

Postmen in Durban complex

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PUBLIC-SECTOR

\*35 Mr L F WOOD asked the Minister of Posts and Telecommunications

TELECOMMUNICATION-LABOUR

1975 - JULY 1977

- (1) How many White, Coloured, Indian and Bantu persons, respectively, are employed as postmen in the Durban complex,
- (2) (a) what is the authorized establishment in this area in respect of Whites, (b) how many of these posts are vacant and (c) how many non-Whites are employed in the vacant posts

The MINISTER OF POSTS AND TELECOMMUNICATIONS

(1) Whites 152  
Coloureds 4  
Indians 267  
Bantu 47

- (2) (a) 369
- (b) 217
- (c) 200

It is mentioned for the hon member's information that postmen at Amanzimtoti, Pinetown, Westville and Umhlanga Rocks, are included in the above-mentioned figures because these post offices are regarded as being part of the Durban complex

Hansard 1 @ column 59-60

7 February 1975

HANSARD 3

Q. column 247-248

21 February 1975.

Resignation/shortage of technical/semi-technical staff

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127 Mr T ARONSON asked the Minister of Posts and Telecommunications

- (a) How many technical and semi-technical members resigned from the service of his Department during 1974 and
- (b) what was the shortage of technical and semi-technical staff as at 31 December 1974

The MINISTER OF POSTS AND TELECOMMUNICATIONS

- (a) 997 (297 technical and 700 semi-technical)
- (b) According to actual requirements 2 658 (1 316 technical and 1 342 semi-technical)

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HANSAARD 5

Q. column 402-3  
7 March 1975.

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Collection of post in Natal

\*27 Mr G B D McINTOSH asked the Minister of Posts and Telecommunications

Whether post from posting boxes in Natal is being collected by postmen who deliver mail if so (a) why and (b) in what areas of Natal

The MINISTER OF POSTS AND  
TELECOMMUNICATIONS

Yes

(a) To conserve fuel and to utilize the available staff to the best advantage

(b) Bluff Durban Durban North, Kwa Mashu, Pinetown, Queensburgh Umhlanga Rocks and Westville

HANNOYARD 6

Q. column 477-8

14 March 1975.

**Telecommunications technicians**

\*22 Mr J I DE VILLIERS asked the Minister of Posts and Telecommunications

- (1) How many telecommunications technicians (a) left the service of his Department during (i) 1972-'73 and (ii) 1973-'74, and (b) have left from 1 April 1974 to date,
- (2) how many of these (a) joined the service of the South African Broadcasting Corporation and (b) took up

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employment in the private sector in each period,

- (3) how many of the telecommunications technicians who joined the private sector are estimated to have entered service with television firms during each period

†The MINISTER OF MINES (for the Minister of Posts and Telecommunications)

- (1) (a) (i) 339  
(ii) 285  
(b) 265 up to 31 January 1975 (pupil technicians are included in these figures)
- (2) (a) None  
(b) Details are not available, but it must be accepted that with few exceptions, all the officers who resigned took up employment in the private sector

- (3) No reliable estimate can be given

For the sake of completeness, details are also furnished hereunder in respect of the number of telephone electricians/mechanics (including learners) who left the Post Office during the following periods

|                       |     |
|-----------------------|-----|
| 1972-73               | 734 |
| 1973-'74              | 776 |
| 1 4 1974 to 31 1 1975 | 653 |

HANSARD 6

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Q. column 483-484

14 March 1975.

**Cape Town central telephone exchange**

28 Mr I G MURRAY asked the Minister of Posts and Telecommunications

(1) What is (a) the authorized establishment of the Cape Town central telephone exchange and (b) the number of posts (i) filled on a (a) permanent and (bb) temporary basis and (ii) which are vacant,

(2) (a) what is the daily average number of hours of (i) compulsory duty and (ii) paid overtime duty worked and (b) what periods are allowed as breaks during such hours of duty,

(3) what was the number of (a) resignations and (b) appointments to such staff during each of the last four periods of six months

†The MINISTER OF MINIS (for the Minister of Posts and Telecommunications)

(1) (a) 180

(b) (i) (aa) 115

(bb) 59

(ii) 6

(2) (a) (i) 8½ hours per worker per day

(ii) 2½ hours per worker per day

(b) Lunch intervals of 30 minutes where continuous duties are performed and tea intervals of 5 minutes per hour for continuous periods of more than 2 hours with a maximum of 20 minutes

(3) Period ended—

|     | 31 8 1973 | 28 2 1974 | 31 8 1974 | 28 2 1975 |
|-----|-----------|-----------|-----------|-----------|
| (a) | 14        | 27        | 24        | 39        |
| (b) | 13        | 48        | 34        | 38        |

HANSARD, M. Q. column, 508  
14 March 1975.

X **Salaries of employees of Department of  
Posts and Telecommunications**

170 Mr L F WOOD asked the Minister  
of Posts and Telecommunications

How many (a) White, (b) Coloured,  
(c) Asian and (d) Bantu persons in the  
employ of his Department are in receipt  
of salaries which are (i) less than R600,  
(ii) between R601 and R1 200, (iii) be-  
tween R1 201 and R2 400 and (iv) more  
than R2 400 per annum

The MINISTER OF POSTS AND  
TELECOMMUNICATIONS

The position as at 28 February 1975  
was as follows

|       | (a)    | (b)   | (c) | (d)    |
|-------|--------|-------|-----|--------|
| (i)   | —      | 537   | 1   | 3 454  |
| (ii)  | 95     | 2 522 | 80  | 11 844 |
| (iii) | 12 516 | 1 964 | 657 | 1 925  |
| (iv)  | 28 689 | 418   | 102 | 69     |

Note Item (i) includes persons in  
receipt of salaries of R600 per annum

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HANSARD 10

Question Columns 716-717  
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16/4/75

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Department of Posts and Telecommunications: Non-Whites in administrative division

222 Mr J I DE VILLIERS asked the Minister of Posts and Telecommunications:

(a) How many (i) Coloured, (ii) Asian and (iii) Bantu persons are employed in the administrative division of his Department, (b) in what capacities are they employed, (c) how many in each race group are employed in each capacity and (d) what is the (i) highest and (ii) lowest salary scale applicable to each capacity

The MINISTER OF POSTS AND TELECOMMUNICATIONS

(a) (i) 9  
(ii) 6  
(iii) 47  
(b) (c) (d)(i) (d)(ii)

Coloured

|                       |   |        |        |
|-----------------------|---|--------|--------|
| Postmaster, Grade III | 2 | R6 237 | R5 346 |
| Postmaster, Grade IV  | 6 | R5 049 | R4 455 |
| Superintendent        | 1 | R5 049 | R4 445 |

Asian

|                       |   |        |        |
|-----------------------|---|--------|--------|
| Postmaster, Grade III | 2 | R6 237 | R5 346 |
| Postmaster, Grade IV  | 4 | R5 049 | R4 455 |

Bantu

|                       |    |        |        |
|-----------------------|----|--------|--------|
| Postmaster, Grade III | 13 | R4 725 | R4 050 |
| Postal Inspector      | 1  | R4 725 | R4 050 |
| Postmaster, Grade IV  | 29 | R3 825 | R3 375 |
| Superintendent        | 4  | R3 825 | R3 375 |

264

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of

HANSARD 10

Question Column 717.  
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Department of Posts and Telecommunications Salaries

224 Mr J I DE VILHFRS asked the Minister of Posts and Telecommunications

How many (a) White, (b) Coloured, (c) Asian and (d) Bantu persons in the employ of his Department are in receipt of salaries which are (i) less than R50, (ii) between R50 and R100 (iii) between R101 and R150, (iv) between R151 and R200, (v) between R201 and R250, (vi) between R251 and R300, (vii) between R301 and R400 and (viii) more than R400 per month

The MINISTER OF POSTS AND TELECOMMUNICATIONS

The position as at 31 March 1975 was as follows

|        | <i>W</i> | <i>C</i> | <i>As</i> | <i>Bf.</i> |
|--------|----------|----------|-----------|------------|
|        | (a)      | (b)      | (c)       | (d)        |
| (i)    | —        | 7        | —         | 2 137      |
| (ii)   | 101      | 3 110    | 84        | 13 336     |
| (iii)  | 3 748    | 1 561    | 314       | 1 762      |
| (iv)   | 8 652    | 414      | 352       | 173        |
| (v)    | 7 322    | 235      | 82        | 22         |
| (vi)   | 4 479    | 124      | 13        | 28         |
| (vii)  | 7 500    | 62       | 4         | 20         |
| (viii) | 9 619    | 6        | 3         | —          |

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16/4/75-

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# College set up for Black technicians

Sun Times  
20/4/75

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BY COMPARISON with 52 000 Blacks the South African Railways have trained so far, the Post Office has trained a rather paltry 131 to do skilled jobs.

Before any unwarranted conclusions are arrived at, when comparing these two figures, it must be pointed out that all the Black people trained so far by the Post Office are now highly skilled men — telephone electricians — while the Railways includes in its 52 000 people those who have been trained as lift-truck operators and shunters.

What cannot be denied, however, is that the Railways faced up to the situation that only the use of Black skilled labour could overcome its manpower problems very much earlier than the Post Office did.

This fault cannot be attributed to the public servants who run the Post Office.

It is now history that when Ben Schoeman, the former Minister of Railways, first made it quite clear that he was training Blacks to do skilled jobs, Dr Albert Hertzog could see no reason why he should follow suit.

Replying to a question in the House of Assembly during March, Marais Viljoen, the present Minister of Posts and Telegraphs, said that at the end of 1973 there was a backlog of 94 249 telephones, and this grew to a backlog of 96 959 at the end of last year.

Reasons for this were, he said, "an unprecedented demand for telephones generated by the country's growth rate; a continuous increase in the standard of living in South Africa; which made it possible for more people to be able to afford telephones; an abnormally high incidence of telephone transfers; insufficient capital in earlier years to enlarge the telephone network adequately, and an acute shortage of trained technical staff."

In spite of the shortage of staff, he told the House, in the seven years that ended on March 31, this year, R682-million had been spent on improving the country's telecommunication network, and that during this financial year — ending on March 31, 1976 — the Post Office will spend another R182-million on the improvement of the network.

This is a rate of nearly R500 000 a day, including Sundays.

To spend money at that rate advantageously on something as complex as a telecommunication network the Post Office needs a large number of highly trained technical people.

When he delivered his

Post Office Appropriation Bill in the House of Assembly in March, the Minister said that "at the moment, there is a shortage of 2 600 trained units on the technical and semi-technical levels. This represents approximately 21 per cent of the total requirement."

In other words, instead of having something like 12 600 technicians of varying standards, the Post Office has about 10 400.

What is being done to make up this shortfall? The answer is that a start has been made with training sufficient technicians, and that the Post Office is still recruiting technicians and people willing to be trained as technicians from overseas.

It now has a total of 630 immigrants working as technicians. Of them, 213 were recruited last year.

It is also trying to recruit Africans with sufficiently high school-leaving standards to train as telephone electricians and telephone technicians.

"But the bugbear is that they must have passed Matric with a high enough standard in mathematics and science to be trained as telephone technicians which is, so to say, the top of the tree," Chris Gouws, Deputy Postmaster-General Telecommunications, told me.

"We started training Blacks for advanced duties in 1971, and so far 131 have completed their training, and are in service with us as telephone electricians.

"We started training Blacks as telephone technicians only last year, and so far 44 have successfully completed their first-year course. We hope to recruit at least 50 this year, but they must have mathematics and science in their Matric passes."

To overcome its shortage of technically qualified people the Post Office has also built, and is now operating, one of the most advanced technical colleges in the Southern Hemisphere, at Olifantsfontein.

In theory, the production of this college, and other training facilities run by the Post Office, should make up the shortage in a few years.

According to figures published in the last annual report of the Postmaster-General, there were 1 574 telephone technicians and 2 976 telephone electricians in training, but there was also an erosion factor ... 142 technicians, 425 telephone electricians, and 450 partly trained people resigned from the service.

Many of them, Mr Gouws said, were enticed away by "the short-term benefits offered by the country's emerging television industry."

HANSARDS 11

Q. column 754

21 April 1975

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**Non-Whites occupying posts for Whites in  
Department of Posts and  
Telecommunications**

223 Mr J I DE VILLIERS asked the  
Minister of Posts and Telecommunications:

- (1) How many (a) Coloured, (b) Asian  
and (c) Bantu persons are tempo-  
rarily occupying posts for White staff  
in his Department in White areas,
- (2) in what capacities are they so em-  
ployed in each type of post

**The MINISTER OF POSTS AND  
TELECOMMUNICATIONS**

- (1) (a) 108
- (b) 213
- (c) 552

Although the posts have not been  
converted into non-White posts, 65  
Coloureds, 141 Asians and 298 Bantu  
(included in the aforementioned  
figures) are employed in a permanent  
capacity in the posts

- (2) Temporary Postman (43 Coloureds,  
72 Asians and 233 Bantu) Tempo-  
rary Cleaner (21 Bantu)

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24/4/75

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**PRETORIA —** The representatives of more than 300 000 White workers in the public sector have joined in an unprecedented demand for automatic pay increases.

Three weeks ago representatives of the Public Servants' Association, the Federal Consultative Council of Railway Staff Associations and the three Post Office staff associations met to discuss the price spiral and the Government's inability to control inflation.

This was the first joint meeting of the three organisations. The very fact that it was called is a measure of the serious concern among public sector workers at the chronic erosion of living standards and the purchasing power of earnings.

The PSA represents about 205 000 White State and provincial departmental workers, including the Police and Defence Departments, the FCC represents the 110 000 White members of the seven railway staff associations, and the three Post Office unions represent about 45 000 White clerical and technical workers.

After the meeting, it is understood, it was agreed that each organisation should write to the relevant Ministers—of Interior, Transport and Posts and Telegraphs—to set out their request for automatic indexed pay rises.

"This would mean, that as soon as the consumer price index rose by, say, five percent, there would be an automatic pay increase without going through all the drama and tension normally associated with wage and salary demand negotiations," one delegate said yesterday.

State, Railways and Post Office workers were granted increases ranging between 12 and 15 percent last July.

Senior Public servants spoken to yesterday, however, claimed that three-quarters of this increase at least had been wiped out by inflation during the past nine months.

The vice president of the Public Servants' Association, Dr. C. M. Cameron, said yesterday that the PSA favoured wages and salaries being included as a regular item in the national Budget.

He said the PSA had informed the Public Service Commission of the plight of the public servants because of the continuing price spiral.

The Artisan Staff Association of the Railways, which normally spearheads the drive for increases to close cost of living gaps, has for the past year been recommending automatic pay increases tied to the consumer price index.

The seven trade unions representing the 42 000 skilled White workers in Iscor steel plants are also expected to agitate for higher earnings before the middle of the year.

The earnings of the workers represented by the unions are not affected by the award of a 15 percent increase to the 320 000 employees in the non-steel, engineering and metallurgical industry announced yesterday.

An Iscor spokesman said yesterday that the management negotiated with the seven Iscor unions and the 15 percent award had no relevance for Iscor.

# Clash over TV actors

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SUNDAY TIMES Reporter

Sun Times 18/5/75

SABC-TV has taken a hard line with trade unions representing performing artists, and now faces a clash over a scale of fees for performers.

SABC officials have made it clear that they will not negotiate a minimum scale of fees for performing artists with any trade union. Nor will the SABC work through agents or any third parties. But the unions feel they must be allowed to represent their members' interests.

The director of SABC-TV, Mr Pieter de Bruyn, said this week that he would not negotiate with the registered trade union — the South African Theatre Union (Saftu).

"We will not be dictated to by trade unions," he said. "We have a scale for artists which we have drawn up ourselves and which we believe will be perfectly fair. We will deal with each actor and performer individually."

Leading trade unionists are puzzled by what they see as a policy conflict within the SABC, as radio has negotiated successfully with the unions over the years on fees and conditions.

## Registered

The chairman of Saftu, Mr Michael Coulson, said SABC-TV had told him they would not allow any third party to intervene in negotiating fees.

"It is quite possible that a major row will develop between actors and the SABC in the near future over the issue of fees and other matters."

"We are a registered trade union and as such legally represent our members' interests. Surely it is essential for us to be involved in negotiations on contractual conditions?"

Another matter that deeply concerned Saftu was the possible lowering of professional standards by the recruiting of non-professionals to fill many of the roles

which will be created by TV.

"We cannot have a situation where non-professionals get into the act by working for cut rates. It is essential that the non-professionals are treated professionally," Mr Coulson said.

Mr De Bruyn's reaction is that all artists performing on TV would be paid "according to their merit."

"There will be no cheap labour on TV. We will pay everyone what he or she is worth."

The president of the Transvaal Musicians' Union, Mr Harold Herbert, said his union

was preparing a standard contract for musicians which it intended to present to SABC-TV.

"We have always managed to negotiate with the radio people," he said. "If TV won't negotiate with us we will be very sore"

Mr Coulson and Mr Herbert expressed concern over the influx of foreign actors and performers into the country

"One of our first priorities is to ensure that no overseas artists take TV work away from local talent," Mr Herbert said.

They felt this was an area in which the unions and SABC-TV

ought to get together on as soon as possible.

Mr De Bruyn said it was possible that some actors might be tied contractually to their agents. "But that is their problem and for them to sort out. I do not see why the SABC should get involved in that."

A number of actors foresaw problems with their contracts with agents arising if the SABC would not deal with agents.

A leading Johannesburg agent, Mr Don Hughes, said it was too early to say exactly what the implications would be of the SABC's policy of no intervention by third parties.

Most actors and musicians were not prepared to commit themselves on these matters at this stage. As one leading actor put it: "Most of us would rather not say anything now as we might jeopardise our futures with the SABC by speaking out."

- 1. SABC TV
- 2. Publ. SABC PO
- 3. Trade Unions

# PO pins hopes on skilled Blacks

RDM 27/5/75  
Staff Reporter  
THE POST OFFICE could not train telecommunications and TV technicians for the entire country and at the same time provide an adequate telecommunications service, the Postmaster General, Mr Lous Rive, said in an interview yesterday.

Mr Rive said as long as the private sector con-

tinued as "parasites", poaching staff from the Post Offices, "we will have to live with a situation where serious service difficulties in some of the major centres, including the Rand, are permanent threats"

Mr Rive said: "We have long realised that there are not enough Whites to go round, and that Blacks will have to play an increasing part in the expansion and maintenance of our telecommunications network."

Some years ago a start was made using Blacks on postal deliveries. With the cooperation of the staff associations this system was being expanded.

We are planning considerable expansion to our Black training facilities. In 1972 we started training schemes for Coloureds and Indians as electricians, and in the same year a training centre for Africans was started at Umtata in the Transkei."

A training centre for

Africans had also been established in Johannesburg.

Last year a start was made with the training of highly skilled Black technicians.

"This big expansion in training facilities for Blacks would not be necessary if the private sector would leave my staff alone. We are training enough Whites to meet the need but they are being filched by industry."

Nearly 3 000 Whites are in training as electricians and technicians. With a reasonable margin of staff loss this number is sufficient for the Post Office's needs.

"Why must we train for the private sector? Why should they be allowed to lure staff away — staff trained at the taxpayers' expense — and jeopardise a basic national service," Mr Rive asked.

It was paradoxical, he said, that the private sector complained loudest about the telecommunications service.

1) 264  
2) 172  
3) 172

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**Technicians/telephone electricians resigned from service of Post Office**

\*6 Mr R M DE VILLIFRS asked the Minister of Posts and Telecommunications

How many technicians and telephone electricians resigned from the service of

the Post Office in each of the last six months of 1974 and each of the first four months of 1975

†The MINISTER OF JUSTICE (for the Minister of Posts and Telecommunications) (Reply laid upon Table with leave of House)

|  | 1974 |     |      |     | 1975 |     |     |     |       |       |
|--|------|-----|------|-----|------|-----|-----|-----|-------|-------|
|  | July | Aug | Sept | Oct | Nov  | Dec | Jan | Feb | March | April |
| Technician                             | 17   | 6   | 3    | 8   | 12   | 15  | 13  | 15  | 15    | 16    |
| Pupil Technician                       | 7    | 5   | 6    | 1   | 9    | 4   | 40  | 23  | 19    | 6     |
| Telephone Electrician/Mechanic         | 31   | 9   | 6    | 12  | 38   | 25  | 30  | 34  | 35    | 48    |
| Learner Telephone Electrician/Mechanic | 16   | 32  | 9    | 12  | 20   | 17  | 40  | 72  | 76    | 72    |

*[Handwritten signature]*

TV men

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hit back

ARGUS 23/6/75

at Rive

From GARTH VERDAL

JOHANNESBURG. — The TV Rental Association today hit back at accusations by the Postmaster General, Mr Louis Rive, that the television industry was draining technicians from the Post Office by offers of high salaries and improved working conditions.

Mr Barry Smith, secretary of the association, publically asked Mr Rive to withdraw his accusations as they were 'unfounded criticisms used as an excuse for the Post Office's inability to provide the microwave links without which television cannot be transmitted.'

Speaking at the TV Rental Association seminar being held at the Kyalami Ranch, near Johannesburg, Mr Smith said Mr Rive had indicated that as a result of this so-called drain the Post Office was now unable to complete its microwave link network on schedule.

'The result of this is that the SABC's plans to spread television transmissions from the Reef to many areas of the country is being disrupted and delayed,' Mr Smith said.

#### DISCOVER

'While we have every sympathy with Mr Rive and his problems, his inability to complete the microwave network on time is no fault of the TV industry.

'No members of the TV Rental Association have employed any Post Office technicians.

'I'll go even further. As far as we are able to discover, no TV manufacturer has employed a Post Office technician.'

# Rive 'proves' staff-stealing

MRGUS 2/7/75 (264)

The Argus TV Reporter

**THE** Postmaster General, Mr Louis Rive, said today he had 'irrefutable proof' that the TV trade — and in some cases the industry — had recruited Post Office technical and semi-technical staff.

In a statement to The Argus, he hit at recent statements by Mr Barry Smith, secretary of the TV Rental Association.

