as market shares were vigorously defended as part of our strategy to maintain

our pre-eminent position in the packaging industry."

He said several new entrants to the already overtraded packaging market, together with the existing surplus in productive capacity in several key areas, further complicated matters for the industry.

However, he said one pleasing trend was the low level of increase in many raw material prices as a result of weak world market demand.

With world economies in recession, he was not bullish on export opportunities.

But Nampak's faith in the long term future of the packaging industry remained at a high level as shown by the R298m of capital expenditure spent this past year.

Of this, R209m was targeted at new capacity and new projects. Significant undertakings completed during the year on schedule were the new R50m glass plant in Durban and the new R110m tissue mill at Klipriver.

Planned capital expenditure for 1992 exceeded R300m and included the new R122m beverage can plant at Springs where work had already commenced and which was scheduled to be commissioned late next year.

On prospects for the coming year he said despite economists and politicians attempting to "talk the economy up", Nampak's reading of the present economic scenario remained pessimistic, with too many factors currently present that militate against any major upturn during 1992.

While operating profit was expected to show modest improvement, higher interest charges and an increased effective tax rate would probably reduce the rate of growth in earnings to below last year's.

WILLIAM GILFILLAN

US firms urged to pep up aid schemes

B/day 11/12/91

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SIMON BARBER

WASHINGTON — The collapse of formal apartheid notwithstanding, US companies in SA must redouble their social responsibility efforts, even though they are already "at the forefront" of businesses seeking to facilitate change.

So contends auditor Arthur D Little Inc in its latest annual report on how signatory firms are complying with the so-called Statement of Principles, formerly known as the Sullivan Code.

"The need for such programmes is more urgent today than ever before to meet the growing expectations and opportunities of the majority of the population," the report states.

"If collective pressure for change is halted, social tensions will increase and hurt the efforts of all parties working towards a unified, non-racial democracy." After a decade of precipitate decline due mostly to disinvestment, the number of signatories has stabilised at 52, a marginal drop from 54 last year.

Despite deepening recession, the 52, representing 17 693 employees, increased their social expenditures inside and outside the workplace to R74m over the past year, up from R67m in 1990.

Of this more than R33m went towards educational assistance for non-employees.

Man-days devoted to social responsibility activities also increased from 64 000 to 70 600.

All but four of the companies were "making progress" or better. Donaldson Co, Harnischfeger Industries, Ingersoll Rand and Joy Technologies were told they needed to become "more active" in the fields of education for non-employees, training and advancement, community development and social justice.

For the first time since the principles were established in 1977, companies were required to provide employees with AIDS and family planning counselling and annual TB tests. All complied.

The companies' performance in filling white-collar vacancies with blacks improved quite markedly — from 20% to 27% at the managerial level — the only exception being supervisory positions. Here the proportion slipped from 63% to 60%.

Overall, the proportion of whites supervised by blacks in signatory firms is 10.5%, up from 6.2% five years ago.

Several firms reported that their efforts to advance blacks was being hampered by unions and workforce peer pressure.

One said "the trade unions are prepared to allow their members to be trained at various skilled jobs, but not supervisory and managerial jobs".

Several companies indicated they were engaging more deeply than ever before in efforts to desegregate schools and help community groups counteract violence.

Staff Reporter



Metalworkers call off strike

STAR

12/12/91.

The 4 000 employees of Anglo American's Highveld Steel Corporation in Witbank who were given an ultimatum to return to work on Tuesday or face dismissal returned to work yesterday, an Anglo spokesman said.

The spokesman said this followed an agreement reached with management on Tuesday.

In terms of the agreement, Tuesday's talks continued until yesterday and management and employees' representatives

agreed to hold further talks today to resolve the situation, the spokesman added.

All employees would return for their respective shifts, the statement added.

The illegal strike by the workers, in defiance of a court interdict obtained by the company which ordered them back to work by Monday morning, affected the vanadium and ferro-alloy operations.

The spokesman said the strike's impact on Highveld's ability to market its products had not been seriously affected.

The spokesman denied claims by National Union of Metalworkers regional secretary Frank Boshielo that the union was forced to act immediately as management had informed the union of its intention to retrench workers only on November 12, three weeks before they

were due to lose their jobs.