Mr Smith had rejected allegations by Mr Rive that the television industry was draining technicians from the Post Office.

Speaking at a television seminar in Johannesburg recently Mr Smith called on Mr Rive to withdraw his accusations. He said they had been used as an excuse for the inability of the Post Office to complete

the country's microwave network for TV transmission on schedule.

Mr Rive said during 1974 'no fewer than 997 members of the staff in the technical and semi-technical categories left our service.' In the first five months of this year 702 people in the same categories had left — 148 at the end of May.

He said the Post Office was 'on target' with the provision of microwave links and expected them to be ready slightly ahead of schedule. The links should be ready for the start of the country's full TV service on January 1, 1976.

## WARNINGS

Mr Rive said Mr Smith's attacks 'cast a shadow over my integrity — a quality upon which I place a high premium.'

He said he had consistently pleaded with the private sector not to lure away his staff because 'it

will without doubt adversely affect the quality of telecommunication services.'

The Postmaster General said he had also, 'repeatedly warned the private sector that unless it desisted from poaching my staff it would primarily be responsible for the deterioration in the quality of our services and for our inability to meet the public demand.'

Mr Rive said he was 'dumbfounded' to read a Press report quoting Mr Smith as saying he (Mr Rive) had no evidence to back up his allegations that the TV industry was poaching Post Office staff.



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ARGUS

The Argus Correspondent

3/7/75

PRETORIA. — The staff crisis has reached such a pitch in the Post Office that a firm of private contractors have been asked to take over the maintenance of key telephone exchanges on the Witwatersrand.

This was disclosed today by the Postmaster General, Mr Louis Rive, following a sharp clash this week between himself and the secretary of the TV Rental Association, Mr Barry Smith, over alleged 'poaching' of Post Office technical staff for the television industry.

Mr Rive said the Post Office was negotiating with a firm of suppliers to take over the maintenance of key exchanges on the Reef to stave off a further deterioration in service. The Post Office was resorting to this step, he said, because it was 'so desperate on the Rand' and because a previous attempt to ease the problem through the training of married women had been 'all but heartening' — in fact, very disheartening.

## Phone problems

(Continued from Page 1)

lost 38 trained men, who were now installing antennas in Hillbrow, Mr Rive said

In these circumstances it was fruitless for Mr Smith of the TV Rental Association to deny that staff were being poached for television, he said.

Mr Rive said he had never alleged the TV Rental Association was poaching staff. He had always said industry and commerce were doing so and that it was obvious this was happening because of the advent of television.

The Postmaster General, in spite of his clash with Mr Smith, made an offer to him today. If Mr Smith's association and other elements of commerce and industry in this field were willing to establish a code of conduct which they would enforce in connection with manpower, then they will have my full co-operation.

Mr Rive said the problem was that there was insufficient manpower in the private and public sectors to cope with the rapid expansion of the electronic industry. It was futile for Mr Smith to start a fight with the Post Office over this, Mr Smith should rather produce figures to show how many technicians his organisation was training, how big was the association's technical staff and where they came from.

### Five steps

In an effort to overcome the chronic manpower problem, the Post Office had so far taken five major steps. It had:

- Brought in technicians from overseas;
- Drafted teams of technicians from other regions to the Reef, and was still doing so;
- Started to train Blacks, Coloured people and Indians, especially to relieve the burden in their areas;
- Trained more than 1 000 women technical assistants; and
- Attempted to supplement the service with married women on a part-time basis.

The Post Office was now resorting to a sixth major step in negotiating with suppliers to take over maintenance work.

### One firm

Mr Rive said the Post Office was negotiating with only one firm of suppliers because there was only one interested. The others were unable to consider the proposition because they themselves were struggling for staff.

The managing director of one of these firms told me personally that he had

(Continued on Page 2, col 3)

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# TV, radio men meet to form protective group

*Cape Times*

*Cape Times Correspondent*

JOHN WILSON... About 50 radio and TV men met in the afternoon of the weekend to form a new association for the protection of their interests.

Mr John Parkin, chairman of the TV industry and a former manager of the Cape Times, was elected chairman of the new association, which is called the Radio and TV Technicians' Association.

Mr Parkin, who was elected secretary, said that the association will help to protect the interests of technicians in the industry.

He said that the manufacturers have done their share by supplying the technicians for television. The technicians will eventually have to be upgraded, and the association will help to do this.

## DICK AND HARRY

A committee member, Mr Dick, said that the public with TV sets at home are... They cannot be maintained and repaired.

Most of us are now qualified for TV. We have had a very good course that will give us the necessary skills to repair and maintain TV sets.

The fact is that we are now qualified to do the work that is needed to repair and maintain TV sets. We are now able to do the work that is needed to repair and maintain TV sets.

The fact is that we are now qualified to do the work that is needed to repair and maintain TV sets. We are now able to do the work that is needed to repair and maintain TV sets.

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# I've proof of staff poaching, says Rive

R.D.M. 15/7/75

By KEITH ABENDROTH

THE POSTMASTER-General, Mr Louis Rive, said in Pretoria yesterday he had "irrefutable proof" that at least four of the country's six television manufacturers had "poached" technicians and electronics experts from his department



Mr Rive told me in an interview. "I have hit back at one of the firms, through the Department of Commerce, and have received an apology from the firm's managing director

"But it is not so much the six manufacturers themselves who concern me. It is their outlets and all the ramifications of television marketing throughout the country which is worrying me

"If the present pattern of poaching of trained Post Office telecommunications staff continues, we shall find ourselves in very serious troubles indeed

"In fact, if the trend continues, there is a strong possibility of a complete

telephone breakdown in some areas at least."

Mr Rive was asked to comment on a statement last week by Mr B. A. Smith, secretary of the TV Rental Association.

Mr Smith demanded an apology from Mr Rive for accusing the TV industry of poaching trained Post Office technicians.

Mr Rive said: "I have never met nor spoken to this Mr Smith in my life before. I don't know what he looks like and wouldn't recognise him if he were pointed out to me in the street.

"I don't know his organisation either. If he was looking for cheap publicity he has certainly found it — and in the process has harmed my good name."

Mr Rive said 997 techni-

cians left the Post Offices last year. Resignations in the first five months of this year alone totalled 702.

"But even though we could take reprisals against the makers for poaching our staff — strategic staff are protected by legislation. — I don't want to start a war with them.

"What I am worried about is the distribution, servicing, repairing, installation and other organisations concerned.

"If each of the makers feeds a sales organisation in every town, you have to contend with six sources of possible drain of our staff in each town.

"The drain is going on. Name the towns and it is there Malmesbury, Kroonstad, Elliot, Knyana, Bloemfontein, East London, to name a few.

"It is even worse on the Witwatersrand. It is not only the ordinary electricians and technicians who are being wooed away. Our senior staff are going as well," Mr Rive said.

# PO loses men in spite of 'new deal'

Rand Daily Mail 16/7/75

Labour Correspondent THE Postmaster-General, Mr Louis Rive, yesterday disclosed that the Post Office is losing 1,000 trained and semi-trained technicians and electricians a year to private enterprise.

He warned that if the private sector persisted in enticing away trained men from the Post Office, it would have to settle for second best in the quality of services it expected.

On salary and wage scales in the Post Office, he said "We restructured

salaries and the hierarchy in the service last year. We have our limits. We gave our personnel an entirely new deal."

However, a senior Post Office technician said yesterday that technicians were being made more attractive job offers in industry and commerce.

He knew of a dozen men who were moving into TV, electro-medical, computers and technical service jobs at far better wages.

Mr. Rive disclosed that of the 861 trained men the Post Office recruited overseas in the past four years, 684 had left the service

He said he was trying to counter these losses with large training programmes.

There are 2,800 men training as technicians, including 380 Blacks, and an annual recruitment of 400-500 trainee technicians and 800-900 electricians.

"I see the loss to private industry as a national waste of trained labour which is not being properly used. I pleaded with the private sector to train their own people — but we have been the training ground," said Mr Rive.

He said a vacuum had been created in the demand for trained technicians and electricians.

"Our problem is to get over this vacuum period."

The Post Office had logically been the biggest source of trained men recruited to the electronics industry, which included television, and to the communications industry, both of which had developed rapidly in the past two years.

He said the Post Office had 145 trained Black electricians, and more Blacks in the training pipeline as electricians and technicians.

Training of Blacks started in 1973. "This is a field par excellence for the private sector, which is better equipped to train Blacks," he said.

● THERE is an increasing demand by the public, industry and commerce for a more efficient and expanding service from the Post Office including more telephones, telex links and now TV. But there is a crisis facing the Post Office — it is losing trained personnel hand-over-foot to the very industries making the demands. **CLIVE EMDON, Labour Correspondent, talks to the Postmaster-General, Mr Louis Rive.**

THE Post Office has lost 684 of the 861 trained technicians it recruited over years in the past four years, and is losing more than 1 000 trained and semi-trained men a year, the Postmaster-General Louis Rive disclosed this week.

At a time when the public, industry and commerce, and the new TV industry are demanding new services and greater efficiency, there is a widening gap between expansion and maintenance ability by the Post Office.

Mr Rive put the problem graphically when he described expansion in these terms: "We have increased our cable network by 34 per cent, the automatic exchange capacity by 40 per cent, the trunk network by 47 per cent and overseas channels by 140 per cent — but against this we increased our maintenance ability by only 30 per cent."

"It is this widening gap which will affect the whole Service Maintenance is the key to an efficient service."

He then outlined the acute staff situation. There are 10 500 trained technicians and electricians in present jobs, of whom 145 are Blacks, but the Post Office lost nearly 1 000

# Labour crisis ahead for the Post Office

*Ray Daily Mail 17/7/75*

men last year — 500 of them were fully trained technicians and electricians. By June this year 702 trained and semi-trained men had left.

Against this, there is an annual recruiting intake of 400-500 trainee technicians and 800-900 trainee electricians, with 2 800 in training at the present time — including 390 Blacks.

Mr Rive says it is quite logical that the private sector, the electronics industry, including TV, and the rapidly expanding communications industry is robbing the Post Office of its trained personnel.

He warns that with this continual drain of trained men to industry and commerce, the public and the private sector will have to settle for second best in the quality of service the Post Office can provide.

Mr Rive says: "The private sector should have realised its responsibility and planned beforehand I have pleaded for years that they must start training their own people. But obviously they haven't done enough and so we shall have to pay the price."

"At present there are two basics — training and more training of staff and the future modernisation of our service. We have decided to switch over to a new electronic system which will require less staff, but this will take time.

"So there will be an interim period where things will become very difficult indeed in the telecommunications fields

"This I must say very frankly."

Clearly the Post Office, like almost every service industry in South Africa, is suffering today from job protection policies maintained by White unions which only in very recent years have allowed any training of Blacks for skilled jobs.

Had there been training of Blacks 10 years ago, the present annual scrounge abroad for trained men would not be necessary, and certainly the domestic training situation would have been taken care of.

Mr Rive says is costs R13 000 to train a technician today, considering the capital investment per capita and salaries over the three-year period of training.

"So if industry takes 100 of my technicians I lose over R1-million straight off, and that's without considering the loss in know-how and experience.

up against. If a private firm needs perhaps two or three chaps it can afford to buy them. It can pay them more because it doesn't have to train them. It gets a R13 000 trained man."

He spoke about the total restructuring of job opportunities and salaries for technicians and electricians in the Post Office introduced last year.

"We gave them an entirely new deal," he said, "but we have our limits."

Mr Gerrie Kruger, general secretary of the Telecommunications Association, said morale was low in the Post Office because of the increasing loss of technical staff to industry and commerce.

He said the "new deal" referred to by the Postmaster-General had been a stabilising factor — "but it's the young men who want the immediate benefits of higher starting rates."

He said the technical staff in the Post Office get a better deal in terms

benefits than they would get in the public sector, and this accounted for many men staying in the service.

His union supports the greater use and training of Black personnel. "We took the decision in 1972 for Blacks to be trained and used primarily in services for their own people initially and then to be used in White areas."

Mr Rive says more and more Blacks are being trained. But this is one field wide open to the private sector and should be developed rapidly.

Mr Chris Gouws, Deputy Postmaster-General (Telecommunications) recently took a knock at the suggestion that private enterprise could take over the functions of the Post Office.

"This is a brave claim that does not bear close scrutiny," he said. In the postal service alone there was expected to be a loss

1974/75 of R12-million, he said.

"Would a businessman be prepared to take over telephone services on a R30-million party line plant costing more than R2.5-million a year to maintain, knowing that the service runs at an annual loss of R5.8-million?"

And would he be prepared to link or extend links in outlying areas with the national network, knowing that he would never make a profit on these investments?"

Mr Gouws says being "service" rather than profit-orientated, the State, through the Post Office, not only provides but subsidises communication facilities.

And Mr Rive says at present the GPO has been employing private contractors on a large scale to do installation on automatic exchanges.

"They are doing about 60 per cent of this work to the value of R18-million a year," he said.

Referring to the labour problems experienced by private contractors, he said: "They can't cope either. One contractor told me last month that on the Witwatersrand alone he lost 38 trained key men — all employed at the moment of TV antennae installation of TV antennae in Hillbrow. So you can see what problems we are having."

① 264  
② 172  
③ in part - App  
④ in part - in 7

264

# Minister tells of gains by PO Coloured staff

ARGUS 9/9/75

The Argus Bureau  
PRETORIA — The Minister of Posts, Mr M. Viljoen, has given details of several major advances for Coloured postal workers in the field of job opportunities and service conditions

Opening the congress of the Coloured Postal Workers' Association in Johannesburg last night, Mr Viljoen told of advances made by Coloured telephone workers into technical fields previously reserved for Whites, gave details of progress made with training schemes, and ex-

plained improvements imminent in leave and medical benefit plans for Coloured workers  
The Minister said the employment field of senior Coloured telephone workers — previously limited to maintenance services — had been extended to certain defined

technical work previously done by Whites  
These senior Coloured workers now also handled certain facets of cable-jointing, mounting and line-installation work. In this way they made a meaningful contribution to the expansion and maintenance of the telecommunication network.

Mr Viljoen said good work had been made in the training of Coloured people as fully-fledged telephone electricians and technicians.

### ELECTRICIANS

At the end of June this year, there were already 57 trained telephone electricians in service, while the number of apprentice telephone electricians and technicians had risen to 108 and 28 respectively.

Five of the 28 were trained telephone electricians equipping themselves as technicians.

The Minister said it was envisaged in the future to train Coloured people as technicians and telephone electricians in greater numbers. The department regarded it as an investment for the future and was prepared to provide the outlay for the necessary facilities.

The number of senior posts for Coloured people had increased in the past two years by 11 percent. These posts were graded postmasters and inspectors of uniformed staff. The number of post offices entirely under the control of Coloureds had grown by nine to a total of 50 in the past year.

The approved establishment for Coloured people in the department had more than doubled in the past five years from 1,311 to 2,679.

### MEDICAL AID

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# Pay rise call to Minister

# Warning over better jobs for Coloureds

(1) 234  
(2) 252  
(3) 214  
(4) 285  
(5) 629

**Labour Reporter**  
The Coloured Postal Employees Association made a direct appeal for equal pay to the Minister of Labour and of Posts and Telegraphs.

The call by Mr F M Luttig, the association's national secretary, followed the Minister's official opening of the association's biennial congress.

The theme of the congress is "equal pay for equal work."

Mr Luttig said he had learned from high authority that the productivity of Coloured post office workers did not lag behind that of other post office employees.

"We believe we have rendered sufficient proof of our loyalty, our aptitude and our sense of responsibility for the introduction of equal pay for the same work.

Mr Luttig also asked for his association to be given the opportunity to join in future pay negotiations, hinting at the formation of a federation of post office staff associations.

He thanked the Minister warmly for his interest

**Labour Reporter**  
The narrowing wage gap could have serious inflationary consequences.

The warning came last night from the Minister of Labour and Posts and Telecommunications, Mr Viljoen

He pointed out that the Government is "irrevocably" committed to a gradual narrowing of the wage gap, but added.

"If we do not succeed in balancing expenditure and production, we—all of us—will have to pay the price."

Not only the Post Office but the Government called for wholehearted co-operation, Mr Viljoen told the biennial congress of the Coloured Postal Employees Association in his opening address in Johannesburg.

Better news was Mr Viljoen's announcement that

all Coloured employees of the Government, and of certain other institutions, could get a medical aid scheme similar to that for Whites

"The Cabinet has already approved the scheme."

Mr Viljoen sketched advances made by Coloured telephone workers into technical fields previously reserved for Whites, gave details of progress made with training, and explained improvements imminent in leave for Coloured workers

### 57 AT WORK

Senior Coloured workers handled certain facets of cable-jointing, mounting and line installation work.

At the end of June this year, there were already 57 trained telephone electricians in service, 108 apprenticeship telephone electricians and 28 technicians.

At present 50 offices were under the exclusive control of Coloured staff. A total of 69 Coloured supervisors had attended seminars on modern personnel management.

Improved arrangements would come into effect in January next year, providing equal leave privileges to those enjoyed by Whites.

In some cases leave had been increased from 24 to 36 days a year and sick leave from 60 days to 120 days in every three years.

224

(2) 2011

McCLURY 7/9/75

# Medical aid is planned

JOHANNESBURG — The Cabinet has approved the establishment of a medical aid scheme for Coloured civil servants, including Post Office workers and those employed by certain other institutions, the Minister of Posts and

Telecommunications, Mr. M. Viljoet said here last night.  
Opening the annual congress of the Coloured Postal Workers' Association the Minister said details were still being worked out. — (Sapa.)



# Post Office

## Coloured

### pay call

STAR 12/9/75

#### Labour Reporter

Coloured Post Office employees have concluded their biennial congress in Johannesburg with a firm call for "equal pay for equal work".

"In view of the current battle against inflation we do not expect to wipe out the whole wage gap overnight," the Coloured Postal Employees' Association said in a statement.

But a systematic movement towards this goal should start now.

The statement, made by the national secretary of the association in Johannesburg today, pointed out that his members felt they were contributing more than their share in the fight against inflation.

It had been proved, and admitted, that the productivity of Coloured postal workers was just as high, and sometimes higher, than that of their White counterparts.

In view of this, there was no reason for delaying the introduction of equal pay for equal work.

Mr. Luttig said it should be understood clearly that his association's call was something completely different to representations for salary increases linked to the rising cost of living.

(See Page 13)

① 264  
② 330

# It's equal pay for PO girl technicians

Comment

MODERN GIRLS are making increasing inroads into jobs which were traditionally regarded as being for men — and proving good at them, too.

Last year, for the first time, the Post Office started training girls as technicians to do the same highly-skilled and specialised work — and at the same pay — as their male counterparts.

Now, also for the first time, girls have been accepted as students at the Post Office telecommunications college at Olifantstroom, between Pretoria and Johannesburg.

The training facilities at the college, which cost R4-million to build and equip, had previously been reserved strictly for men.

However, the girls have still not been accepted as residents in the college hostels. Free transport is provided for them from both Pretoria and Johannesburg when they have to attend lectures at the college.

A career as a telecommunications technician is open to girls who have matriculated with maths and physics and who have a flair for electrotechnics or applied mechanics.

Technicians (including women technicians and trainees) do highly-skilled work. They are responsible, among other things, for the installation and maintenance of telephone exchanges, electronic equipment for radio, cable and microwave transmission of telegraph systems, and radio stations which link South Africa and

other countries as well as for repairs to switchboards and electronic equipment.

For the time being, women technicians will do only indoor work.

For acceptance as trainee-technicians, the Post Office gives preference to matriculants with maths and either physics or physical science as subjects.

The minimum education qualification for a learner-technician is a matric (or equivalent) with maths and either physics or physical science or a senior certificate with maths and science at standard eight level or a junior certificate with maths and physics at senior certificate level.

Once they join the Post Office, would-be telecommunications technicians are enrolled at a college for advanced technical education in their area for the first (theoretical) training course. The Post Office pays the fee.

A further technical field now open to girls is that of telephone electricians.

For these training courses two to three years of a junior certificate or equivalent is required.

Facilities exist at all the main post offices throughout the country for this type of training.

Already, 141 women have qualified as telephone electricians, and a further 61 are at various stages of training.

The Post Office is training many more women in the field of telecommunications and telephone

Essays and

12

13

# Post Office may close Saturdays

ROM 28/11/73

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By KEN SLADE

THE Regional Director of Postal Services for the Transvaal, Mr J. G. Wandrag, said in Vereeniging that the Post Office was considering closing on Saturdays because of an acute staff shortage.

Mr Wandrag said at the annual Vaal Triangle Post Office dinner that the Post Office did not have the staff to offer a complete service.

"If the Post Office had to close its doors to the public on Saturdays, and not make any deliveries, this would ease the pressure, and the result would be more staff with better training," he said.

It had been decided to

carry on extending and improving postal services without salary increases for staff or increases in tariffs next year.

"It must be recognised that postal staff are making a tremendous contribution towards curbing inflation," he said.

They had undertaken to increase production, do without certain fringe benefits, and cut overtime by 10 per cent. This would result in a saving of R4-million a year in overtime alone.

Mr Wandrag said the telephone capacity in the Vaal Triangle had increased by 9 000 lines in the past year. Another 5 500 lines would be put into operation next year.

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Hansard | 30th Jan 1976 col. 30

**Postmen in Durban**

30 Mr I F WOOD asked the Minister of Posts and Telecommunications:

- (1) How many White, Coloured, Indian and Bantu persons, respectively are employed as postmen in the Durban complex
- (2) (a) what is the authorized establishment in this area in respect of Whites (b) how many of these posts are vacant and (c) how many non-Whites are employed in the vacant posts

**The MINISTER OF POSTS AND TELECOMMUNICATIONS**

(1) Whites 139  
Coloureds 6  
Indians-- 289  
Bantu -49

- (2) (a) 176
- (b) 37
- (c) None

It is mentioned for the hon member's information that postmen at Amanzimtoti, Pinetown, Westville and Umhlanga

Rocks are included in the above-mentioned figures because these post offices are regarded as being part of the Durban complex

272

Hansard 2 col 47 2/2/76.