He said that in terms of the agreement with the union, employees were given three weeks' notice of the retrenchments, which were also discussed at several meetings. In addition, severance pay had been paid.

Mr Boshielo said workers went on strike in an attempt to block the retrenchments.

The strike is a sequel to the downing of tools by workers at the mine last Tuesday in protest against the retrenchment of 600 employees.

Economic growth should be targeted on job creation area

Finance Staff STAR 13/12/91

Economic growth should be aimed at sectors where employment can best be created, says Sanlam in its December Economic Survey.

Chief economist Johan Louw says both the extent and the quality of economic growth over the past six years has been disappointing.

Total real growth averaged about one percent annually — 6,4 percent over the past six and a half years — and was concentrated in a few sectors.

Agriculture made up most of the growth, accounting for some 39 percent, while the public sector accounted for 32,9 percent. Finance contributed 32,1 percent, electricity 18,1 percent and transport 10,5 percent.

On the other side of the coin, commerce reported no growth, while the construction and manufacturing industries had a negative growth rate of 8,1 and 8,7 percent respectively. The worst performer was the mining sector, where growth fell by 22,9 percent.

The most worrying aspect,

Sanlam says, was that sectors which should have made important contributions to job creation — commerce, manufacturing, mining and construction — actually retrenched workers.

With soaring unemployment it is essential drastically to increase economic growth and to aim economic expansion specifically at sectors best able to create employment, Mr Louw says.

Although GDP rose by 0,5 percent in the third quarter, initial indications reveal that economic activity in the fourth quarter remained sluggish and may have worsened in several sectors.

In all, Sanlam says a negative real growth rate of 0,5 percent is expected for 1991 and a positive real growth rate of about two percent for 1992.

Regarding inflation, Sanlam expects increases in the CPI to decline slowly from the present high of 16,8 percent to an average increase of about 14 percent in 1992.

As a result of the continued high level of inflation, no drop in interest rates is expected before the first quarter of 1992.

BUSINESS

Small business with big influence

Small is beautiful, but is it meaningful? REG RUMNEY reports on a new study of small and medium sized businesses in South Africa

18/12/91

THERE'S a tendency to think of small business in South Africa as a sideshow to big enterprises. Anglo American is real business, the thinking goes: Joe's Cafe isn't.