**Staff of Department of Posts and Telecommunications: Bantu learner telephone electricians**

127 Mr L F WOOD asked the Minister of Posts and Telecommunications

- (1) (a) How many (i) Whites and (ii) non-Whites were taken into service by his Department during 1974-'75 and (b) how many non-Whites were placed on construction work,
- (2) (a) how many (i) Coloured, (ii) Indian and (iii) Bantu learner telephone electricians completed their training during 1974-'75 and (b) how many electricians in each such race group are at present employed by his Department

**The MINISTER OF POSTS AND TELECOMMUNICATIONS**

- (1) (a) (i) 12 889  
(ii) 8 138  
(b) 3

- (2) (a) (i) 9  
(ii) 12  
(iii) 10  
(b) Coloured—62.  
Indian—117  
Bantu—24  
As at 31 December 1975.

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97  
Hansen 2 col ~~1/11~~ 5/2/76

Administrative division of Department of  
Posts and Telecommunications: Non-White  
employees

153 Mr J I DE VILLIERS asked the  
Minister of Posts and Telecommunications.

(a) How many persons in each non-  
White race group are employed in the  
administrative division of his Department,  
(b) in what capacities are they employed,  
(c) how many are employed in each  
capacity and (d) what is the (i) highest  
and (ii) lowest salary or wage scale applic-  
able in respect of each capacity

The MINISTER OF POSTS AND TELE-  
COMMUNICATIONS

(a) Coloured—10  
Indian—8  
Bantu—56

| (b)                   | (c) | (d) (i)             | (d) (ii)            |
|-----------------------|-----|---------------------|---------------------|
|                       |     | P <sup>a</sup><br>R | P <sup>a</sup><br>R |
| Coloured              |     |                     |                     |
| Postmaster, Grade III | 3   | 6 237               | 5 346               |
| Postmaster, Grade IV  | 6   | 5 049               | 4 455               |
| Superintendent        | 1   | 5 049               | 4 455               |
| Indian                |     |                     |                     |
| Postmaster, Grade III | 3   | 6 237               | 5 346               |
| Postmaster, Grade IV  | 4   | 5 049               | 4 455               |
| Superintendent        | 1   | 5 049               | 4 455               |
| Bantu                 |     |                     |                     |
| Postmaster, Grade III | 13  | 4 725               | 4 050               |
| Postal Inspector      | 1   | 4 725               | 4 050               |
| Postmaster, Grade IV  | 32  | 3 825               | 3 375               |
| Superintendent        | 10  | 3 825               | 3 375               |

NM  
**Public  
 11/2/76  
 sector  
 gets  
 angry**

Mercury Correspondent

**PRETORIA** — The Government, faced with a massive defence expenditure and a substantial budget deficit, has begun to hedge on pay rises for public-sector workers.

The Postmaster General, Mr. Louis Rive, this week told a deputation from the Posts and Telegraphs Association that the Government had asked him to say relief would be given as soon as "the present state of affairs crystallises."

Mr. Rive's reply to the Association can be taken as the Government's attitude to demands for pay increases from the Public Servants' Association, the seven railway unions and the other two Post Office Staff Associations.

The general secretary of the Post and Telegraphs Association, Mr. L. J. van der Linde, said the deputation had asked Mr. Rive for increases for 15 000 administrative and clerical Post Office workers.

Taking into account the economic and political circumstances, he said, the Association put its case for increases "in a spirit of sacrifice, patriotism and loyalty and within the framework of the anti-inflation manifesto."

Mr. van der Linde said the Postmaster General agreed that relief measures were justified, but that relief would be considered only after a crystallisation of the present state of affairs.

Mr. van der Linde added that the Posts and Telegraphs Association believed the private sector was still not cooperating wholeheartedly against inflation.

The president of the Railway Artisans' Staff Association, Mr. Jimmy Zurich, said yesterday: "The Minister of Transport must not tell us he will consider increases when the present state of affairs crystallises. What does this mean anyway? The present state of affairs could continue for 10 years and get worse."

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(✓) Technicians/engineers

147. Mr. P. A. PYPER asked the Minister of Posts and Telecommunications

- (1) How many (a) technicians and (b) engineers (i) are employed by his Department at present (ii) resigned from his Department during 1975 and (iii) were recruited from abroad by his Department during that year.
- (2) what is the present estimated shortage of (a) technicians and (b) engineers in his Department

The MINISTER OF POSTS AND TELECOMMUNICATIONS

- (1) (a) (i) 4 293.  
(ii) 200  
(iii) 52 (mostly late arrivals from earlier recruiting campaigns)
- (b) (i) 238 (including 33 assistant engineers)  
(ii) 10 including 4 assistant engineers  
(iii) 1 assistant engineer.

(2) (a) 541 (in accordance with the revised and stringent productivity norm)

(b) None

Note With regard to resignations it is mentioned that in addition 470 trained and 489 half-trained telephone electricians/mechanics resigned, as well as 189 learner technicians

Hansard col 198  
12/2/76



DD  
**Black staff  
for Peddie  
post office**  
4/2/76

CAPE TOWN — Peddie, which is to be incorporated into the Ciskei, will soon have an almost black post office although most of its white residents have not yet moved.

The Minister of Posts and Telecommunications, Sen J. P. van der Spuy, said in the House of Assembly yesterday that it has been decided to recruit two black clerks and three black telephonists for the Peddie post office.

He was asked by Mr W. H. Deacon (UP, Albany) if he was aware that although Peddie had been zoned black it was still in fact white.

Sen Van der Spuy replied "I am aware of that. For that reason the postmaster is still a white. —  
PC

(1) ~~106~~  
(2) 2664

Hansard 4

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MONDAY, 16 FEBRUARY 1976

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**Non-Whites occupying posts for Whites in Department of Posts and Telecommunications**

296 Mr J I DE VILLIERS asked the Minister of Posts and Telecommunications

- (1) (a) How many (i) Coloured, (ii) Asiatic and (iii) Bantu persons are temporarily occupying posts for White staff in his Department in White areas and (b) in what capacities are they so employed in each type of post,
- (2) (a) how many posts formerly occupied by Whites are converted into non-White posts during (i) 1974-'75 and (ii) the period 1 April to 30 September 1975 and (b) what posts were so converted,
- (3) whether any non-Whites at present occupying posts for White staff in White areas are employed in those posts in a permanent capacity, if so, (a) how many and (b) in what posts;
- (4) whether he is considering the conversion of additional posts formerly occupied by Whites into non-White posts, if so, (a) which posts and (b) how many of each,
- (5) whether he is considering the temporary occupation of additional White posts by non-Whites, if so, (a) which posts and (b) how many of each

**The MINISTER OF POSTS AND TELECOMMUNICATIONS**

- |     |       |   |
|-----|-------|---|
| (1) | (a)   | (b)   |
|     | (i)   | 97 Postman (63)<br>Temporary Postman (34)                                 |
|     | (ii)  | 18 Postman (13)<br>Temporary Postman (5)                                  |
|     | (iii) | 532 Postman (288)<br>Temporary Postman (204)<br>Postal Aid (Cleaner) (40) |
| (2) | (a)   | (i) 39<br>(ii) 245  |

- (b) Postmaster, Grade III  
Postmaster, Grade IV  
Clerk  
Telephone Exchange Superintendent (Female)  
Male Telephonist  
Female Telephonist  
Part-time Female Telephonist  
Postman

- (3) Yes, some.
  - (a) 370
  - (b) Postman
- (4) Yes
  - (a) and (b) As dictated by circumstances
- (5) Yes
  - (a) and (b) As dictated by circumstances.

**sion on Agriculture**

ler

preliminary Draft : No portion of this paper may be quoted without permission of Saldru, School of Economics, University of Cape Town.

**SALDRU**

# Three price

# and tax

1/8/76 N.M.  
shocks

# on way

Mercury  
Correspondent

PRETORIA — South Africans can brace themselves for three successive shocks this month — higher rail tariffs, selective increases in post office charges and higher taxation.

The combined effect will be to inflame the country's double digit inflation rate and depress further the living standards of wage and salary earners.

The first shock will come from the Minister of Transport, Mr. S. L. Mulier, when he introduces his Railway Budget in the Assembly on Wednesday.

Not only has he to compensate for a deficit for the current financial year which may reach R50 million but he is faced with serious staff unrest and work-to-rule threats if he fails to make provision for increased earnings for 114 000 White and 120 000 Black railway workers.

Then in two weeks' time the second shock.

The Minister of Posts and Telegraphs, Senator van der Spuy, in his first Budget is also expected to announce increases in

some Post Office charges.

The postal services were expected to run at a loss of R14 million for the 1975-76 financial year. Revenue from other P.O. services, however, may decrease this loss.

And on March 31, the Minister of Finance, Senator Owen Horwood tables his 1976-77 Budget in the Assembly.

Opposition financial spokesmen including the Progressives' Mr. Harry Schwarz and the U.P.'s Dr. Gideon Jacobs, have warned that increased direct and indirect taxation is virtually certain.

Defence spending is expected to escalate to somewhere near to R1 400 million, and funds

will also have to be found for pay hikes for the nearly 500 000 Black and White State and provincial department workers, including police, prisons and SADF personnel.

(1) 256

(2) 264

Staff Reporter

A CAPE TOWN WIDOW, Mrs Beryl Antonio, said yesterday that her son had to resign from the Post Office because he could not be released to do his military training

Her 21-year-old son, Robert England, had been four years with the Post Office

He was told he was exempted from military training because of his job. Several times during the last three years he asked his employers to release him for a year so that he could complete his

CAPE TIMES 12/2/76

# Resigned

## post to join army

training, but each time this was refused

So in June he resigned and is now at the Castle in an infantry unit

"His is not an isolated case," Mrs Antonio said. "The majority of young postal workers are exempt

from military training. But what happens as soon as they leave the Post Office? They are called up."

She said that her son "didn't relish the idea of being called up at the age of 30 if he left his PO job"

The director of staff at the Post Office, Mr Henry Bester, said "It is in view of the present acute shortage of technical staff that special arrangements exist at the present time for Post Office technical staff to be exempted from peacetime military training"

"This is only a temporary measure"

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## PO has 647 Blacks doing 'White jobs'

RDM 17/2/76

**THE ASSEMBLY** — The Post Office had converted 245 posts formerly occupied by Whites into Black posts during the six months ending September 30 last year, the Minister of Posts and Telecommunications, Sen J. P. van der Spuy, said in the Assembly yesterday.

In 1974, 39 such posts had been converted.

Replying to a question by Mr Jac de Villiers, UP Wynberg, the Minister said he was considering the conversion of additional

posts as dictated by circumstances.

At present there were 97 Coloureds, 18 Asians and 532 Africans temporarily occupying posts for White staff in White areas in the department. These included the posts of postman, temporary postman and postal aide.

Posts which had been converted from White to Black included postmaster grade 3 and grade 4, women telephone exchange superintendent, men and women telephonists, part-time women telephonists and postmen — Sapa

# Post Office will expand Black worker training

18/2/76

Mercury Correspondent

**PRETORIA** — The Post Office plans to expand its training facilities for Black skilled and semi-skilled workers, the Postmaster-General, Mr. Louis Rive, said in an interview yesterday.

In the House of Assembly in Cape Town this week the Minister of Posts and Telegraphs, Senator J. P. van der Spuy, announced that 245 jobs formerly occupied by Whites had been converted into non-White posts during the six months to the end of last September.

Mr. Rive said that the drain of technical personnel from the Post Office last year reached the record figure of 1362. This was a third more than the number of resignations in 1974.

He hoped the TV industry, now that it was more firmly established and staffed, would constitute less of an attraction for the Post Office staff.

"However, right now we are holding our own and the number of recruits is about matching the number of resignations."

Several hundred African, Coloureds and Indians were undergoing training as telecommunications electricians and as fully fledged technicians.

"The training programme for non-Whites will be expanded. This is now being planned."

Mr. Rive said Black technical staff would not only serve their own people. They would work too, in areas where there was not enough White technical personnel.

This would be done in collaboration with White staff associations.

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## PO lifts job bars <sup>DD</sup> 18/2/76

PRETORIA — The Post Office plans to expand its training facilities for black skilled and semi-skilled workers, the Postmaster-General, Mr L. Rive, said in Cape Town yesterday.

In the House of Assembly this week, the Minister of Posts and Telegraphs, Sen. J. P. van der Spuy, announced that 245 jobs formerly occupied by whites had been converted into posts for blacks, Coloureds and Indians, during the six months to the end of September last year.

Mr Rive said that the drain of technical personnel from the Post Office

last year was a third more than the number of resignations in 1974.

He hoped the television industry would constitute less of an attraction for the Post Office staff.

Several hundred blacks, Coloureds and Indians were undergoing training as telecommunications electricians and would be fully fledged technicians.

Mr Rive said black technical staff would work also in areas where there were not enough white technical personnel.

This would be done in collaboration with white staff associates. — DDC.

S.A. Digest - 20/2/76  
GOOD P.O. JOBS FOR ALL

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The Post Office is employing more than 5 000 Blacks, Indians and Col-

oureds in jobs previously held by Whites — with the number of postmen from these groups having trebled in the past ten years to 2 200 this year

The Post Office released details last month of the 5 245 skilled and semi-skilled jobs now being held by persons other than Whites. On January 1 this year the number employed was 74 postmasters and superintendents (mostly in the homelands), 1 095 clerks, 146 inspectors of uniformed staff, 83 learner technicians, 203 telephone electricians, 238 pupil telephone electricians, 819 senior telephone workers, 390 telephone exchange superintendents and telephonists, and 2 197 postmen, giving a total of 5 245

In the past 18 months 1 254 Blacks, Coloureds and Indians have moved into new skilled and semi-skilled jobs, and training, and this year the Post Office can offer jobs and training to 650 matriculants from these population groups



Natal Mercury 18/2/76

# Farmers angry

## Mercury Correspondent

**PEDDIE**—The Peddie Farmers' Association is up in arms over the Government's plan to employ two Black clerks and three Black telephonists in the local post office.

The Minister of Posts and Telecommunications, Senator J. P. van der Spuy, announced the intended move in the House of Assembly.

When asked by Mr. W. H. Deacon (U.P., Albany) whether he was aware that although Peddie had been zoned Black, it was still White, Mr. van der Spuy said that was the reason why a White would still be postmaster.

But the chairman of the farmers'

association, Mr. I. A. Lloyd, said: "The Government must realise that if its consolidation programme is to proceed in an orderly manner, it is essential that all departments co-ordinate their activities."

Mr. Lloyd said there were 250 White telephone subscribers and only 16 Black subscribers in the district.

"As far as my association is concerned, the status quo must be maintained as the Government repeatedly promised us it would be. Different staffing arrangements can be made when the whole district has been purchased."

1 264  
2 Azai - General

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The Cape Times, Wednesday, April 21, 1976 3

# PO staff promised pay

Staff Reporter

THE Minister of Posts and Telecommunications, Senator J P van der Spuy, said last night that the Government would grant salary relief to all its officials as soon as it was in the national interest to do so

Senator Van der Spuy, who was opening the 41st congress of the Post and Telegraph Association of South Africa in Hermanus, said the Government was not unsympathetic or indifferent to the needs of its officials.

"For this reason, the action programme against inflation does not mean a freezing of salaries," he said.

"I am aware that it would have been a good start for me to make a definite announcement about salary adjustments in my first appearance before you, but life is unfortunately not as easy as that, and who am I to expect to start on such a high note?"

The Department was doing whatever it could towards improving conditions for the staff by providing adequate and comfortable official housing, he said.

"For this financial year an amount of R2 500 000 has been set aside for official housing." This showed that the department was aware of the housing problems of its staff, he said. Financial considerations limited the speed at which the problem could be solved.

The Post Office was doing its part in the evolution of the Government's policy of self-determination in the homelands by training Africans to take over the management and adminis-

## risers

tration of the post offices in their own areas

"However, it must be accepted that White staff will still be needed in the homelands for some time to come and I should like to pay tribute to those

who have made their services available.

"The secondment benefits of the White public servants who will continue to assist the Transkeian Government after independence are at present under consideration.

"I have every reason to believe that the conditions of secondment will be satisfactory," he said.

UCL

CAPE TIMES 22/4/76

# PO staff call for interview

Staff Reporter

DELEGATES to the 41st congress of the Postal and Telegraph Association in Hermanus yesterday called for an urgent interview with the Minister of Posts and Telecommunications to discuss salary relief for post office workers.

This call comes after a speech on Tuesday in which Senator J. P. van der Spuy, Minister of Posts and Telecommunications, said the Government would grant salary relief to post office workers as soon as it was in the national interest to do so.

Mr J. L. van der Lunde, general secretary of the association, said the congress unanimously passed a motion yesterday calling for the interview and resolving that the association persist in its salary claims.

"In view of the unsatisfactory, vague promises obtained this far, an urgent interview is sought with the Minister of Posts and Telecommunications to state the case to him personally with a view to obtaining urgent relief," the motion read.

RDM  
Salaries  
below R50  
in <sup>5/5/76</sup> postal  
service

Political Correspondent

THE ASSEMBLY — Salaries of less than R50 a month were still being paid to nine Coloured and 2 087 African Post Office employees, the Minister of Posts and Telecommunications, Mr Johan van der Spuy revealed yesterday.

Answering questions from Mr C A. "Dutchie" van Coller (UP, South Coast), Mr Van der Spuy also said more than 13 280 Africans were paid between R50 and R100 a month, as were 130 Whites, 2 621 Coloured and 77 Asiatics.

More than 10 196 Whites, nine Coloureds, four Asiatics — but no Africans — received more than R400 a month. However, 32 Africans, seven Asiatics, 75 Coloureds and 7 779 Whites received salaries from R301 to R400

TOESPRAAK DEUR SY EDELE J.P. VAN DER SPUY, MINISTER VAN POS- EN TELEKOMMUNIKASIEWESE, BY GELEENTHEID VAN DIE AMPTELIKE OPENING VAN DIE EEN EN VEERTIGSTE KONGRES VAN DIE POS- EN TELEGRAAF-VERENIGING VAN SUID-AFRIKA, HERMANUS, 20 APRIL 1976

(EMBARGO: DINSDAG 20 APRIL 1976 OM 19H30)

Van oor die hele land het u as lede van die groot gesin van poskantoorbeamptes hier saamgekom om, eerstens, oor sake van gemeenskaplike belang te beraadslaag, en tweedens, om die bande van vriendskap en kollegialiteit deur u samesyn te versterk. Ek is opreg dankbaar dat u my na u kongres uitgenooi het en my daardeur die geleentheid gebied het om nader kennis te maak met u, en ek hoop van harte dat ons kennismaking sodanig sal wees dat u my as een van u sal aanvaar.

U verwag stellig dat ek moet sê waar u as amptenare en as 'n personeelvereniging met my staan. Hoewel ek my reeds hieroor uitgelaat het, onder andere, in die volksraad, tydens onderhoude wat met my gevoer is en by ontmoetings met groepe amptenare, doen ek dit graag omdat ek dit as die aangewese vertrekpunt beskou op die pad wat ons vorentoe saam moet loop.

Met die grootste nadruk verklaar ek dit as my oorwoë mening dat die Poskantoor se personeel sy belangrikste en waardevolste bate is. Dit is waar dat die Poskantoor in al die vertakkinge van sy veelvuldige werksaamhede moderniseer en meganiseer, maar al sou hy die middele hê om alles aan te skaf wat op tegnologiese gebied in die wêreld bekombaar is, en al sou hy in sy bedryf geen finansiële kommer of beperkinge hê nie, sou hy sy taak nie sonder 'n bekwame en toegewyde personeel kan verrig nie. Dit is daarom van die grootste belang dat die personeel gelukkig in hul werk moet wees, dat die menseverhoudings tussen die verskillende vertakkinge van die personeel sowel as onderling tussen hulle en my as die verantwoordelike Minister kerngesond en positief moet wees en dat hulle in staat gestel en aangemoedig moet word om hulle steeds beter te bekwaam vir hul taak.

In die onlangse begrotingsdebat het ek dit onomwonde gestel dat die handhawing van gunstige werksomstandighede, diensvoorwaardes en opleidingsmoontlikhede, of die daarstelling daarvan

waar hulle/2...

waar hulle nie reeds bestaan nie, een van my bestuursoogmerke is ten einde die geluk, versekerdheid en tevredenheid van die amptenary te waarborg en hulle daardeur tot samewerking en die hoogste moontlike produktiwiteit aan te moedig.

In hierdie opset het die personeelverenigings 'n baie belangrike rol om te speel, en ek sal alles in my vermoë doen om die nouste moontlike betrekkinge met al die personeelverenigings te handhaaf. Wie sal ooit kan bepaal watter vormende invloed daar van u vereniging uitgegaan het in die vier en sewentig jaar van sy bestaan? Hoe sal ons ooit weet vir hoeveel amptenare u vereniging deure oopgemaak het wat anders vir hulle gesluit was, vir hoeveel u nuwe moed en besieling gebring het? Kan ons u daarvoor ooit dankbaar genoeg wees?

Die personeelvereniging dien in die eerste plek die belange van sy lede, maar indien hy oordeelkundig en met verantwoordelikheid optree, uitgaande van die standpunt dat hy 'n positiewe funksie te vervul het, dra hy in geen geringe mate nie daartoe by om sy lede saam te snoer in 'n hegte kameraadskap, 'n groep van lojale dienare en 'n produktiewe arbeidsmag waardeur ook die belange van die Poskantoor en trouens die land as geheel gedien word. Dat die Poskantoor in weerwil van die moeilike finansiële en ekonomiese omstandighede wat tans heers, sulke goeie bedryfsresultate kon behaal en prestasies kon lewer as wat in die begrotingsbesprekinge geopenbaar is, bewys afdoende dat hegte fundamente gelê is waarop met vertroue gebou kan word. Ek het dan ook in die volksraad my eie en die Regering se hoë dank en waardering teenoor die amptenare en hul personeelverenigings betuig en herhaal dit hier met groot opregtheid en erkentlikheid.