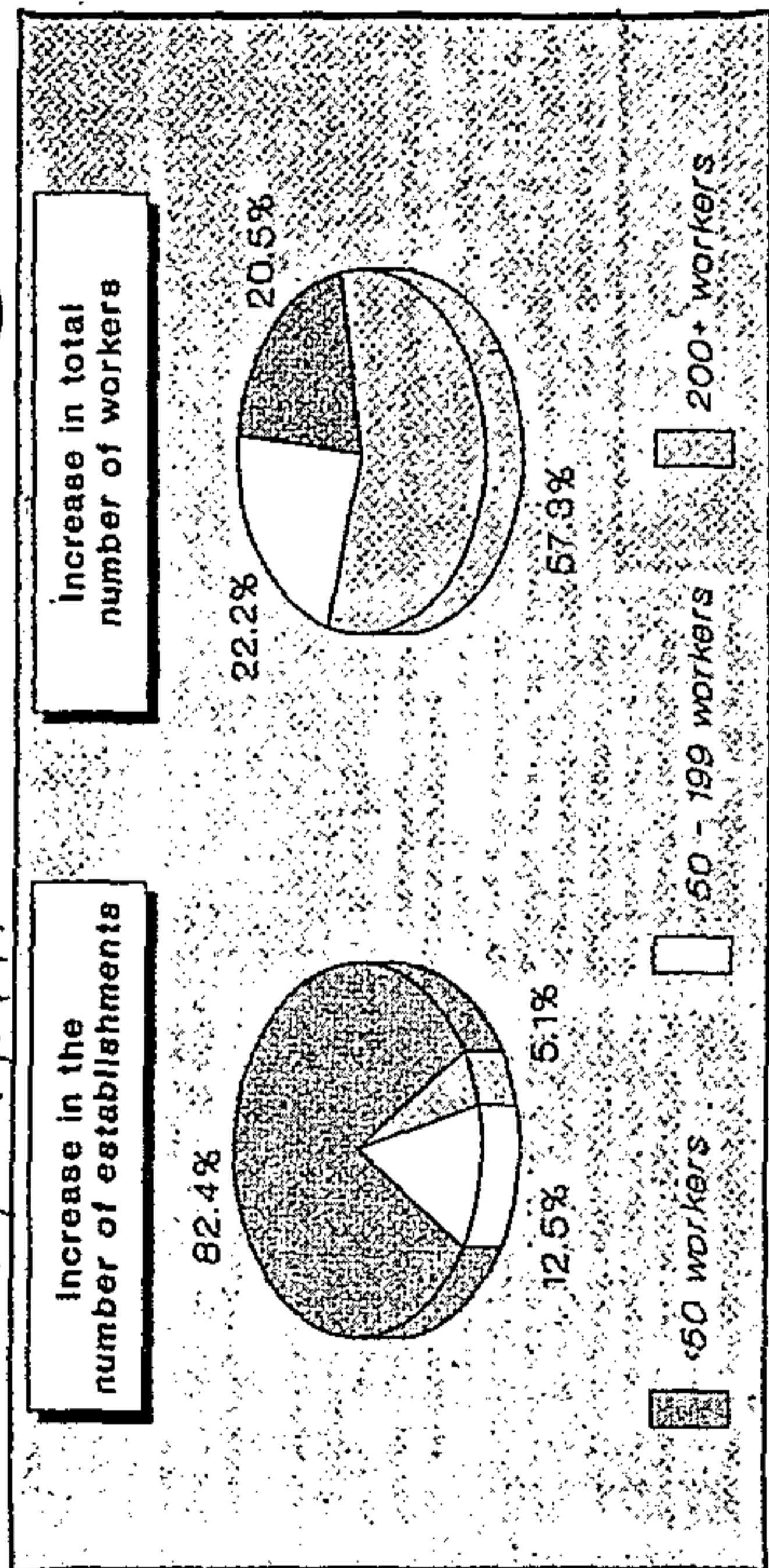
A study commissioned by the Small Business Development Corporation should go some way towards changing people's misconceptions. The University of Pretoria's economics department has taken as its latest focus theme, the role of small and medium-size businesses (SMBs) in the South African economy.

The study shows that in many areas SMBs are an economic force to be reckoned with. It also shows that the contribution of SMBs to the economy rises along with the value-added chain. Extrating raw materials (the primary sector) offers few opportunities for SMBs. Manufacturing (the secondary sector), offers more opportunities and small and medium-size retailers are common.

SMBs don't stand out in farming, for instance. Agriculture also illustrates the difficulty of defining small. Around 40 percent of farms are smaller than 500ha. And they employ 37 percent of agricultural labour. But since land fertility is often the deciding factor in farming, land size doesn't mean that much.

If yearly income is used as the yardstick with which to measure small and big in agriculture, only 25 percent of all farms have yearly income of less than R100 000, employing only 4,2 percent of agricultural labour. In mining and fishing SMBs don't count for much of total employment and income generation in those sectors. Small mining establishments and fishing outfits are prolific, however, suggesting that mining and fishing provide a home for small entrepreneurs.

In manufacturing, SMBs are numer-



Source: Pretoria University Department of Economics. The graphs show the increase in the number of manufacturing establishments and employment between 1972 and 1985.

ous and they account for about a third of total manufacturing activity.

A telling figure is that of the increase in SMBs in manufacturing between 1972 and 1985.

Small businesses accounted for around 82 percent of all new manufacturing businesses born in those 13 years. Medium-size businesses accounted for 12,5 percent. And SMBs created around 43 percent of all the new jobs created in manufacturing during that period.

SMBs are typically concentrated in particular forms of activity. In order of importance the sectors in which small manufacturing businesses are concentrated are: metal products, machinery, printing, food, furniture, other manufacturing, non-metal mineral products and clothing.

Medium-sized businesses are typically found in the same sub-sectors, plus textiles and other chemical products.

SMBs are not to be found in the manufacture of motor vehicles, electrical machinery, plastic products and professional and scientific equipment. This suggests economies of scale

that whatever the percentage it was all additional to GDP. Seeing that small and medium businesses are so important to our economic life, what are the implications of the study?