Watter vordering is daar in die jongste verlede gemaak op pad na die oogmerke wat ek so ewe gestel het as deel van my basiese bestuursfilosofie vir die Poskantoor? As voorbeeld noem ek eerstens die ondersoek na behuisingsvoordele wat verlede jaar voltooi is, en wat tot waardevolle toegewings vir sekere personeellede gelei het. Die feit dat almal nie daarin deel nie, doen nie af aan die betekenis daarvan nie; tegemoetkomings soos die volgende spreek immers vir hulself:

(a) Die leningsperk van R20 000 is opgehef;

(b) /3....

- (b) 'n Gunstige formule wat hoër lenings vir veral die jonger amptenare moontlik maak, is ingestel;
- (c) Amptenare kan in sekere omstandighede voorlopig 'n lening vir 'n bouperseel bekom;
- (d) Die maksimum subsidieerbare bedrag is van R15 000 na R20 000 verhoog;
- (e) Tydelike personeel wat lede van 'n pensioen- of ondersteuningsfonds is, kwalifiseer ook nou vir 'n behuisingssubsidie;
- (f) Die huurgeld wat amptenare vir amptelike wonings betaal, is oor die algemeen afwaarts aangepas en is dus tans besonder gunstig.

Toe die stelsel van gedifferensieerde rentekoerse verlede jaar deur bouverenigings ingestel is, het die Departement besluit om die bykomende finansiële las van die personeel op hom te neem. Dit is 'n konkrete voorbeeld van die soort voordeel wat u lede toeval sonder dat dit aan die groot klok gehang word, maar wat die Departement nogtans aansienlike bedrae kos.

Die bekwaammaking en verdere opleiding van sy personeel is vir die Pokantoor 'n saak van groot erns. In hierdie verband sal dit u interesseer om te weet dat die Departement -

- (i) die afgelope twaalf jaar reeds seminare in moderne personeelbestuur, wellewendheids, werkstudie-, sekretariële en oriënteringskursusse aan bykans 14 000 amptenare aangebied het;
- (ii) met die oog op die volle ontwikkeling en benutting van arbeidskragte, vanjaar begin het met die wetenskaplike keuring en plasing van kandidate by wyse van die op-  
legging van aanlegtoetse. Nuwe toetreders in die tegniese en klerklike werkrigtings is aan die toetse onderwerp en ander intreerange sal hopelik volgende jaar aan die beurt kom.

Gedurende die afgelope vyf jaar het 119 beampes, insonderheid in die administratiewe en klerklike afdelings, na-matriek en nagraadse kwalifikasies verwerf met studiehulp wat hulle van die Departement ontvang het. Tans studeer 136 administratiewe en klerklike personeel op soortgelyke grondslag.

Ek was bly om te verneem dat beampies wat na-skoolse opleiding in Publieke Administrasie wil deurloop met die oog daarop om hulle beter toe te rus vir die veeleisende administratiewe funksies verbonde aan die poste wat hulle beklee - en te meer aan die hoër poste waartoe hulle aspireer - by die Universiteit van Pretoria asook by die Universiteit van die Oranje-Vrystaat, kan inskryf vir 'n Diploma in Gevorderde Publieke Administrasie. Studie geskied op 'n deeltydse grondslag en ek verneem dat onderhandelings om soortgelyke kursusse aan ander universiteite ingestel te kry, reeds aangeknoop is.

Die normale duur van dié besondere kursus wat vanweë sy bestuursgeoriënteerdheid veel praktiese waarde vir die Poskantoor inhou, is twee jaar en beurse vir deeltydse studie ten bedrae van R300 per jaar is beskikbaar.

Ek doen dan ook 'n beroep op die personeel, in die besonder matrikulante en hoër gekwalifiseerde beampies wat buitemuurs kan studeer, om in eie belang hierdie gulde geleentheid vir verdere studie te benut.

Vanweë die skerp styging in die koste van mediese en verwante dienste, was die Mediese Hulpvereniging van die Poskantoor die afgelope twaalf maande genoodsaak om lede se bydraes aansienlik te verhoog om tekorte in sy finansies af te weer. Om te verhoed dat die verhoogde ledegeld 'n te swaar onmiddellike finansiële las vir amptenare meebring, is die verhoging oor drie stadia versprei.

Hierdie verhogings sou aansienlik meer vir amptenare beloop het as die Departement nie ook sy bydrae gelewer het ter bestryding van sy amptenare se hoë mediese kostes nie. Die departementele subsidie op genoemde verhogings van ledegeld beloop meer as R1 miljoen en bring die totale jaarlikse departementele subsidie nou op nagenoeg R4 miljoen te staan.

I am mentioning these improvements to demonstrate the Department's interest in the welfare of its staff and its increasing efforts to improve service and working conditions.

Mr. President, the prospect of advancement is undoubtedly one of the most important factors to be reckoned with in any organization. Available figures prove that in this respect also, there has been steady improvement. During the past 2.1/2 years 258 additional posts were created in the Administrative Division,

bringing /5...



bringing the total administrative posts to 2 623.

As is customary, the revision of the grading of post offices is undertaken triennially. A revision is being done this year and should result in the creation of an appreciable further number of administrative posts and the higher grading of some existing administrative posts, thus providing still more promotion outlets.

The claims to promotion of 4 410 of the officers represented by the Association were considered by the Central Merit Committee last year. A system of promotion on an interchangeable basis was also introduced for Inspectors of Works (Structural) and Data Coders.

During 1975, promotions within the Administrative Division totalled 158, while officers in the Clerical Division received promotion to the Administrative Division. In addition, 960 officers in those divisions were granted achievement awards in recognition of the outstanding services rendered by them - indeed something to be proud of.

Notwithstanding financial restraints, the Department is doing whatever it can towards improving and alleviating conditions for the staff by providing adequate and comfortable official housing. Good progress has been and is being made in this direction. During the past year alone, four blocks of flats were purchased: one each at Brits and Witbank and two at Middelburg, Tvl. A block of flats was also erected at Empangeni, while 32 houses were either purchased or erected at various towns in the Republic and South West Africa. A block of flats is at present being erected at Newcastle.

For this financial year an amount of R2,5 million has been set aside for official housing. Owing to rising building costs and property prices, this unfortunately does not mean that it will be possible to provide as many as, or more, official quarters than in previous years. But it does show that the Department is keenly aware of the housing problems of its staff, particularly in out-lying areas and fast developing centres.

The Department recognizes that in addition to good salary and service conditions, a pleasant working environment is an important factor in the recruitment and retention of staff. Spacious and well-appointed offices enable the staff to work in

comfort /6...

comfort. This leads to higher staff morale and to greater productivity as well as better service to the public. It is consequently the Department's goal to provide such accommodation wherever needed, but financial considerations must, of necessity, limit the speed at which this can be done.

It is pleasing to note that since January 1971, 34 post office buildings have been erected as well as 32 buildings in other categories. A further 22 such buildings are under construction and tenders for three more are awaited.

For some years the Department has been training Bantu in the homelands with a view to eventually handing over to them the management and administration of the post offices in their own areas. In this way the Post Office is also doing its part in the evolution of the Government's policy of self-determination in the homelands. However, it must be accepted that White staff will still be needed in the homelands for some time to come and I should like to pay tribute to those who have made their services available.

An important milestone in the evolvement of the homelands policy was reached recently when a full-fledged regional office was established at Umtata on 1 January 1976 as the forerunner to an independent Transkeian Department of Post and Telecommunications when the territory obtains full independence later this year. The post of Area Manager was upgraded to that of Regional Director while four additional White administrative posts were also created.

The secondment benefits of the White public servants who will continue to assist the Transkeian Government after independence, are at present under consideration. I have every reason to believe that the conditions of secondment will be satisfactory.

It would also interest you to know that I have been informed by the Postmaster General that the Staff Management Board is on the point of making a recommendation to me regarding the promulgation of the Department's own staff regulations. Once these regulations are in force, staff administration will be greatly facilitated. The Department's own staff code will further ease the administration burden. The compilation of the latter work is a task of considerable magnitude, but steady progress is being made.

Dit sal/7...

Dit sal u opgeval het dat ek niks oor salarisverligting gesê het nie en dit nogal terwyl ek weet dat dit seker dié onderwerp is waaroor u die graagste ingelig wil word. Ek is ook daarvan bewus dat dit vir my 'n goeie begin sou gewees het as my eerste verskyning voor u gepaard kon gaan met 'n definitiewe aankondiging oor salarisverbeteringe. So maklik is die lewe egter nie en wie is ek dat ek kan verwag om op so 'n hoë noot te begin.

Toe die Eerste Minister verlede jaar die Regering se beplande veldtog teen inflasie aangekondig en hom beroep het op die heelhartige samewerking van alle groepe van die gemeenskap by die uitvoering van die aksieprogram, het hy dit ondubbelsinnig aan die volk gestel dat die huidige inflasieprobleem die ergste in ons geskiedenis is en dat dit 'n ernstige bedreiging vir ons ekonomiese en maatskaplike stelsels inhou.

Ten spyte van teleurstellings wat hier en daar ervaar is, is daar intussen bemoedigende vordering gemaak om inflasie aan bande te lê. Met die keerpunt in sig is verantwoordelike optrede en selfdissipline noodsaakliker as ooit tevore. In dié verband haal ek aan wat die Minister van Ekonomiese Sake op 12 Februarie vanjaar in verband met die aksieprogram teen inflasie gesê het; "Ons het verlede jaar 'n groeikoers van ongeveer 2,25% in ons Bruto Binnelandse Produk gehad, en laat my dadelik sê dat dit een van die swakste groeikoerse in jare vir ons was. Maar wat ek tweedens aan u wil sê, is dat indien die herlewing in die vraag na ons uitvoere op 'n lae peil bly, en daar is geen aanduiding van 'n groot styging in die vraag nie, dan kan ek persoonlik nie insien hoe ons gedurende hierdie jaar 'n noemenswaardige verbetering in ons groeikoers op verlede jaar kan verwag nie. Dit kan dus moontlik wees dat ons vir die tweede jaar, verlede jaar en vanjaar, 'n negatiewe groeikoers in ons Bruto Binnelandse Produk per capita kan hê. As hierdie aksie en program teen inflasie verlede jaar nodig was, dan glo ek dat hy hierdie jaar dubbel noodsaaklik is".

Teen hierdie agtergrond en met die erns nog vars in die geheue wat tot ons spreek uit die hoofbegroting wat tans onder oorweging is, sal u, dames en here, verstaan waarom ek oor die aangeleentheid van salarisverligting in hierdie stadium net kan herhaal wat ek in die volksraad gesê het. Die Regering is bewus van en diep dankbaar vir die positiewe wyse waarop die ganse poskantoorpersoneel op sy oproep gereageer het en vir hul prestasies in hierdie jaar wat

uself tot /...

uself tot Produktiwiteitsjaar verklaar het. Die Regering staan nie onsimpatiek of onverskillig teenoor u laste en behoeftes nie en daarom impliseer die aksieprogram teen inflasie dan ook nie salarisbevriësing nie. Die Regering sal verligting aan al sy amptenare gee sodra die nasionale belang dit toelaat en is dankbaar in die wete dat u dit aan sy oordeel oorlaat om die geleë tydstip daarvoor te kies.

Mr. President, the delegates to this Congress enjoy the confidence and trust of their association members throughout the Republic and a heavy responsibility rests on them. Matters important to both your members and the Department will fall for treatment by Congress. I firmly believe that, as in the past, resolutions adopted during the next few days will testify to sound judgement, a realistic attitude and reasonableness.

It is now my privilege to declare your Congress officially opened and I wish you every success in your deliberations. Thank you.

UITGEREIK DEUR DIE DEPARTEMENT VAN INLIGTING OP VERSOEK VAN DIE  
MINISTERIE VAN POS- EN TELEKOMMUNIKASIEWESE

ISSUED BY THE DEPARTMENT OF INFORMATION ON REQUEST OF THE  
MINISTRY OF POSTS AND TELECOMMUNICATIONS

# PO statement on TV controversy

*CAPK Times 12/6/76 264*

PRETORIA. — The Postmaster General, Mr Louis Rive, said in a statement released here yesterday that "as the controversy continues about the TV programme 'Looking In' featuring a woman employee of the Post Office, I find it necessary to state the true facts

"It is true that the Post Office has been severely perturbed by the manner in which the programme was presented," Mr Rive said

"It was supposed to present an actual situation of a woman technician repairing a telephone

"The woman who presented herself as a technician while she was absent from work on sick leave at the time is a female technical assistant

performing semi-technical auxiliary duties with a view to relieving scarce and highly trained technicians from routine duties as far as possible

"She is in possession of a Std 8 certificate and received two month's intensive training before her services were used on relatively elementary tasks

"A Post Office technician is required to have a matriculation certificate with mathematics and science or physics as subjects. After matric, he receives from three to four years training in our telecommunications college at Olifantsfontein which is regarded by knowledgeable people as the best of its kind in the southern hemisphere.

"It is well known that I and my department maintain an open door policy and that we welcome positive and justified criticism. We do not object to presentations of facts but what was presented in this case was not factual but a farce — and a farce at the cost of our technicians.

"This is why my people are perturbed. The woman has made a laughing stock of herself and has put the Post Office in a bad light. The credibility of the programme concerned has suffered a bad knock," Mr Rive said. — Sapa

# TV feature a 'malicious concoction'

The Argus Bureau

PRETORIA. — Part of last night's TV programme, Looking In, featuring a woman calling herself a technician repairing public telephones was a 'concoction of malicious misrepresentation,' said Mr C. G. Gouws, Deputy Postmaster General, in Pretoria today.

The woman, Mrs Rene Schalk, had claimed that she had been sent out to repair telephones after only one week's training. She said she was not even sure of the technical terms.

She alleged she had worked with a man, Johannes, who she was 'not really supposed to work with because of the colour difference.'

When she was about to give up and leave telephones unrepaired, he had juggled with the hundreds of wires and succeeded in getting a dialling tone.

### STAGED

Mr Gouws said the interview was staged from A to Z and took place without the knowledge of the Post Office. It was arranged between the woman and the SABC acquaintance of hers.

She was on sick leave at the time. She has been employed in the Post Office for 27 months.

She received two months (not week as stated) intensive training on the repair of minor faults of call office equipment.

Her description of procedures followed bears no relationship to actual practice.

Mr Gouws said he did not wish to comment on whether or not disciplinary action would be taken against the woman. That is a departmental matter.

The Post Office Regional Director for the Witwatersrand, Mr J. S. Fyfer, last night attacked the item as the biggest rubbish I have ever seen.

Mr Fyfer said Miss Schalk was talking the biggest tripe. The film was not made with my sanction, it is derogatory to the Post Office and the woman herself.

# Keeping them at the PO

F.M. 21/5/76

Louis Rive has a business to run, and he runs it well. But, where he has to compete with private enterprise, his hands are often tied

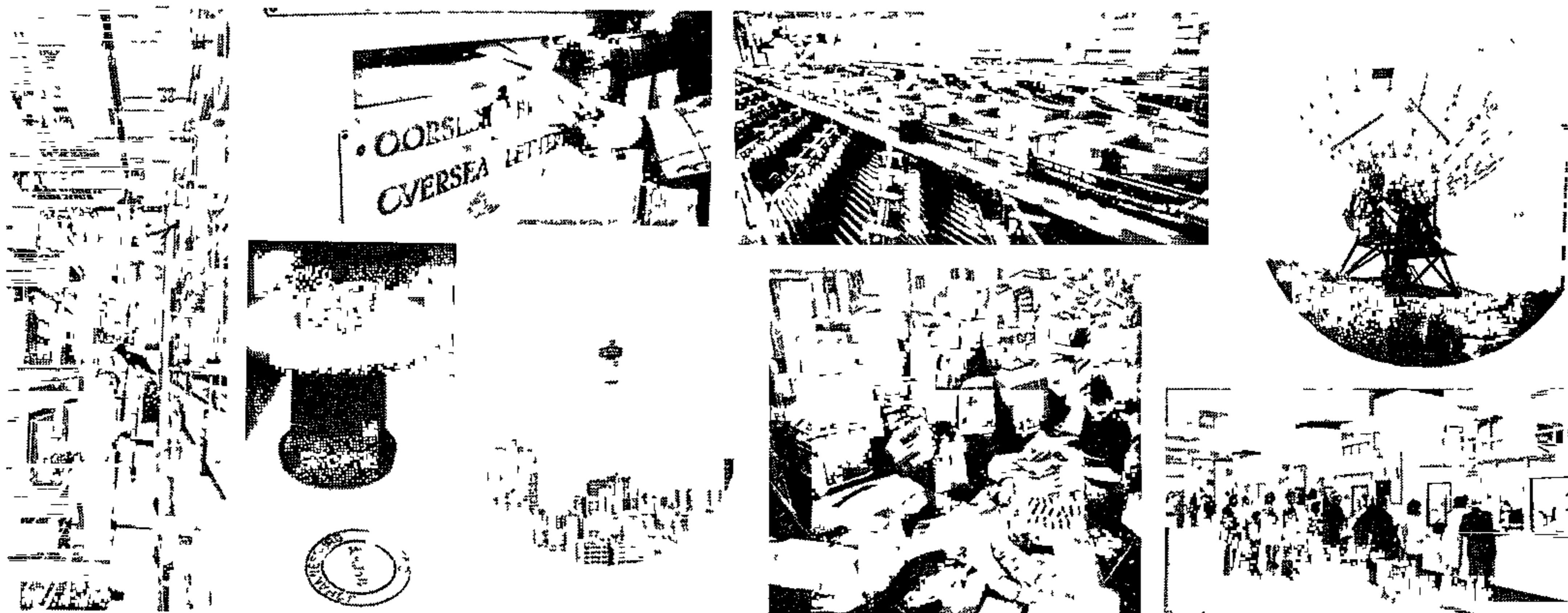
The Post Office Amendment Bill, put through its paces in the Senate this week, will take the Department of Posts & Telecommunications to a position of almost complete autonomy

Accountability to Parliament remains, as does its dependence on and deference to the Treasury in financial affairs, but short of converting it into an Escom-type

control Service for profit does not always mean optimum efficiency. The most efficient private telephone company in the world, Bell, of the US, is not necessarily better than the government-controlled systems of Germany, Sweden and Switzerland. Moreover, in a private enterprise set-up, there is the temptation to oversell high-rated services while

On the critical technical front, 651 trained men resigned last year, 30% more than the previous year. Another 661 half-trained technicians and phone electricians resigned, 33% more than in 1974 — making together the most severe losses since 1971.

Over the past five years, 2 341 trained technicians, electricians and mechanics



public utility or perhaps a private enterprise monopoly, the PO has gone about as far as it can go.

There are attractions in an Escom-type set-up, such as autonomous wage policy and the absence of Parliamentary scrutiny and/or censure. Checks and balances are all very well, but they do tend to slow things down.

Nevertheless, PMG Louis Rive feels that the PO, as an infrastructure service industry affecting the entire population, should remain subject to government

allowing other, more labour intensive, services to run down.

Rive is confident that the PO Amendment Bill, when law, will give PO the optimum of financial and management flexibility. Management structure will be rationalised to achieve the widest possible delegation of authority and to shorten and straighten lines of communication for decision-making. Even so, it may not be enough. The PO's biggest single problem, in these times of wage restraint, is to attract and keep staff in key areas

have resigned. The loss was overcome by a vigorous training programme, which turned out 3 403 technical and semi-technical staff. But, unless the country is overtaken by a severe recession, the rate of staff erosion will probably increase, particularly when TV sets currently installed begin to age and the demand for maintenance services increases.

Rive denies that the TV industry alone is responsible for staff losses on the technical side. He puts it down to the rapid growth of the electronics industry in

general — and the PO's inability to compete on an equal pay basis with private enterprise.

The loss of technical staff is a sore point with the PO's financial management, which points out that it costs R12 000 to put a man through a 3-4 year technical course, and nearly R8 000 to train an electrician.

There are limits to the extent to which the PO can rely on the solution of employing and training more non-White staff. For the time being, PO staff associations appear to have buried whatever obscurantist instincts they have in this regard and, in the words of the Minister — “to them the point at issue is not so much whether their own or group interests are being served, as whether vital telecommunications and postal services in the interests of the country are being served”.

Yet, and despite this responsible attitude, at the end of January this year there were only 231 trained non-White telephone electricians in service, with a further 333 in training; and 134 non-Whites training as technicians.

While Rive will not discuss political constraints on employment practice, he points out that there are technical limits to the large-scale employment of non-Whites. The PO is moving swiftly towards electronic switching technology in the telecommunication service. By the time the new technology is fully commissioned, around 1990, the demand for technical maintenance staff will have been reduced by 33%. Attention will therefore have to be given to the training

of more specialised electronics engineers and this will influence future employment practice.

On the clerical and administrative side, the PO is having to rely more and more on women, both married and single. Rive points out that women now comprise about 50% of this side of the establishment and, while at present they alleviate the employment squeeze, this is not considered a promising development. At most, women should not make up more than 35%.

The main argument against the employment of “excessive” numbers of women is that they are an “unstable” element (because they marry, have babies and have to follow their husbands around). For this reason they are mostly unsuitable as material for long-term management development. In addition, there are many types of work, especially shift-work, for which they are not suitable.

But Rive has a strategy to lick the staff problem without resorting to wage competition. The answer, he says, is not to try to compete with the private sector. To achieve this with a labour force of 67 000 would be out of the question, quite apart from the disruptive effects it would have on the economy.

The key to the problem is not to maintain a full establishment, but to make sure that staff complement in vital areas, such as the Witwatersrand-Pretoria-Vaal triangle, do not fall to levels where the service is in danger of falling down.

To accomplish this, Rive thinks it may be possible to devise a system of differen-

tial employment conditions in areas with the highest propensity for staff losses. He feels it is basically unfair that a PO man in a metropolitan area, suffering all the exigencies of highly industrialised urban life, should receive the same pay as a colleague working under appreciably less social and economic pressure in a rural area.

Differentiation could be extended not only to key geographical areas, but also to key job areas, so that rewards are brought into closer alignment with skills and output. It may also be necessary to apply the principle on a sex basis in an effort to increase the male component of the staff establishment.