The importance of small business may, for instance, have implications for government spending.

Small Business Development Corporation managing director Ben Vosloo, in a statement accompanying the release of the study, points out that the money spent on export incentives far outweighs any government spending on small business.

Vosloo says that in the 1991/92 Budget a total of R1 411,5-million was budgeted for export trade promotion.

This will be distributed, he says, to around 2 500 beneficiaries under the General Export Incentive Scheme. Most of those beneficiaries are large.

But in the same Budget only R75-million was voted to the development of small and medium size enterprises through the SBDC.

Vosloo reckons this is clear evidence the development of SMBs does not rank as a high priority in development strategies and policies of the present government.

Ironically, De Wet questioned to what extent government should be involved in small business.

The origins of wealth were not in government but in entrepreneurship, De Wet said.

However, he said, some tax money should be channelled into creating opportunities for entrepreneurship to generate income and employment.

The study proposes a four-pronged strategy including education, training and information, involvement in public projects, further deregulation and extension of physical infrastructure.

Well and good. But the study's chief virtue may be in its potential to change the importance South Africans attach to smaller businesses.

Road to a social contract

SITimes (BUSS) 15/12/91.

SEVERAL corporations are considering agreements at plant level to provide for shared decision making with trade unions in exchange for worker compromises.

If such agreements are concluded, says Andrew Levy & Associates (ALA) in its annual report, they could provide the clues about the form of "social contract" that could emerge in SA.

Whereas the social contract process in Western Europe was initiated at national level, this is unlikely in SA.

There are widely differing viewpoints about what a social contract should comprise — and even its desirability.

(181) By ADRIAN HERSCH (181)

"The agreements which stick are likely to be negotiated at company or industry level.

"A national level strategy only is likely to delay or even end the process since the agreements are unlikely to stick."

If unions and management in specific industries begin to develop a working relationship which delivers benefits to both, it will provide the right climate for a national social contract.

But ALA warns that the process could take several years to achieve, if at all.

S/Times (BUS) 15/12/91

Samancor lays off another 400

SAMANCOR is expected to retrench about 400 employees at the Middelburg Ferrochrome plant — previously Middelburg Steel & Alloys Chromium.

The plant has a complement of about 3 000.

MS&A was taken over by Samancor in September.

Notice of retrenchment was given to more than 100 employees at MS&A head office in November.

Samancor declines to confirm the scale or terms of retrenchments because no finality has been reached.

Samancor general manager, chrome, Wilrich Schroeder says "discussions with employees and employee representative organisations regarding rationalisation are under way".

Losses

Mr Schroeder says the rationalisation of its operations is "due to market conditions prevalent in the ferrochrome industry". These have forced producers to explore all possible avenues in order to remain alive.

It is believed that the primary objective of the retrenchments is to reduce the staff complement at Middelburg to one comparable with other Samancor ferrochrome operations — Ferrometals and Tubatse.

However, shelving of the Chrome Direct Reduction (CDR) plant and persistent losses at the low-carbon factory have aggravated the po-

By IAN ROBINSON

sition. The scale of the retrenchments reflects the different business philosophies of MS&A and Samancor.

John Hall, director of Barlow Rand and former chairman of MS&A, says he introduced a no-retrenchment policy in 1978 which took into account the cyclical nature of the business. This resulted in a stable labour force.

In spite of overstaffing in times of depressed demand, MS&A's production costs compared favourably with other ferrochrome producers.

A Middelburg employee who has been given notice of retrenchment expresses anger about Barlows' alleged indifference to the fate of its former employees. He says he feels like "a puppet on a string".

Mr Hall denies that Barlows is indifferent and says the "welfare of people who would inevitably be retrenched was of primary concern to Barlows and they were involved with the new owners (of MS&A's stainless-steel and ferrochrome companies) to achieve generous retrenchment packages".

However, he declines to say how generous because this could set a precedent. He says head-office employees who declined offers of transfers to Middelburg still received retrenchment packages.

Retrenchment terms at the plant are believed to be similar to those offered to MS&A head-office employees — 5% to 7% of annual remuneration package times the number of years' service.