Just how this could be achieved needs a lot of consideration. It would clearly be unwise to pay rural workers less than their urban counterparts, or women less than men for equal work (The White-Black wage gap in the PO is an established fact and will clearly take many years to bridge, although they are working at it.)

What will have to be devised is a system of fringe benefits and perks in addition to those that already exist, such as bond subsidies, allowances and so on. It will be no easy task to design such a system, nor will it be all that easy to sell to staff associations. To sell it to government may be even tougher.

But, says Rive, unless PO pay takes into account the forces of supply and demand both in respect of geographical location and for work categories, the debilitating drain on staff, and the consequent effects on service, will continue



# Minister: don't waste labour

23/9/76

PIETERMARITZBURG — South Africa could no longer afford to waste black, Indian and Coloured labour, or regard it as cheap labour, the Minister of Posts and Telecommunications, Sen J. P. van der Spuy, said here last night.

He told delegates to the South African Telecommunications Union congress that increasing use was being made of these workers in technical and semi-technical work spheres, freeing whites for more complicated tasks.

Women were also being trained as fully-fledged telephone technicians and electricians because of the shortage of male workers.

"Traditionally we regarded non-white labour in the past as cheap labour and let us freely admit, used it wastefully. We can no longer afford this," he said.

During the 1975/76 recruiting year, the Post Office could attract only 56 per cent of the pupil technicians it required.

"The department consequently ventured further into the field of work fragmentation by employing non-whites in white areas," he said.

Sen Van der Spuy said

an additional 500 000 telephones had been installed in South Africa in the past five years.

The total number installed reached 2 000 000 in May last year.

"It was also possible to reduce the waiting list by approximately 29 000."

TOESPRAAK DEUR SY EDELE SENATOR J.P. VAN DER SPUY, MINISTER VAN  
POS- EN TELEKOMMUNIKASIEWESE, TYDENS DIE OPFNING VAN DIE NEGE  
EN TWINTIGSTE KONGRES VAN DIE S.A. TELEKOMMUNIKASIEVERENIGING,  
PIETERMARITZBURG, 22 SEPTEMBER 1976

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EMBARGO: OM 19h30 OP 22 SEPTEMBER 1976.

Vir u is hierdie kongres 'n geleentheid om oor sake van gemeenskaplike belang te beraadslaag en om bande van vriendskap en kollegialiteit te versterk. Vir my as betreklike nuweling in u geleedere is dit 'n geleentheid om persoonlik kennis te maak en om daardie onderlinge menseverhoudinge te help bou wat onontbeerlik is vir die taak wat ons saam moet verrig. Ek dank u daarom vir u gewaardeerde uitnodiging en u vriendelike verwelkoming en verseker dat dit vir my 'n voorreg is om saam met u te vergader.

Oor die belangrikheid van personeelverenigings en die rol wat hulle ten opsigte van bevredigende en doeltreffende dienslewering kan en behoort te speel, het ek my reeds in die openbaar uitge- laat. Sonder om te herhaal wat ek gesê het, wil ek beklemtoon dat ek van my kant alles in my vermoë sal doen om die beste moontlike betrekkinge te handhaaf. Omgekeerd verwag ek van u dieselfde omdat dit noodsaaklik is dat kommunikasiekanale tussen die Vereniging en die Departement deurentyd oop moet wees. Dit sal verseker dat daar vrye gedagtewisseling tussen ons sal wees en dat ons beter sal saamwerk om van die Poskantoor 'n nog trotser onderneming te maak as wat dit tans is.

'n Studie wat ek vooraf van u sakelys gemaak het, dui daarop dat u veral oor diensvoorwaardes en werksomstandighede wil praat: salaris- en postestrukture, merietebeplanning, bevordering, diens- ure en oortydbetaling, verlofvoorregte, toelaes, mediese voordele, kantoorakkommodasie, ens. Hieroor kan ek gelukkig saampraat. Ek sê 'gelukkig' omdat ek minder grond onder my voete sou gehad het as u, soos ek vermoed het toe ek u uitnodiging ontvang het, oor die gespesialiseerde onderwerp telekommunikasie wou praat.

Ek herhaal dat ek gelukkig met u kan saampraat oor die onderwerpe in die sakelys. Het ek dit dan nie tydens my eerste

begrotingsrede in die volksraad onomwonde gestel dat die handhawing van gunstige werksomstandighede, diensvoorwaardes en opleidingsmoontlikhede, of die daarstelling daarvan waar hulle nie reeds bestaan nie, een van my bestuursoogmerke is nie? Hoewel hierdie oogmerke nie verwesenlik kan word sonder volle inagneming van geregverdigde behoeftes in ander sektore en veral die landse finansiële vermoë nie, hoof ek slegs enkele voorbeelde aan te haal om u te oortuig van die vordering wat in die afgelope tyd op hierdie terreine bereik is:

- (a) Gedurende die tydperk 1 Oktober 1974 tot 30 Junie 1976 is 1892 beamptes bevorder in die range wat deur u Vereniging verteenwoordig word, terwyl 1346 spesiale salarisverhogings of senioriteit ter erkenning van voortreflike diens toegeken is. Die getal beamptes wat bevorder is, is byna 900 meer as gedurende die ooreenstemmende tydperk 1 Oktober 1972 tot 30 Junie 1974. Dit is hoofsaaklik die gevolg van die instelling van uitruilbaarheidsbevordering vir sekere tegniese range, wat dan ook daartoe bygedra het dat stagnasie en oneweredige vorderingsgeleenthede vir tegnisi in verskillende werkindelings uitgeskakel is.

Uitbreiding van hierdie stelsel met ingang van 1 Oktober 1975 het dit moontlik gemaak om werknemers wat om rede van omstandighede buite hul beheer van vaste aanstelling uitgesluit was, bv. tydelike personeel wat as tegnikus, tekenaar, telefoon-elektrisiën en -werktuigkundige diens doen, in te sluit.

- (b) Die Departement skenk ook voortdurend aandag aan die noodsaaklikheid om vorderingsbane vir die personeel te skep. Onlangs is voorstelle aanvaar vir die skepping van 13 poste van Beheertegnikus en 97 van Hooftegnikus en die bevorderings wat hieruit voortspruit, sal binnekort bekendgemaak word.

- (c) Op 1 Julie 1976 is 'n stelsel van versnelde salarisvordering vir sekere personeelknelgroepe ingestel, onder andere manlike telefoonwerktuigkundiges, en manlike en vroulike teg-

nici, tekenaars en telefoonelektrisiëns.

- (d) Ten opsigte van behuising is 'n skema onlangs ingestel waarvolgens die Departement 'n bydrae van R100 sal oorweeg vir elke R1 000 wat amptenare uit hul eie middele aanwend om 'n eerste woning te koop. Die departementele bydrae, wat tot R500 beperk is, sal regstreeks aan die verbandhouer betaal word en sal dus die bedrag van die verband en die maandelikse paaiement verminder.
- (e) Ongeveer 300 departementele wonings asook 'n aantal woonstelle in verskeie sentra word deur lede van die tegniese personeel bewoon. Ten einde in meer amptenare se behuisingsbehoefte te help voorsien, is vanjaar 'n rekordbedrag van R3,5 miljoen bewillig.
- (f) Die huurgeld wat vir amptelike wonings betaalbaar is, is net ingang van 1 Januarie 1976 aansienlik verlaag en dit het welkome finansiële verligting vir die bewoners van sodanige huisvesting gebring.

Vir die Poskantoor as arbeidsintensiewe instelling is dit van kardinale belang dat sy beskikbare arbeid optimaal benut en tot maksimum produktiwiteit aangespoor word. Ek wil dus vanaand op u as tegniese werkerskorps 'n ernstige beroep doen om die peil van produktiwiteit nog verder te verhoog. Die moeilike tydsge-wrig waarin ons staan, stel hoë eise aan die personeel en ons dink dikwels dat ons hard genoeg werk, maar dit is eers wanneer die eise wat aan ons gestel word, 'n hoogtepunt bereik dat ons tot 'n werklike besef van ons eie vermoëns kom.

Ook ten opsigte van die Nie-Blanke werkers lê daar vir ons as Blankes nog harde werk voor. Tradisioneel het ons in die verlede Nie-Blanke arbeid as goedkoop arbeid beskou, en laat ons dit maar ruitelik erken, ook kwistig daarmee gewerk. Ons kan dit net nie meer bekostig nie en u is beter as enige ander groep in staat om hierin verbetering te bewerkstellig.

Daar rus inderdaad 'n dubbele plig op u - nie net om die dunderwordende Nie-Blanke arbeid voluit aan te wend, oortolligheid en verkwisting uit te skakel nie, maar ook om in die proses daardie arbeid op te lei en te ontwikkel sodat sy bydrae in belang van die Departement en homself steeds sal toeneem.

As vroeëre Minister van Nasionale Opvoeding heg ek groot waarde aan, onder andere, tegniese en beroepsopleiding asook aan verdere en gevorderde opleiding. Die Departement se pogings in dié verband is inderdaad lofwaardig en ek noem graag enkele voorbeelde:

- (i) Die Departement poog om elke beampte optimaal te ontwikkel deur nie slegs funksionele opleiding te verskaf nie, maar ook te konsentreer op die opleiding van sy toesighouers en bestuurders. Sedert die begin van 1972 is daar nie minder nie as 1541 beamptes in die tegniese kaders by spesiale kursusse en seminare vir dié doel betrek.
- (ii) Die Poskantoor bied sedert 1972 sy eie werkstudie-kursusse aan ten einde beamptes in streke ook in staat te stel om werk op die produksievlak krities te ontleed, prosedures en metodes te vereenvoudig, tydstudies te onderneem en personeelbehoefte onder die vergrootglas te plaas. Daar het reeds 25 beamptes aan tegniese kant hierdie kursus deurloop en met die kennis wat hulle aldus opgedoen het, lewer hulle waardevolle bydrae tot die bevordering van produksie.
- (iii) Ons het in 1975 begin met 'n nuwe program van wetenskaplike keuring en plasing. Optimale benutting van werkkragte kan alleen bereik word indien elkeen sover moontlik in die werkrigting geplaas word waarvoor hy aanleg en belangstelling toon. Daarom is deskundiges aangestel wat spesiaal opgelei is om personeel behulpsaam te wees om hulle by die werksituasie aan te pas, Nuwelinge word tans voor toe-

treding tot die Departement se diens aan wetenskaplike keuring onderwerp ten einde hulle te help om meer effektiewe en meer produktiewe eenhede te word.

- (iv) Om tegniese hulppersoneel aan te moedig om hulle as tegnisi te bekwaam, is reëlins getref waarvolgens hulle van diens vrygestel kan word om gratis die kursus ter verwerwing van die Nasionale Sertifikaat vir Tenisi te deurloop. Voorheen kon beamptes slegs die eerste sertifikaatkursus deur middel van korrespondensie volg. Na aanleiding van verskeie navrae wat die Departement ontvang het van hulppersoneel wat hulle as tegnisi wou bekwaam, maar wat om bepaalde redes nie van hul huise en gesinne kon padgee om die S2- tot S4-kursusse departementeel te volg nie, is reëlins getref dat hulle die hele teoretiese gedeelte van die kursus by wyse van korrespondensie op departementele koste kan deurloop. Daar is ook spesiaal voorsiening gemaak dat ouer personeellede wat met verloop van tyd 'n baie hoë mate van kennis en vaardigheid ontwikkel het en deur en deur in staat is om die funksies verbode aan die hoër rang te verrig, deur aflegging van 'n kwalifiserende toets aanstelling as tegnisi kan bekom.
- (v) Om tegniese personeel in staat te stel om met die steeds veranderende tegnologie tred te hou, is daar gedurende die afgelope finansiële jaar 405 tegniese personeellede by verskillende opknappingskursusse betrek.
- (vi) Daar word tans gewerk aan 'n kursus wat beamptes in die tegniese kaders die geleentheid sal bied om hulle kwalifikasies te verbeter en 'n Hoër of Gevorderde Nasionale Diploma in Telekommunikasie te verwerf. As alles volgens plan verloop, sal hierdie kursus vanaf die begin van 1977 ingestel word.

Mr President, allow me to elaborate a little further on this very important aspect of furthering one's qualifications and equipping oneself better for one's specific task. The technical man no doubt plays a key role in providing and maintaining the national telecommunications network which is of such vital importance for the economy of our country. A brief summary of recent achievements in this field will prove my claim beyond doubt.

- (i) For the Republic as a whole, fault complaints during the quarter ended June 1976 dropped by nearly 15% as compared with the corresponding quarter of 1975. In the Witwatersrand area an improvement of 10% was achieved.
- (ii) The number of lines available for allocation at automatic exchanges increased by 483 358 lines (64,80%) during the period 1 April 1971 to 31 March 1976. This comprised inter alia the extension of 179 existing automatic exchanges, the provision of 82 new automatic exchanges, the conversion of 70 manual exchanges to automatic working and the replacement of 41 existing automatic exchanges by larger units.
- (iii) The line capacity increased over the past five years as follows -
  - Trunk lines by 13409 or 75,76%
  - Trunk line distance by 4 894 257 km or 105,58%
  - Farm line distance 47 856 km or 12,23%
- (iv) The commissioning of the satellite earth station at Hartebeesthoek provided 110 satellite circuits while the total number of continental and inter-continental circuits (all types) in use has increased from 257 on 31 March 1971 to 633 on 1 September 1976.
- (v) For the five years ended 30 June 1976, 6 174 additional telex connections were provided - an increase of 49% in the Republic which brings the total to 12 581.

- (vi) Over the past five years the number of telephones in use has increased by over half a million - an increase of 35%. It was also possible to reduce the waiting list by approximately 29 000 or 24%. At the end of August 1975 the waiting list was more than 100 000 whilst at the end of August 1976 the number of deferred applications was less than 87 000.
- (vii) An important mile-stone was reached during May 1975 when the two millionth telephone was connected to the network.
- (viii) A new series of telephones known as the Protea Plan Systems, developed by Post Office engineers in collaboration with the official suppliers of telephone equipment were introduced at the beginning of 1975. The systems cater for subscribers who require several telephones connected to the same exchange line/s with intercommunication facilities.
- (ix) On 21 October 1975 a revolutionary method of converting party line telephone connections in rural areas into individual services was introduced for the first time at Tzaneen. By using this method each farm line subscriber is provided with a direct exchange connection.
- (x) During the past five years telephone service was introduced to 51 countries which means that the South African Post Office now offers its subscribers telephone service to 176 countries. Direct telephone connections have been established with a further 12 countries to a total of 31.
- (xi) The decision to opt for the Siemens cross point electronic switching system will be implemented by the installation of nine exchanges of 1 000 line capacity during the current financial year. The



first will be taken into use at Constantia Park, Pretoria, on 29 October 1976.

- (xii) The call routing equipment in existing automatic trunk exchanges in the Republic, as well as main exchanges on the Witwatersrand, are being replaced by electronic processors which offer advantages of greater reliability, reduced maintenance effort and accommodation.

Although these achievements are impressive, we cannot rest on our laurels. What we have accomplished should serve as an incentive to reach even greater heights. Considering the demands which are likely to be made in future and the fact that we shall require a number of what we might term 'super technicians' who will have to equip themselves adequately to cope with extremely sophisticated facets in the technical field, the Department will have to devise, within the accepted structures, some form of special compensation for those officers who meet specific requirements. The formula for such incentive has still to be worked out, but I should like to appeal to technicians to obtain whatever further qualifications might be required to cope with the future challenge.

It was gratifying to learn that there are no fewer than 103 Post Office students, 51 of them technicians, studying with bursaries for the degree in electrical engineering. I also hope that it could be made possible for technicians - apart from bursary students - to further their studies and to obtain such qualifications as might be acceptable to the South African Institute for Professional Engineers for them to be registered as professional engineers. We know from experience that many of our best engineers have come from this source in the past and I should be happy to see this happening again.

The improving living standards of all race groups and our expanding economy are dictating a high level of demand for telecommunications services, and the required skills to provide these services cannot come from one race group alone. During the

1975/76 recruiting year we could, for instance only recruit 56% of the desired quota pupil technicians. The Department consequently ventured further into the field of work fragmentation by employing Non-Whites in White areas.

These Non-Whites have been employed gradually and in close collaboration with the Association on the less complicated facets of, inter alia, cable jointing, overhead and underground line construction, the wiring of buildings and fitting. Since 1 April 1976 their field of application has been extended to embrace certain workshop functions, the overhaul of smaller aerial line and aerial cable routes and main distribution frame duties. By using suitable Non-Whites for certain advanced work, Whites are made available for the more complicated tasks. In this way greater productivity is achieved as well as a measure of relief in certain work spheres where shortages exist.

I should like to convey the Department's gratitude to the Association for its positive approach in this connection.

Since we commenced with the training of Non-Whites on technical and semi-technical work spheres, 244 have completed their training while 591 are still undergoing training at the various centres.

Apart from the training of Non-Whites, we also found an increasing interest by women in technical work which we decided to use to our advantage. In an effort to supplement further the shortage of male manpower, we have, therefore, been training women as technicians and telephone electricians. The women concerned undergo the same training as the men and since commencement of the scheme, 24 female telephone electricians have already completed their training. On 30 June 1976 an additional 58 were in various stages of training.

The training of female technicians is progressing equally well and the 17 being trained at present will probably qualify for appointment as full-fledged technicians during 1977.

Previously women were mainly employed in the lower grades of technical assistant and woman operative. Technical Assistants' services were initially utilized almost exclusively for less complicated and routine work. In due course some of them developed such a high degree of technical knowledge and skill that they could perform duties peculiar to the telephone electrician grade. In recognition of the service these people render, it was decided to absorb them into the ranks of the electricians in a way that ensures that the status of the telephone electricians is not affected. On 30 June 1976, 212 women had been thus appointed. We are deeply grateful for the services that women render in the Post Office and we are indeed proud of what they achieve.

Mr. President, we as Post Office people have a great and important task to perform. Your association plays an equally important role and is indeed the link between management and the technical work force. They accept you as their mouthpiece and I know that the delegates to this Congress enjoy the confidence and trust of their members. You will discuss matters that are important to your members as well as to the Department and a heavy responsibility therefore rests upon you. I know that any resolutions adopted at this Congress will be sound, realistic and reasonable.

It is now my privilege to declare this Congress officially opened and I wish you every success in your deliberations.

UITGEREIK DEUR DIE DEPARTEMENT VAN INLIGTING OP VERSOEK VAN  
DIE DEPARTEMENT VAN POS- EN TELEKOMMUNIKASIEWESE

SEPTEMBER 1976

PRETORIA

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272

(50%)

Staff

38 Mr L F WOOD asked the Minister of Posts and Telecommunications

- (1) (a) How many (i) Whites and (ii) non-Whites were taken into service by his Department during 1975-'76 and (b) how many non-Whites were placed on construction work.
- (2) (a) how many (i) Coloured, (ii) Indian and (iii) Bantu learner telephone electricians completed their training during 1975-'76 and (b) how many electricians in each such race group are at present employed by his Department.

The MINISTER OF POSTS AND TELECOMMUNICATIONS

|   |        |
|---|--------|
| (1) (a) (i) Whites  | 11 335 |
| (ii) Non-Whites   | 6 221  |
| (b) Particulars are not readily available but it is estimated that 5 411 non-Whites who were recruited during 1975/76 were placed on construction work, |        |
| (2) (a) (i) Coloured  | 29     |
| (ii) Indian   | 70     |
| (iii) Bantu   | 11     |
| (b) (i) Coloured  | 96     |
| (ii) Indian   | 126    |
| (iii) Bantu   | 33     |

Note The figures under 1 do not include part-time employees

In August 1974 the firm's tender of R20 000 for a job in Parow is accepted, and plans are in November the firm for R40 000. The Parow penalty of R15 000 Staff The Bellville of an extra foreman an extra foreman The Company's extension will be adequate Transport The Co 2 years ago. Del It is estimated travel an extra mile. Materials The Co Parow job: 1 000 units 500 units Type A would not for 50c each. Type B has no alternative is used for the 3000 units of Type Both jobs w The Managin alternatives is Draw up a t what advice

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272

(50%)

Postmasters X

102 Mr R M DE VILLIERS asked the Minister of Posts and Telecommunications

What ad Draw up

How many persons in each race group were employed as postmasters at the end of each year since 1970

The Mar alternatives

The MINISTER OF POSTS AND TELECOMMUNICATIONS

| Year | White | Coloured | Indian | Bantu |
|------|-------|----------|--------|-------|
| 1970 | 441   | 4        | 2      | 12    |
| 1971 | 512   | 5        | 3      | 19    |
| 1972 | 510   | 5        | 4      | 31    |
| 1973 | 543   | 7        | 5      | 40    |
| 1974 | 526   | 7        | 6      | 40    |
| 1975 | 519   | 9        | 7      | 45    |
| 1976 | 642   | 15       | 9      | 58    |

Both of 3000 units be used for Type B has for 50c each Type A would 500 1 000

Notes.

- (a) The figures furnished above are in respect of officers in the Administrative Division only who were designated Postmaster on 31 December of each year and do not include particulars of officers who occupied the rank of Clerk and who were in charge of departmental/branch offices. The last-mentioned figures are not readily available.
- (b) The figures for 1976 do not include 8 and 20 posts of respectively White and Bantu postmasters transferred to Transkei with effect from the date of its independence.

Materials Parow job: It is estimated 2 years ago Transport will be added to the Company's date of its independence

value, but 200 units can be used for 50c each

but could be sold

the materials for the

quire the lorries to

400 p.a. plus 10c per s bought for R5 000 each

each earning R2 000,

Staff The Bellville job, being larger, will require the services of an extra secretary to handle administration at R3 000 p.a., and an extra for R4,000 p.a.

Plausible Ventures Ltd. is a construction firm based in Cape Town. In August 1974 the firm's tender of R20,000 for a job in Parow is accepted, and plans are made to start the following January. But in November the firm is invited to do a job in Bellville instead for R40 000. The Parow job can be given up on payment of an agreed penalty of R15 000.

272

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(50%)

to scrap value, but 200 units can be used in addition it will be necessary to buy the Bellville contract. to consider which of the two opportunity costs involved in each.

ville job, but could be sold in unit

ought all the materials for the

It is estimated that the Bellville job will require the lorries to travel. 2 years ago. Depreciation is reckoned to be R400 p.a. plus 10c per mile. Transport The Company has a fleet of 4 lorries bought for R5 000 each. The Company's existing workforce of 10 workers, each earning R2 000, will be adequate for both jobs.

an extra foreman for R4 000 p.a. of an extra secretary to handle administration at R3 000 p.a., and Staff The Bellville job, being larger, will require the services of an extra foreman for R4 000 p.a. In August 1974 the firm's tender of R20 000 for a job in Parow is accepted, and plans are made to start the following January. But in November the firm is invited to do a job in Bellville instead for R40 000. The Parow job can be given up on payment of an agreed penalty of R15 000.

Postmen in Durban complex

26 Mr L F WOOD asked the Minister of Posts and Telecommunications

(1) How many White, Coloured, Indian and Bantu persons, respectively, are employed as postmen in the Durban complex,

(2) (a) what is the authorized establishment in this area in respect of Whites, (b) how many of these posts are vacant and (c) how many non-Whites are employed in the vacant posts

The MINISTER OF POSTS AND TELECOMMUNICATIONS

|             |     |
|-------------|-----|
| (1) White   | 157 |
| Coloured    | 9   |
| Indian      | 290 |
| Bantu       | 47  |
| (2) (a) 176 |     |
| (b) 91      |     |
| (c) 17      |     |

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Hansard 2 vol 142 4/2/77

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Salary scales X

\*27 Mr. R. M DE VILLIERS asked the Minister of Posts and Telecommunications

What is the estimated annual cost of raising the salary scales of non-White employees of his Department to the scales for White employees in equivalent posts

†The DEPUTY MINISTER OF SOCIAL WELFARE AND PENSIONS (for the Minister of Posts and Telecommunications)

The additional expenditure is estimated at R2 925 200 per annum and is only in respect of 4 664 non-White officials. The remaining 20 931 non-Whites are employed as labourers, telephone workers, etc in

respect of which there are no equivalent grades for Whites

**Postmen: Salaries/overtime**

(285) Mr L F WOOD asked the Minister of Posts and Telecommunications:

- (1) What amount in (a) salaries and (b) overtime was paid to postmen in each of the last three financial years for which figures are available,
- (2) (a) what is the establishment for (i) White, (ii) Coloured, (iii) Indian and (iv) Bantu postmen and (b) how many posts are unfilled in each category

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**The MINISTER OF POSTS AND TELECOMMUNICATIONS**

(1) (a) and (b)

| Financial year | Amount      |
|----------------|-------------|
| 1973-'74       | R11 128 133 |
| 1974-'75       | R14 441 086 |
| 1975-'76       | R15 076 461 |

Note The amounts above represent the combined figures in respect of salaries and overtime and are in respect of inspectors of uniformed staff and postmen. On account of the computerized salary system it is unfortunately not possible to furnish particulars of salaries and overtime separately nor particulars in respect of postmen only,

- (2) (a) (i) 2 998
- (ii) 814
- (iii) 325
- (iv) 450
- (b) (i) 1 066 although a total of 624 non-Whites (64 Coloured, 15 Indian and 545 Bantu) are employed against these vacancies
- (ii) Nil
- (iii) Nil
- (iv) Nil



Standard 3 @ cols 177

7/2/77

/ Salaries of staff

(302) Mr C A VAN COLLER asked the Minister of Posts and Telecommunications

How many (a) White, (b) Coloured, (c) Asiatic and (d) Bantu persons in the employ of his Department are in receipt of salaries which are (i) less than R50, (ii) between R50 and R100, (iii) between R101 and R150, (iv) between R151 and R200, (v) between R201 and R250, (vi) between R251 and R300, (vii) between R301 and R400 and (viii) more than R400 per month

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The MINISTER OF POSTS AND TELECOMMUNICATIONS

|        | (a)    | (b)   | (c) | (d)    |
|--------|--------|-------|-----|--------|
| (i)    | —      | 5     | —   | 687    |
| (ii)   | —      | 2 505 | 43  | 10 475 |
| (iii)  | 769    | 1 530 | 59  | 6 433  |
| (iv)   | 5 998  | 1 238 | 427 | 736    |
| (v)    | 4 688  | 282   | 264 | 107    |
| (vi)   | 7 709  | 192   | 117 | 18     |
| (vii)  | 7 806  | 267   | 33  | 71     |
| (viii) | 14 406 | 33    | 12  | 5      |

Note The above-mentioned figures reflect the position on 31 January 1977 and exclude payments in respect of overtime and non-pensionable allowances

Standard 3 a vol 192 8/2/77

**Discrimination between Whites and non-Whites**

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\*17 Mr R M de VILLIERS asked the Minister of Posts and Telecommunications

What steps have been taken by his Department to eliminate discrimination between Whites and non-Whites (a) in the employ of his Department and (b) using services supplied by his Department

†The MINISTER OF POSTS AND TELECOMMUNICATIONS

(a) and (b)

The policy of the Government has repeatedly been stated in this regard and all particulars concerning my Department can be discussed during the debate on my Budget

Handard 3 @ cols 289 - 290

11/2/77

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**Telephone technicians in Durban area**

286 Mr B W. B PAGE asked the Minister of Posts and Telecommunications.

- (1) How many White, Indian, Coloured and Bantu persons, respectively, are employed as telephone technicians in the Durban area,
- (2) what is the authorized establishment in this area in respect of each race group,
- (3) how many posts are vacant in respect of each race group

The MINISTER OF POSTS AND TELECOMMUNICATIONS

| (1)      | Technicians<br>(all grades) | Telephone Electricians/<br>Mechanics (all grades) |
|----------|-----------------------------|---|
| White    | 431                         | 613   |
| Indian   | —                           | 120   |
| Coloured | —                           | —   |
| Bantu    | —                           | —   |

(2) and (3)

Posts of technician and telephone electrician/mechanic are allocated to Natal and other regions on a global basis and the incumbents utilized where their services

are needed most It is consequently not possible to furnish the authorized establishment in the Durban or any other specific area The following particulars reflect the position in the Natal region as a whole

|          | Technicians<br>(all grades) |        | Telephone Electricians/<br>Mechanics (all grades) |        |
|----------|-----------------------------|--------|---|--------|
|          | Authorized                  | Actual | Authorized  | Actual |
| White    | 669                         | 697    | 903   | 939    |
| Indian   | —                           | —      | 128   | 125    |
| Coloured | —                           | —      | 1   | —      |
| Bantu    | —                           | —      | —   | —      |

Note As regards the staff employed supernumerary to the authorized establishment, it is the case that the requirements in respect of technical staff exceed the supply and that as it would serve no purpose to create posts which could not be filled, it is

the practice to review the position periodically and to adjust the posts establishment only to the extent necessary to accommodate available staff The position in Durban will be regularized shortly

Handard 3 Q cols 291 - 294  
11/2/77

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**Clerical/technical posts for matriculants**

303 Mr C A VAN COLLER asked the Minister of Posts and Telecommunications

- (1) How many (a) White, (b) Black and (c) Coloured and Asiatic matriculants have applied in 1977 for (i) clerical and (ii) technical posts in his Department,
- (2) what is the commencing salary or wage paid by his Department to (a) White, (b) Black and (c) Coloured and Asiatic matriculants in (i) clerical and (ii) technical posts,
- (3) how many (a) White, (b) Black and (c) Coloured and Asiatic employees were assisted by his Department during 1976 with (i) study loans and (ii) study grants

**The MINISTER OF POSTS AND TELECOMMUNICATIONS**

| (1)  | (a) | (b) | (c) |
|------|-----|-----|-----|
| (i)  | 338 | 28  | 10  |
| (ii) | 446 | 5   | 43  |

| (2)          | (a)        | (b)        | (c)        |
|--------------|------------|------------|------------|
| (i) and (ii) | R2 310 p a | R1 542 p a | R1 992 p a |

| (3)  | (a) | (b) | (c) |
|------|-----|-----|-----|
| (i)  | —   | —   | —   |
| (ii) | 172 | —   | 7   |

Note. The figures against 3(ii) include officials who were granted bursaries for full- and part-time study at universities as well as those who study after hours at Colleges for Advanced Technical Education and whose class and examination fees are paid by the Department. Pupil technicians (all races), pupil draughtsmen, learner printers, etc, attending theoretical classes at Colleges for Advanced Technical Education and whose class fees are also paid by the Department, are, however, not included in the figures as the attendance of such classes is regarded as part of their "in service training".

Handard 3 col 295 11/2/77

**Technicians/engineers**

340 Mr P A PYPER asked the Minister of Posts and Telecommunications

- (1) How many (a) technicians and (b) engineers (i) are employed by his Department at present, (ii) resigned from his Department during 1976 and (iii) were recruited from abroad by his Department during that year,
- (2) what is the present estimated shortage of (a) technicians and (b) engineers in his Department.

The MINISTER OF POSTS AND TELECOMMUNICATIONS

- |     |           |  |
|-----|-----------|--|
| (1) | (a)       | (b)  |
|     | (i) 4 472 | 238<br>(including 41<br>assistant engineers) |
|     | (ii) 168  | 11<br>(including 7<br>assistant engineers)   |
|     | (iii) 21  | Nil,   |
| (2) | (a) 365   |  |
|     | (b) 17    |  |

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Howard G @ col 556 3/3/77

**Shortage of Telephone technicians/electricians**

583 Mr B W B PAGE asked the Minister of Posts and Telecommunications

What was the shortage of telephone (a) technicians and (b) electricians as at 31 December 1976

The MINISTER OF POSTS AND TELECOMMUNICATIONS

(a) 365 and

(b) 415

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*Natal Mercury*

# No new pay rises yet says Govt

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22-3-77

CAPE TOWN — Further salary relief for postal workers would be considered if and when the economic position of the country permitted, the Minister of Posts and Telecommunications, Senator J. P. van der Spuy, said in the Assembly yesterday.

Introducing the Post Office budget, Sen. van der Spuy said that although the salary relief which officials received on July 1 last year, did not meet their expectations, the spirit in which they accepted the Government decision again showed they had put the national interest above their own.

For this understanding and loyalty the Government was grateful. In the meantime the cost of living had risen further and the Government was aware of the sacrifices its postal officials had to make.

The Secretary of the Posts and Telgraphs Association, Mr. L. J. van der Linde, said yesterday salary increases were long overdue.

The association was negotiating with the minister and the absence of a positive announcement about pay improvements in his budget came as no surprise.

"To single out one area of the public sector for improvements would be a fatal move by the Government. The rest of the public service, including the Railways officials would be up in arms."  
(Sapa.)

# Postal pay claim 'not last demand'

Mercury Reporter

2/4/77 NIM

PIETERMARITZBURG—The thorny question of pay increases for postal workers is still being thrashed out at the congress of the Postal and Telegraph Association here.

In a brief statement after the day's session, Mr. Bernie Blume, president of the association, said salary increases were still being discussed.

"At this stage, there is no indication that the justifiable demand of 23 percent mentioned in my presidential address will be the final demand made by the association to the Government," he said.

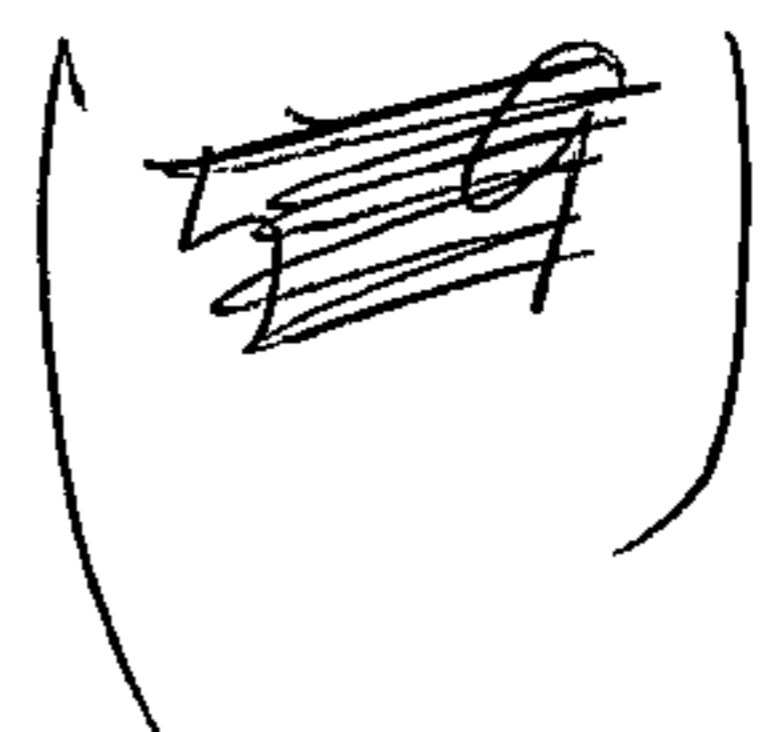
In his address at the opening of the congress, Mr. Blume said a 23 percent salary increase was justifiable.

But he suggested that the Government grant postal workers a reasonable increase in the short term and further long-term increases so that salaries would catch up with the price index.

Congress also decided yesterday to ask the Government to increase the housing loan ceiling to postal employees from R20 000 to R25 000.

The decision was taken because of the "serious general need for housing and the difficult financial circumstances in which postal workers find themselves."

The congress continues today.



NATAL MERCURY

2/4/77

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~~272~~

# PO workers ask for pay rises

## Political Staff

CAPE TOWN — Representatives of the white staff associations of the Post Office met the Minister of Posts and Telecommunications here today to negotiate salary increases.

The postal workers are believed to be aiming for an 18 percent increase, following decisions taken at their recent congress in Maritzburg.

If their demands are acceded to by the Minister, Senator van der Spuy, it is practically certain to result in increases in postal tariffs.

## COULD UP

The postal workers seemed likely to get a sympathetic hearing from both Senator van der Spuy and the Postmaster General, Mr L F Rive, who attended today's meeting.

Introducing his budget earlier this year, Senator van der Spuy gave advance notice of the attitude the Government

might take about requests for salary increases.

He said the salary relief postal workers received on July 1 last year did not meet their expectations, but that the spirit in which they accepted it showed that they put the national interest above their own.

In the meantime, he said, the cost of living had risen further, and the Government was aware of the sacrifices the officials had to make.

Further relief would be considered if and when the economic position of the country permitted.

## LOSSES

At the same time he drew attention to the losses suffered by the Post Office and the relatively small operating surplus available for financing capital expenditure.

He said such losses could not be suffered indefinitely and price rises and "other unforeseen expenditure" could push up tariffs again.

Representing the 15 000 strong Post and Telegraph Association at today's talks were the association's president, Mr Beime Bluem, and its general secretary, Mr L J van der Lande.

Mr Rive declined to comment today on the talks.

3/4

ARGUS 12/5/77

# No to wage claims by P.O.

## The Argus Political Staff

THE Government has declined post office workers' claims for wage increases. The decision was conveyed to representatives of the White staff associa-

tions at a two-hour meeting they had with the Minister of Posts and Telecommunications, Senator J. P. van der Spuy, and the Postmaster General, Mr L. F. Rive, in Cape Town yesterday

Mr Rive said the associations, representing 40 000 postal workers, put their claims firmly, and there was great sympathy for their case.

### UNDERSTOOD

But the answer was that it was not possible to consider their claims because of present economic conditions.

He said this was fully understood by the associa-

tions who would now convey the outcome of the meeting to their executives.

The staff associations were the South African Post and Telegraph Association, representing the clerical and administrative staff, the Postal Association, representing the uniformed postmen, the South African Telecommunications Association, representing the technicians, and the Society of Post Office Engineers, representing the professional staff.

Each of the associations was represented by its president and general secretary.

# First Coloured telecommunication technicians

ARGUS 13/5/77

ELEVEN young Coloured men, the first to qualify as telecommunication technicians, received their certificates at a gathering at the Post Office in Cape Town this morning.

The National Certificate for Technicians and the Technical Certificate Proficiency, which is issued by the Post Office, for the successful completion of their three-year post-matric training, were presented by the Postmaster General, Mr Louis Rive.

Mrs Alathea Jansen, executive chairman of the

Coloured Representative Secretary for Coloured Council, Mr J. H. T. Mills, Relations, and other senior officials, as well as the parents and relatives of the newly-qualified technicians, were present.

Mrs Jansen thanked the Post Office for its vision in having initiated the training programme and wished the young men luck in their future careers.

Similar gatherings at which African and Indian technicians received their certificates, were held in Durban and Johannesburg today.



The first Black telecommunications technicians after receiving their certificates at a Post Office ceremony yesterday. They are, from left, Samuel Moe-ketsi, Petrus Lamola, Bob Babaso, Isaac Mukasi, Vusi Alpheus Khumalo and Mputle James Madikgetla

## Black technicians hit at PO salary gap

Staff Reporter

SOUTH Africa's first Blacks to qualify as telecommunications technicians received their certificates yesterday and immediately complained of the gap between their pay and that of Whites and Coloureds.

The six men, all from Soweto, said they were disheartened by their pay. One said: "If we had known how little we would get we would never have started the course."

The gap is known to be more than R100. Neither the technicians nor Post Office officials would give details.

Despite their grumbles,

the men say they want to make a positive contribution to their community. "We want to serve our own people and we hope the Post Office will help us do this."

As Government employees they feel some anxiety about working in the townships if there is more unrest. But they say much depends on them in establishing phone services for Blacks because Whites do not want to enter the townships.

Soweto, with a population of more than a million, has only 39 public and 985 private telephones.

Mr Allan Bennett, the Post Office's chief engineer, said that in complet-

ing their three-year post-matric course, the men had passed a major milestone in communications.

"We hope they will be an inspiration to others to join the telecommunications field," he said.

The Post Office will spend more than R1 000 million on telephone services in the next five years, says Mr Chris Gouws, Deputy Postmaster for telecommunications, who presented certificates to the first seven Indian technicians in Durban yesterday.

In Cape Town, the Postmaster-General, Mr Louis Rive, presented certificates to the first 11 Coloured technicians.

Hansard 20 @ vol 1327 16/6/77

**Telecommunication technicians**

1114 Mr H E J VAN RENSBURG asked the Minister of Posts and Telecommunications

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(a) How many (i) Black, (ii) Coloured and (iii) Indian members of his staff have qualified as telecommunication technicians and (b) what are the commencing salaries for qualified telecommunication technicians in respect of (i) Whites, (ii) Blacks, (iii) Coloureds and (iv) Indians

The MINISTER OF POSTS AND TELECOMMUNICATIONS

- (a) (i) 6  
(ii) 11  
(iii) 7, and  
(b) (i) R3 828 p a  
(ii) R2 555 p a  
(iii) and (iv) R3 301 p a

Mercury 17-6-77

27

# Technicians

4.

## in pay gap over race

n firm based in Cape Town. 000 for a job in Parow is e following January. But job in Bellville instead up on payment of an agreed

Parliamentary Correspondent

CAPE TOWN — The Minister of Posts and Telecommunications, Senator J. P. van der Spuy, disclosed yesterday that telecommunication technicians were paid according to race.

25/11  
1/1/6

Whites were paid R3 828 a year, Coloured and Indian technicians R3 301 a year and Black technicians R2 555 a year, he said in replying to a question tabled by Mr Horace van Rensburg (PRP, Brynston).

The minister said there were six Black, 11 Coloured and seven Indian qualified telecommunication technicians

Mr van Rensburg said later: "Since Black, Coloured and Indian telecommunication technicians have to have the same qualifications as Whites and presumably do exactly the same work, with the same responsibilities, there is no justification whatsoever for paying them less purely because of the colour of their skin"

workforce of 10 workers, each earning R2 000, oth jobs.

has a fleet of 4 lorries bought for 25 000 each ion is reckoned to be R400 p.a. plus 10c per

e Bellville job will require the lorries to files each.

has already bought all the materials for the

A at P1 per unit  
P at 50c each

for the Bellville job, but could be sold

uses and zero scrap value, but 200 units can job. In addition it will be necessary to buy 10 each for the Bellville contract.

Both jobs will take exactly one year.

The Managing Director asks you to consider which of the two alternatives is most profitable.

Draw up a table showing the opportunity costs involved in each.

What advice would you give?

(50%)

24/7/77

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# PABX meter cuts phone bills by up to 30 per cent

A COMPUTERISED call metering facility for PABX systems can save users with 200 extensions as much as R3 000 a month. According to Siemens, the manufacturer, the user can pinpoint exactly where money is being wasted.

They say statistics compiled overseas have shown that their Metro system, which is soon to be introduced into South Africa, has enabled reductions of up to 30 per cent to be made in the monthly telephone account.

This is significant when one considers the average monthly telephone account for a South African user of a PABX system with 200 extensions ranges between R8 000 and R10 000.

Their Metro — the name means metering and traffic recording with off-line processing — constantly records details of outgoing calls. It notes the extension number from which the call was made, the telephone number called, the duration of the call, the number of meter pulses and the time of the call in month, day, hour and minute. Direct outside

lines can also be monitored through the system.