There is dissatisfaction about the basis of selection of employees to be retrenched. It is also alleged that no company contributions to the pension fund will be paid out to retrenchees. The employees' contribution will be repaid at an accrued rate of interest of only 2%.

Hardship

Mr Hall says negotiations were held with each employee and every attempt is being made to avoid hardship. A list of MS&A retrenchees has been circulated throughout the Barlow group in an attempt to place them.

A labour lawyer consulted by some head-office retrenchees describes the terms as "quite generous". But the retrenchments, from the procedural point of view, were handled badly in the early stages. Employees were faced with a fait accompli and there was inadequate consultation.

SOWETAN

Codesa asked to guard small firms

Sowetan 19/12/91

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THE National Industrial Chamber has called on the Convention for a Democratic South Africa to consider a ministry to protect the small business sector which could save the country from massive poverty and unemployment.

NIC, the industrial arm

By SONTI MASEKO

of NAFCOC, believes the creation of a new ministry charged with creating a favourable climate for small business was a potential solution to South Africa's economic woes.

The plan was based on successful experiments both in the East and West, where the growth of small

business has alleviated unemployment.

According to NIC president, Mr Joe Mogodi, during the 80's small firms in Britain created more than a million jobs, twice as many as larger firms.

"In South Africa, where 40 percent of all adults have no recorded employment and seven out of eight school leavers cannot find jobs, our biggest problem is job creation. Yet the Government remains intransigent to our pleas - hence our appeal to Codesa," Mogodi said.

Dynamic

"Democracy does not thrive in the midst of poverty and politics alone will not overcome the twin evils of unemployment and poverty. A dynamic small business sector, however, will."

"The UK has a small firm minister whose task it is to create a supportive climate for small firms. He is the political champion of small firms and ensures the legislative framework is appropriate for their growth.

"With the help of a sympathetic government we can work this miracle in South Africa as well. The whole structure of the economy must be overhauled if a healthy small firms sector is to arise.

"The sector has no champion at cabinet level. Policy decisions are taken with little or no thought of their impact on small firms. Their potential is largely ignored," the NIC said.

Revised

Areas of legislation that the NIC envisages could be revised are:

- The amendment of restrictive and inappropriate legislation that discourages business growth;
- Training for adults in both job skills and entrepreneurship;
- Changing the emphasis in secondary education from academic to technical skills;
- The introduction of entrepreneurship as school subjects - according to NIC, 25 percent of people have entrepreneurial skills and education must help those children with the talent to create their own jobs;
- Providing "safety net" finance for small business;
- Intervention by the ministry on behalf of small business where payments are unduly delayed; and
- Legislation making it illegal to withhold payment to small firms for periods longer than 30 days.

Grim outlook for wages in '92 - experts

STAR 19/12/91
By Shareen Singh

If wage increases this year were disappointing, next year would be worse, according to labour experts.

Brian Allen, director of Andrew Levy and Associates, said he could not see the recession lifting before the completion of the traditional wage round for 1992. Wage negotiations would be as intense, if not worse.

Wage increases below the inflation rate were possible next year, he added.

The commercial sectors and the motor industry would be hardest hit as a result of the recession. Low wage increases could also be expected in the public sector, he said.

In the mining industry, the shared-responsibility bargaining, which resulted in productivity and profit-linked wage increases, had to a large degree set a base for next year. Mr Allen said.

A similar pattern would follow unless major unforeseen problems arose in the administration and application of those agreements.

He dismissed the possibility of wage freezes, saying he could not see unions accepting this.

PE Corporate Services managing consultant Naomi Brehm said many companies were looking at the possibility of productivity bargaining and that this could become a trend next year. Most wage increases were expected to be between 3 and 5 percent below the inflation rate, she said.

Labour consultant Theo Hefer said the current trend of lower increases would continue next year, but increasing pressure would come from workers at the lower levels to get higher percentage increases.

"It would be necessary for lower-paid workers to get higher percentage increases than white-collar workers in order to narrow the wage curve, which is abnormally steep in most companies," he said.

Many companies had recognised the importance of more equitable wealth distribution, and a trend in this direction could be seen next year, Mr Hefer added.

It would be unfair and wrong to expect lower-paid workers to absorb the pain of recession, he said.