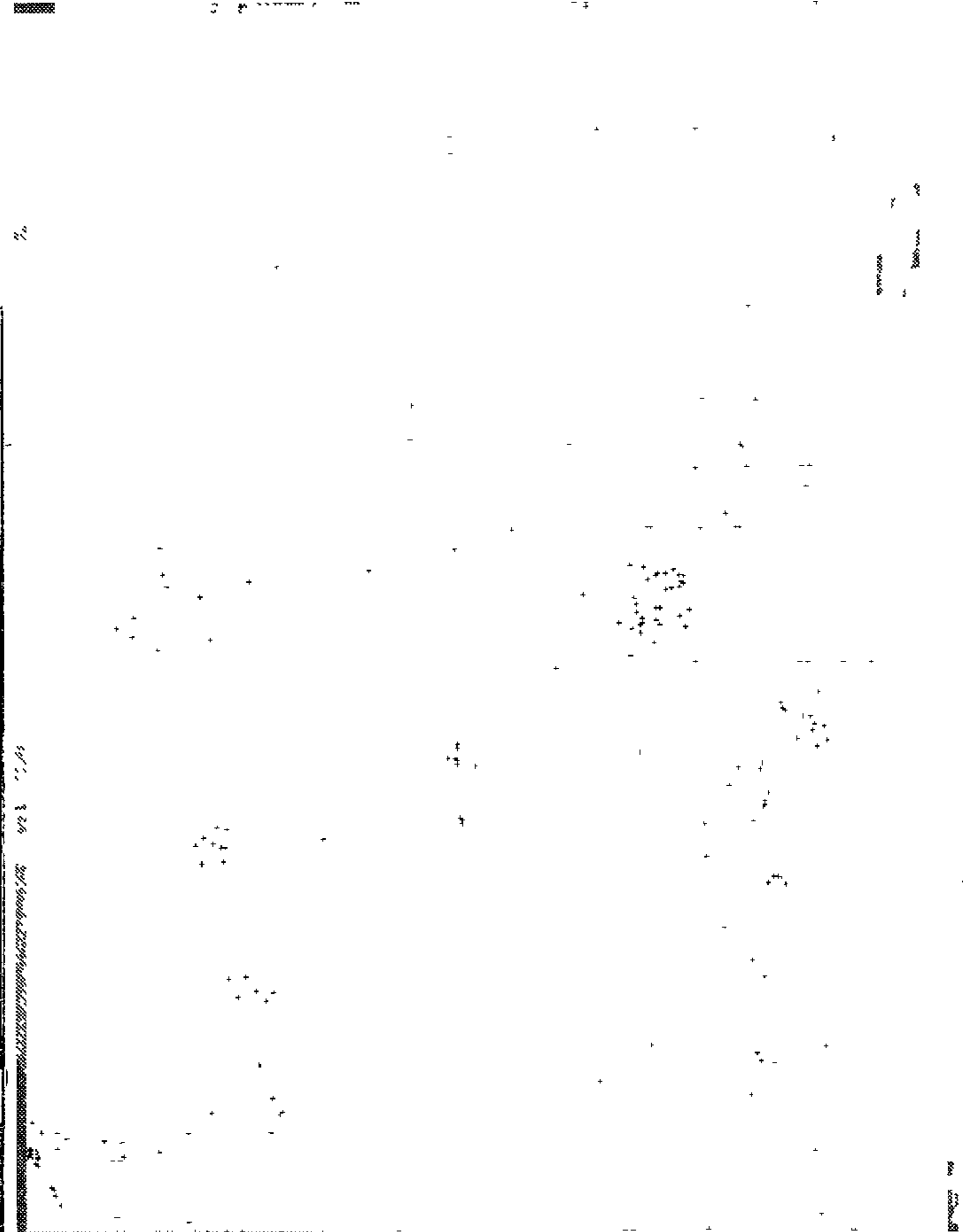
The information is stored on magnetic tape in the Metro unit and is processed regularly by computer. The analysis and printout can be programmed to the user's requirements.

The Metro has a built-in programming facility for the suppression of magnetic storage of information of calls to specific areas. This is to save space on the magnetic tape and the cost of periodic computer processing. It may, for example, suit a Johannesburg subscriber not to have local calls and calls to Pretoria recorded.

This information, which is available virtually as often as desired, also enables PABX users to obtain details of private telephone calls for debiting employees.

And for accounting purposes, the information recorded makes it possible to charge telephone expenses to the accounting heads where they really belong, whether they concern specific orders, projects, or departments within the company.

**A typical Telelift installation in a large mail room. Individual containers are programmed to go to any desired stopping point, or station, in the system by the shortest possible route**



24/7/77  
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# Conveyers are quicker, cheaper

THE INCREASING acceptance of the Telelift conveyor system could mean the beginning of the end for the office messenger

This is the belief of Eddie Wade, sales manager of Trans-Tele, which makes and sells Telelift equipment in South Africa, under licence to the German originators

The local company has been operating since 1972 — the system was developed in 1970 — and has already acquired an impressive list of contracts. Although Mr Wade is cagey about revealing exact turnover it appears that they are already stretching well into the seven figures.

Just one contract, that for the Otto Beit Academic

## The end of the office messenger?

Hospital in Johannesburg, will be worth about R1,25-million. Add to that a smaller system worth about R280 000, being installed at Escom's new headquarters at Megawatt Park, near Johannesburg.

The conveyor system at the Otto Beit hospital, Mr Wade said was the biggest Telelift system in the world

Mr Wade added "South Africans tend to think that when they employ blacks, they are paying relatively little for their messenger service.

"But when they sit down and do their sums, they find that we no longer have cheap labour and that the people they employ as messengers could be better utilised in other areas. They realise a system such as the Telelift is quicker and less expensive than the messenger

"This was proved by an insurance company that installed a R300 000 Telelift system a year or two ago. They were able to reduce the number of messengers they employed from 41 to 17 and

claimed a 60 per cent increase in productivity among those who remained

Telelift is a fully automatic conveyor system in which self-propelled containers travel along an aluminium track that can be installed either vertically or horizontally

Containers can be sent to any station on a circuit, merely by setting their magnetic indicators

The cost of each system varies from R5 000 to R10 000 a station, depending on the extras needed. Escom, for example, opted for security. If any container is tampered with in any way while on its way between two points, an alarm is sounded in the control room



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24/7/1997

## Another spoonful of sugar for Plessey

THE telecommunication firm Plessey has had its second dose of pleasant medicine from the new Otto Beit Academic Hospital in Johannesburg.

In addition to supplying the hospital's PABX system, Plessey has been awarded the contract for the supply and installation of the 2 000 extension Pamex PALX intercom system.

The value of the two contracts is more than R1-million.

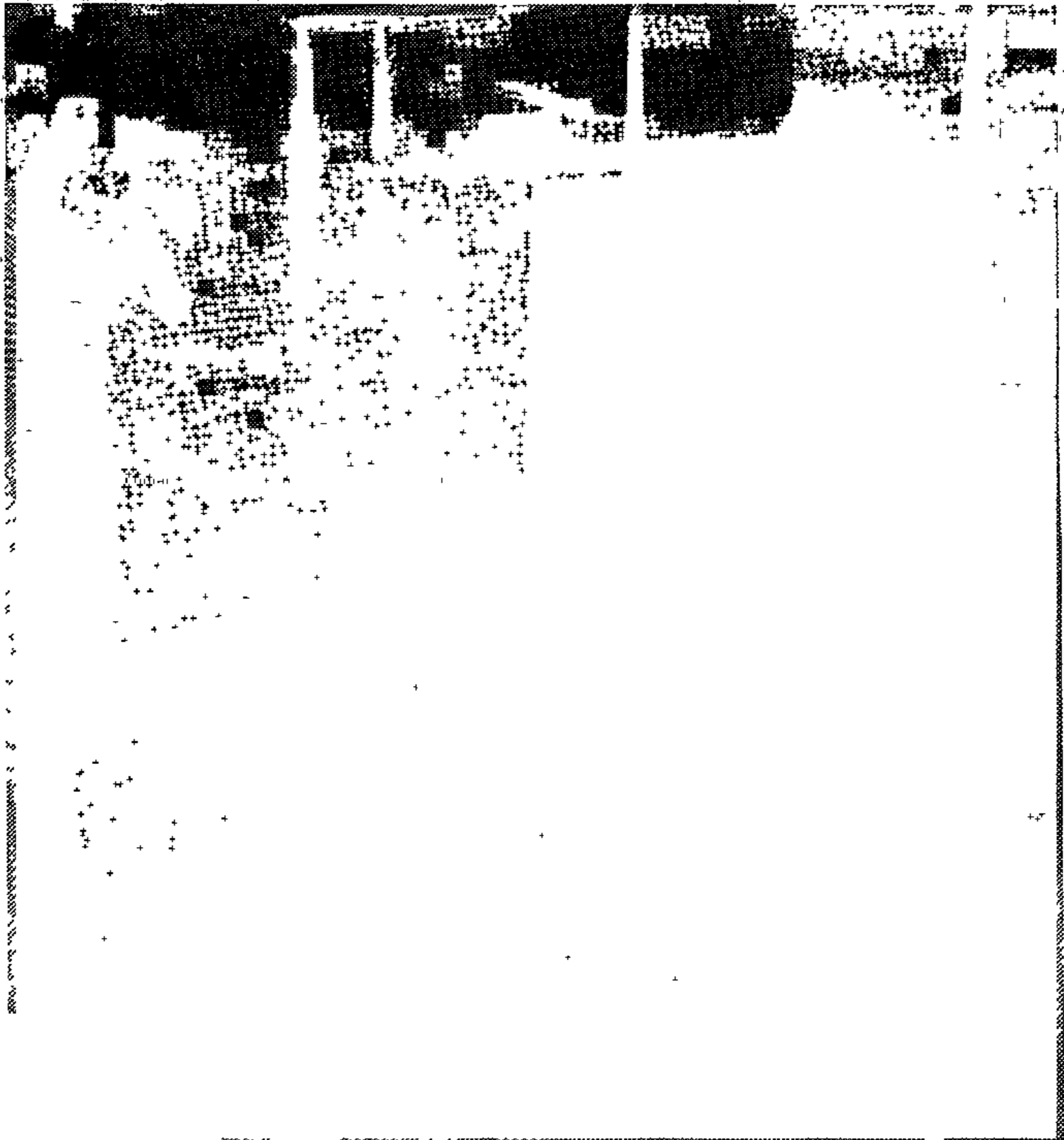
Installation of the Pamex PALX system will begin next month, with the first phase due to be completed by November. The entire project should be completed by about the middle of next year.

The Pamex PALX is a fully electronic centralised intercom system based on

pulse amplitude modulation, with the time multiplex principle being used as the selector in the exchange.

There are no relays, crossbar selectors, or other moveable parts in the equipment, resulting in a virtually maintenance-free operation.

The system will also be equipped with fire alarm control and will also be linked to a radio paging system.



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24/7/77

THE Diesel Electric Organisation, one of the first computer users in the Republic to establish an overseas data link with Germany, has reduced information turnaround time from two weeks to about an hour.

The transmission, which is between a Mohawk 1200 computer system in Johannesburg and a Mohawk 2408 system

## Computer speeds data turnaround

in Germany, uses a 2 400 baud dial-up line.

"The ability to transmit data at high speeds has proved extremely successful in our South African branch outlets," says

Ul F. Richartz, computer manager for the group. "Considerable efficiencies have been introduced locally and the link with Germany has meant a substantial saving in time and cost.

## Post Office is quiet but they're spending plenty

### • From Page 7

ixed up we'll have few, if any, problems," says Chris Louws, Deputy Postmaster General, Telecommunications.

But, what this operation, and the cost of the new satellite antenna at Orbeeshoek, will be worth the industry can be called in units when compared to the Post Office's new Saponet. This will be one of the

most modern data communications networks in the world. Originally it was designed purely for the Post Office's use, but a few weeks ago it was announced that it would also be made available to the public.

The system should be in use by the end of next year but we will have to wait for the 1978-1979 Post Office report to find out its cost. Saponet will be a nationwide switched data

network. It will consist of a number of switching units (exchanges), specially designed for data transmission, situated in the major towns and connected by wide-band high-speed telecommunication circuits. A feature will be that if a circuit fails, traffic will be rerouted automatically.

In addition, the network will have elaborate remote control facilities for diagnosing faults anywhere in the system.

D.D. 4/8/77

**Phone calls to SA disrupted**

LONDON — Wildcat action by a number of night telephonists on the international exchange here on Tuesday night disrupted calls to South Africa.

The Union of Post Office Workers was investigating the occurrence yesterday which a spokesman said was the result of a wholly unrepresentative meeting.

He said the action had been sporadic and there had been only isolated disruptions.

“Our policy is clear. There is no official embargo on mail or telecommunications with South Africa. The post office has made clear to staff their duties and has called on them to work normally.”

— DDC

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LABOUR SUPPLY IN THE SOUTH AFRICAN ECONOMY

John Knight

Saldru Working Paper No. 11

Woman  
bridge  
Canal  
trying  
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t. com-  
water  
ice said.

# POST OFFICE IS BIG EMPLOYER

27/8/77  
Mercury Reporter  
IN SPITE of the high  
rate of unemployment

the Post Office will be  
able to provide jobs for  
4 200 matriculants and  
school leavers at the end  
of 1977.

About 1 400 of these  
vacancies will be in ad-  
ministration, 1 700 in the  
technical and semi-tech-  
nical spheres and about  
1 100 will be tele-  
phonists, postmen and  
similar grades.

New entrants now  
have to pass selection  
tests before being ac-  
cepted by the Post Office.  
These tests will be held  
in September and Octo-  
ber.

Those interested in  
joining the Post Office  
are advised to get in  
touch with the nearest  
postmaster or to write  
to the Director of Staff,  
GPO, Pretoria 0001.

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C.T. 7/9/77  
**Coloured  
 PO union**  
 THE Coloured Postal Workers Association will be represented on the post office's departmental staff committee, together with the white staff associations, from next year.  
 The Postmaster General, Mr L Rive, said this in Cape Town yesterday where he officially opened the Coloured Postal Workers Association's sixth biennial congress.  
 Although too late for the association to submit items for the committee's forthcoming meeting this year, he has invited the association to send two representatives to attend the committee meeting as observers later in the year in Pretoria.

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ACKNOWLEDGEMENTS

d and gave valuable advice on the drafts of this paper.  
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 Stemmet drew the Figures and did the additional map work. Ken Behr of  
 the U.C.T. Geography Department, reduced the maps for publication.  
 Eileen Hughes and Valerie Firth did the typing.

I am grateful also to the Bantu Affairs Administration Board and its  
 Black and White officials who provided me with information and directed me  
 around the townships. I am grateful too, to the contract workers who gave  
 me access to their quarters, and provided additional information on their  
 housing conditions.

This report dovetails with the wider study of Black housing in Cape Town  
 being undertaken by the Urban Problems Research Unit at the University of  
 Cape Town.

PHOTOGRAPHS BY: RONNIE LEVITAN

TABLE 16. SECTION 3: GUGULETU EMPLOYER DORMITORIES - STATISTICAL DATA

|                                | 1  | 2  | 3  | 4  | 5  | 6  | 7  | 8  | 9  | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20    | 21    | 22    | 23    | 24    | 25    | 26 |
|--------------------------------|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|-------|-------|-------|-------|-------|-------|----|
| i) DORMITORIES                 | 1  | 2  | 3  | 4  | 5  | 6  | 7  | 8  | 9  | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20    | 21    | 22    | 23    | 24    | 25    | 26 |
| 1. Number of beds              | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 20 | 20 | 20 | 31 | 31 | 30 | 30 | 30 | 30 | EMPTY | 30    | 30    | 30    | 30    | 30    | 30 |
| Obviously unoccupied beds      | 16 |    |    |    | 6  |    |    |    |    |    |    |    |    |    |    |    |    |    |    |       |       |       |       |       | 16    |    |
| 2. Length in feet              | 45 | 45 | 45 | 48 | 48 | 45 | 45 | 45 | 45 | 45 | 45 | 45 | 45 | 42 | 42 | 45 | 45 | 45 | 45 |       |       | 45    | 69    | 45    | 45    | 48 |
| Breadth in feet                | 24 | 24 | 24 | 27 | 27 | 24 | 24 | 27 | 27 | 27 | 27 | 27 | 27 | 24 | 24 | 24 | 24 | 24 | 24 | 24    | 24    | 24    | 24    | 24    | 24    | 24 |
| 3. Floor i) completely covered | -  | 1  | 1  | 1  | 1  | 1  | 1  | 1  | 1  | 1  | 1  | 1  | 1  | 1  | 1  | 1  | 1  | 1  | 1  | 1     | 1     | 1     | 1     | 1     | 1     | -  |
| ii) rubber tiles               | -  | -  | -  | 1  | 1  | 1  | 1  | 1  | 1  | 1  | 1  | 1  | 1  | -  | -  | -  | -  | -  | -  | -     | -     | -     | -     | -     | -     | -  |
| 4. Windows i) length in feet   | 45 | 45 | 45 | 45 | 45 | 45 | 45 | 45 | 45 | 45 | 45 | 45 | 45 | 45 | 45 | 45 | 45 | 45 | 45 | 45    | 45    | 45    | 45    | 45    | 45    | 45 |
| ii) height in feet             | 25 | 25 | 25 | 4  | 4  | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 25 | 4 x 3 | 4 x 4 | 4 x 4 | 4 x 3 | 4 x 3 | 4 x 3 | 45 |
| 5. Electric                    | 1  | 1  | 1  | 1  | 1  | 1  | 1  | 1  | 1  | 1  | 1  | 1  | 1  | 1  | 1  | 1  | 1  | 1  | 1  | 1     | 1     | 1     | 1     | 1     | 1     | 1  |
| 6. Stove in                    | 1  | 1  | 1  | 1  | 1  | 1  | 1  | 1  | 1  | 1  | 1  | 1  | 1  | 1  | 1  | 1  | 1  | 1  | 1  | 1     | 1     | 1     | 1     | 1     | 1     | 1  |
| 7. Lockers                     | 1  | 1  | 1  | 1  | 1  | 1  | 1  | 1  | 1  | 1  | 1  | 1  | 1  | 1  | 1  | 1  | 1  | 1  | 1  | 1     | 1     | 1     | 1     | 1     | 1     | 1  |
| 8. Rooms made                  | 1  | 1  | 1  | 1  | 1  | 1  | 1  | 1  | 1  | 1  | 1  | 1  | 1  | 1  | 1  | 1  | 1  | 1  | 1  | 1     | 1     | 1     | 1     | 1     | 1     | 1  |
| 9. Kitchen i)                  | 1  | 1  | 1  | 1  | 1  | 1  | 1  | 1  | 1  | 1  | 1  | 1  | 1  | 1  | 1  | 1  | 1  | 1  | 1  | 1     | 1     | 1     | 1     | 1     | 1     | 1  |
| ii) sink                       | 1  | 1  | 1  | 1  | 1  | 1  | 1  | 1  | 1  | 1  | 1  | 1  | 1  | 1  | 1  | 1  | 1  | 1  | 1  | 1     | 1     | 1     | 1     | 1     | 1     | 1  |
| iii) hot water                 | 1  | 1  | 1  | 1  | 1  | 1  | 1  | 1  | 1  | 1  | 1  | 1  | 1  | 1  | 1  | 1  | 1  | 1  | 1  | 1     | 1     | 1     | 1     | 1     | 1     | 1  |
| iv) stove in kitchen           | 1  | 1  | 1  | 1  | 1  | 1  | 1  | 1  | 1  | 1  | 1  | 1  | 1  | 1  | 1  | 1  | 1  | 1  | 1  | 1     | 1     | 1     | 1     | 1     | 1     | 1  |
| 10. Roof leaks                 | 1  | 1  | 1  | 1  | 1  | 1  | 1  | 1  | 1  | 1  | 1  | 1  | 1  | 1  | 1  | 1  | 1  | 1  | 1  | 1     | 1     | 1     | 1     | 1     | 1     | 1  |
| 11. Outside drainage           | 1  | 1  | 1  | 1  | 1  | 1  | 1  | 1  | 1  | 1  | 1  | 1  | 1  | 1  | 1  | 1  | 1  | 1  | 1  | 1     | 1     | 1     | 1     | 1     | 1     | 1  |
| ii) ABLUTION BLOCK             |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |       |       |       |       |       |       |    |
| 1. Electric lights             | -  | -  | -  | -  | -  | -  | -  | -  | 1  | 1  | 1  | 1  | 1  | 1  | 1  | 1  | 1  | 1  | 1  | 1     | 1     | 1     | 1     | 1     | 1     | 1  |
| 2. Number of showers           | -  | -  | 7  | 6  | 6  | 4  | 4  | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10 | 10    | 10    | 10    | 10    | 10    | 10    | 9  |
| 3. Number of toilets           | -  | -  | 9  | 6  | 6  | 4  | 4  | 8  | 8  | 8  | 8  | 8  | 8  | 8  | 8  | 8  | 8  | 8  | 8  | 8     | 8     | 8     | 8     | 8     | 8     | 9  |
| 4. Sinks i) aluminium          | -  | -  | 3  | 3  | 3  | 1  | 1  | 1  | 1  | 1  | 1  | 1  | 1  | 1  | 1  | 1  | 1  | 1  | 1  | 1     | 1     | 1     | 1     | 1     | 1     | 1  |
| ii) concrete                   | -  | -  | 1  | 1  | 1  | 1  | 1  | 2  | 2  | 2  | 2  | 2  | 2  | 2  | 2  | 2  | 2  | 2  | 2  | 2     | 2     | 2     | 2     | 2     | 2     | 2  |
| 5. Hot water                   | -  | -  | -  | -  | -  | -  | -  | -  | -  | -  | -  | -  | -  | -  | -  | -  | -  | -  | -  | -     | -     | -     | -     | -     | -     | -  |

**PO will**  
*ARGUS 7/9/77*  
**eliminate**  
**wage gap**  
**- Rive** (272)

THE Government and the Post Office were morally bound to eliminate the wage gap for coloured employees as and when the economy made it possible, the Postmaster General, Mr L. F. Rive, said in Cape Town last night.

Mr. Rive was addressing the sixth biennial congress of the Coloured People's Postal Workers' Association.

Since 1970 the Post Office had narrowed the gap between salaries for whites and coloureds from a ratio of 100 to 70 to the present 100 to 86,25.

Were it not for the recessionary conditions, we would have progressed even further, Mr Rive said.

**JUSTIFICATION**

However, if the elimination of the wage gap is not brought about with great prudence, the economic implications could be such that nobody will gain, he said.

He also believed that if there were differences in standards, in the quantity and quality of production, then there was the fullest justification for differences in remuneration.

The Post Office has made every effort to better the career opportunities for coloured people by creating more posts in the higher categories and opening new doors in certain work spheres.

Between July 1970 and June 30 1977 the number of authorised posts for Coloured people on the Post Office permanent staff increased by nearly 100 percent from 1 425 to 2 788.

# Experts slam Post Office chief for 'Africans do less work' speech

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**QUOTE**

If what I have seen of African production levels applies over the entire economic spectrum, we would be playing with fire to pay Africans wages which are not proportionate to productivity.

— Mr Louis Rive, Postmaster General

**QUOTE**

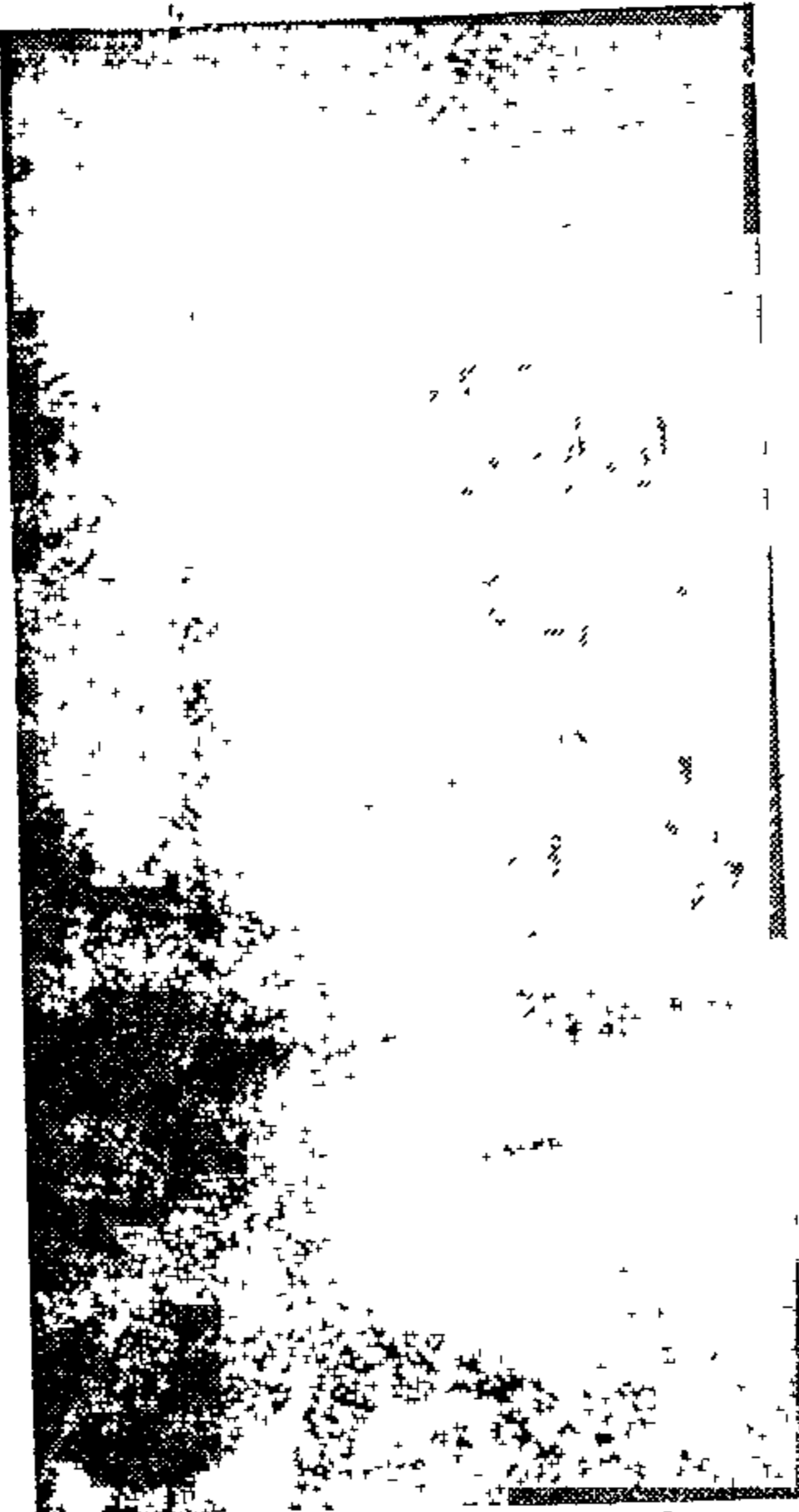
If you tell me you have employed a salesman and he is no good, I will ask who employed him, trained him and led him. And the answer to all those questions will be yourself.

— Professor Meyer Feldberg, business expert

**QUOTE**

When one thinks of how hard people work down the gold mines, the whole idea is ludicrous. It is a completely unscientific assertion. You just can't make that kind of generalisation.

— Dr Francis Wilson, economics expert.



Mr Louis Rive: no backdown

# YOU'RE WRONG, MR RIVE

THE POSTMASTER-GENERAL, Mr Louis Rive, ran into a storm of protest this week when he claimed that lower wages for Africans were justified because their productivity was only 67 percent that of the other racial groups.

Opening the congress of the Coloured People's Postal Workers' Association in Cape Town, he said many Africans considered it bad manners to do things quickly, and while he envied their "don't hurry through life" philosophy, it would be double standards to pay them equal salaries.

Mr Rive's comments were not included in the text of the speech issued later by the Post Office's Press liaison office.

Interviewed in Pretoria, he said the full text had been made available to reporters at the meeting and the one issued by the Press liaison office was a condensed version. This was standard practice, he said.

He stood by his comments, saying that the lower productivity of a large body of Africans was fairly generally known. The figure of 67 percent he had given was just an example — it might be 50 to 80 percent.

**Technicians**

"I don't say there are not areas where Africans perform as well. I presume black doctors perform as well as those of other groups. And with black technicians there is probably very little difference," he said.

"But our experience in the Post Office has been that African postmasters and counter clerks produce on a level definitely below that of the normal white or Coloured or In-

By TONY SPENCER-SMITH

dian. In our own department we need three African clerks for every two white ones.

"This is a fact I am not trying to go into the reasons and there is no malice in what I say. After all, I'm the one who started creating opportunities for all groups, including Africans.

"But if what I have seen of African production levels applies over the entire economic spectrum, then we would be playing with fire to pay Africans wages which are not proportionate to productivity. That would indeed be double standards."

Professor Meyer Feldberg, director of the Graduate School of Business at the University of Cape Town, said he was disappointed that someone like Mr Rive could make such a statement — and then stick by it afterwards.

"His comments seem to me dangerous and inappropriate," he said. "If he is saying that African productivity is low because they have a predilection for daydreaming on the job, that is very wacked."

"To imply that Africans have a haphazard, lazy approach to work is completely without empirical validity. I can't accept that an African with the same training and motivation and leadership as a member of any other group would have lower productivity."

Professor Feldberg said that if Mr Rive had noticed different production standards in the Post Office, he should rather ask why those with lower productivity had not been better trained, motivated and led.

"If you tell me you have employed a salesman, for instance, and he is no good, I will ask who

employed him, trained him and led him.

"And the answer to all those questions will be yourself. So who is bad — the salesman or you? If you complain about your staff, you are criticising your own leadership."

Dr Francis Wilson, of the School of Economics at the University of Cape Town, said he knew of no study comparing the different race groups in this way.

"When one thinks of how hard people work down the gold mines, the whole idea is ludicrous," he said. "It is a completely unscientific assertion. You just can't make that kind of generalisation."

"Most Africans in the work force are working incredibly hard."

**Motivation**

Dr Wilson said that even if there were differences in productivity it was no justification for paying lower wages.

"If the Post Office finds that a particular group is not working as hard as others, it should look first at how its management is approaching the whole question of motivation."

"And if this generalisation comes from observations of groups of Africans waiting around for something to happen while on duty, then surely this is a managerial problem and perhaps Mr Rive should take a look at how skilfully the Post Office management is running the whole operation."

One of the country's top black trade unionists, Mrs Lucy Mvubelo, general secretary of the 21 000-member African National Union of Clothing Workers, said Mr Rive's statement was disgraceful.

"This sort of thing is just an excuse for not paying a just rate for the job," she said. "If Africans are properly trained they produce equally with any other group which has the same training."

"This has been proved in the clothing industry, which is quite satisfied with its black workers, and which has never practised discrimination."

A prominent authority in the personnel field, Dr Simon Biesheuvel, said it was dangerous to generalise the way Mr Rive had.

**Psychology**

Dr Biesheuvel, now retired, was director of the Witwatersrand University Graduate School of Business Administration. He was also director of the National Institute for Personnel Research, and personnel director of the SA Breweries group.

He did not think there was anything in the basic psychology of Africans which would cause them to work much more slowly than whites or others.

"The productivity of Africans in the South African economy is probably lower than the whites', but there are many reasons for this — and you just can't pin it on any one thing."

"Mr Rive seems to be trying to rationalise the wage gap, which one may not be able to defend so easily."

South African  
ees 'would not

fail, 9 May 1975.

to me.

ding to the  
n of political  
isis and/or  
l-off in recruit-

Technicians/engineers in Department of Posts and Telecommunications

89 Mr P A PYPER asked the Minister of Posts and Telecommunications

- (1) How many (a) technicians and (b) engineers (i) are employed by his Department at present, (ii) resigned from his Department during 1977 and (iii) were recruited from abroad by his Department during that year;
- (2) what is the present estimated shortage of (a) technicians and (b) engineers in his Department?

The MINISTER OF POSTS AND TELECOMMUNICATIONS

- (1) (a) (i) 4 629
  - (ii) 119
  - (iii) 5
- (b) (i) 233 (including 44 Assistant Engineers)
  - (ii) 10 (including 6 Assistant Engineers)
  - (iii) nil
- (2) (a) 678
  - (b) 22



Postmen

18 Mr N B WOOD asked the Minister of Posts and Telecommunications

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- (1) How many White, Coloured, Indian and Bantu persons, respectively, are employed as postmen in the Durban complex,
- (2) (a) what is the authorized establishment in this area in respect of Whites, (b) how many of these posts are vacant and (c) how many non-Whites are employed in the vacant posts?

The MINISTER OF POSTS AND TELECOMMUNICATIONS

|           |     |
|-----------|-----|
| (1) White | 134 |
| Coloured  | 5   |
| Indian    | 289 |
| Bantu     | 49  |

- (2) (a) 140
- (b) 6
- (c) Nil

HANSARD 7 -22- 14 March 1978  
Question 358 Col 402 & 403.

268

NATAL

Excerpts from a discussion with Tom Pike of Natal Parks Board

Demand for fish

There's not a big demand for fish for food production but at the same time when this comes about. There is just something you get through to the farmer if you do it properly. The trout is not suitable for the Natal farmer as it is utilised for such a purpose. The farmer is not keen on profit.

403

WEDNESDAY, 14 MARCH 1978

Yeoville, Bellevue, Bertrams, Berea, Highlands, Judith's Paarl, Lorentzville and New Doornfontein areas and (b) what is the frequency of postal deliveries in these areas

The MINISTER OF POSTS AND TELECOMMUNICATIONS

|                             |   |
|-----------------------------|---|
| (a) Yeoville                | 3 |
| Bellevue/Highlands          | 5 |
| Bertrams                    | 3 |
| Berea                       | 4 |
| Judith's Paarl/Lorentzville | 3 |
| New Doornfontein            | 2 |

and

(b) once daily except Sundays

for fish for food production. It's difficult to manage. If you can manage it better than you can from, say, the areas which are most suitable for the areas which are most crops to grow. The relatively small extra profit.

Grass carp and

We've got grass carp as the common carp is a fish native to only a few rivers in China. It's the same family as the common carp, but not the same genus.

not the same species as the common carp. It's the same family as the common carp, but not the same genus.

The silver carp is also a Chinese fish. We're going to get some of those too from Israel. We introduced our grass carp from Malaya in 1967. We got the first big spawning from them last year and now we've reared about 4 000 to big fingerling size. We're going to use these for experimental work now, stocking them in selected dams for weed control purposes. We're selecting dams from the coast right up to Underberg because these fish will take big temperature variations; their range is from 0°C to 32°C.

Grass carp spawn only in a few rivers outside their natural habitat. They have been reported to spawn in a few rivers in America. These are big, slow-flowing rivers, the Mississippi for instance. We get them to spawn by intramuscular injections of pituitary extract from ordinary carp. There are various factors against getting a successful spawning; Mr Pruginin says that the Israelis don't get more than about 30% success with their spawning.

# P.O. gap 'can be closed with budget fat'

(267)

CAPE TOWN — There was sufficient "fat" in the Post Office budget to eliminate the wage gap between workers of different races, Mr. Alf Widman (PFP, Hillbrow) said yesterday.

Speaking during the resumed Post Office budget debate Mr Widman said there was no excuse for not doing so and until this was done the budget was unacceptable to the PFP.

He moved an amendment noting certain contemplated improvements in the Post Office service, but declining approval unless the Government provided an efficient, speedy and reliable telephone service, eliminated the telephone backlog and introduced equal pay and service conditions for employees of all races.

He said he believed too large a reserve was being built up and if Minister of Posts and Telecommunications Senator J. P. van der Spuy had budgeted for a deficit he would nevertheless have ended the year with a surplus.

This "fat" should be used to the benefit of the country and to improve race relations, he said.

Morale of servicemen on the border and their families would be bolstered considerably if problems in postal deliveries were put right, Mr. Brian Page (NRP, Umhlanga) said.

Speaking in support of Mr. Widman's amendment Mr. Page said that a task force should be formed similar to the "Operation Commando" that dealt with the Reef's telephone problems.

It was made up of the Post Office's best trouble-shooters who sorted out problems and ensured that all mail was delivered as soon as possible.

"I would urge that a select few from this suggested task force should make an intensive study of the problems of mail to and from our national servicemen, with particular emphasis on those in remote areas"

He said the study should be conducted in conjunction with Defence Force personnel responsible for the delivery and collection of mail to the men on the border.

"Families of the servicemen on our borders as well as the men themselves, are still most concerned about the situation in respect of mail deliveries and there are many of us in this House who receive complaints from constituents

"This is a problem which should be given top priority and if solutions could be found I am sure it must be conceded that morale both in the remote areas and at home would be bolstered considerably"

Referring to the telephone and telex backlog he said he had to sound a word of caution that, in the current economic climate, the telephone backlog of 57 000 and telex backlog of 560 was too high.

The minister had pointed out that the number of applications for both services had not slowed down during the recession

Therefore it was clear, Mr. Page said, that when an economic upswing came there would be a dramatic rise in demand

"When the moment comes, unless the minister has eliminated the backlog completely and has geared himself for this escalating demand, we are going to find ourselves back to square one as far as our telephone and telex services are concerned" — (Sapa)

farmers (3)

use or decrease your labour force

labour will develop, say in the  
v will you cope with this shortage?

the dependents of workers on  
people who would like to work  
If yes, what sort of unemployment?

ve ..... dependents under 18.  
le to work on your farm, if they  
?

for work on your farm, do you  
school?

in ability between those workers  
those who have not?

ers who have been some time at



Cape Times 11/14/78

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# Bonus pay for post workers

**Political Staff**  
POST OFFICE workers will get between R325 and R50 each as their share of the R7½ million "achievement bonus" announced in the recent Budget — and more could be on the way

The payout target date is

June 30, and more than 60 000 workers of all races and sexes will benefit.

All full-time staff, with 12 months' continuous service and all part-time staff with 24 months' service will qualify

Details were announced last night by the new Minister, Mr F W de Klerk, who hinted at the congress of the Postal and Telegraph Association that further bonuses may be paid in the future. However, he did not commit himself

The "achievements bonus" was announced by the former Minister of Posts and Telecommunications, Senator Johan van der Spuy, who said for seven years thousands of

postal workers had been working two hours a week extra on a voluntary basis without pay

Top management executives had requested not to be included

"The same formula for payment will apply to all, irrespective of race, conjugal status or sex," said Mr De Klerk

"The amount of each individual bonus will be calculated according to a sliding scale which will be applied in such a way as to benefit on percentage the staff in the lower income groups more than those in the higher echelons"

House of Representatives 21 April 1978  
Question 568 Col 684

**Black workers employed by Department  
Posts and Telecommunications in Western  
Cape**

568. Mr A. B. WIDMAN, asked the  
Minister of Posts and Telecommunications:

- (1) How many Black workers are  
employed by his Department in the  
Western Cape;
- (2) whether the numbers employed have  
increased or decreased during the past  
10 years; if so, what was the extent of  
the increase or decrease.

The MINISTER OF POSTS AND TEL  
COMMUNICATIONS:

- (1) 354.
- (2) The number has increased from 132 to  
354 during the past ten years.

Handcard 11 . 21 April 1978.  
Question 8 Colo. 675.

268

X Blacks employed by Department of Posts  
and Telecommunications in Western Cape  
area X

\*8 Mr A B WIDMAN asked the Minister of Posts and Telecommunications

What is the policy of his Department in regard to the employment of Blacks in the Western Cape area

The MINISTER OF POSTS AND TELECOMMUNICATIONS

It is departmental policy to employ Blacks in the Western Cape area, only to serve their own people and where Whites or Coloureds are not available—mainly on duties of an unskilled nature

Handover 15 18 May 1978  
 Question 627 Cols. 788

268

White employees recruited since 1970  
 Department of Posts and Telecommunications

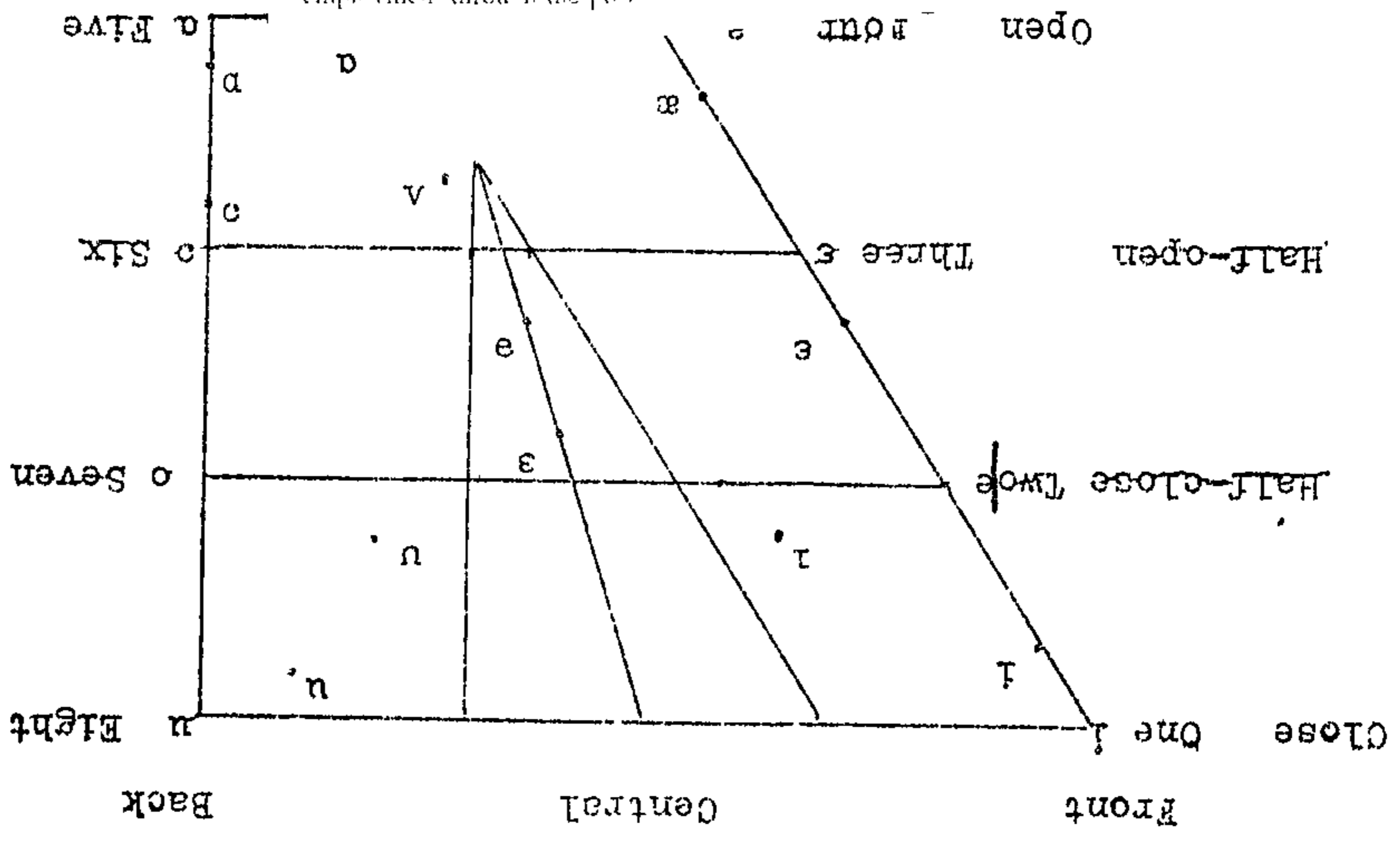
627 Mr B. W. B. PAGE, a former  
 Minister of Posts and Telecommunications

(a) How many White employees were  
 recruited abroad by his Department in  
 1977, (b) how many of these employees  
 left the service of his Department and  
 what were the main reasons for  
 leaving

The MINISTER OF POSTS AND TELECOMMUNICATIONS

- (a) 18
- (b) 4 and
- (c) personal  
 abandoned  
 returned overseas

Note: The immigrants applied for  
 employment through the post



A diagrammatic representation of the approximate tongue positions  
 of average Standard English vowels compared with the tongue positions  
 of the cardinal vowels

Hausard 18 June 1978.  
Question 654 Cols 863-864.

268



# PO may employ black engineers says Rive

LD 28/6/78  
268

PIETERSBURG — The Post Office has decided in principle on the appointment of black, Coloured and Indian engineers as soon as they were available.

The postmaster-general, Mr Louis Rive, officially opening the regional congress of the Chambers of Commerce of the Northern and Eastern Transvaal yesterday, said alternatively, the Post Office would give bursary aid to assist suitable candidates to qualify as engineers as soon as possible.

"The Post Office places a high premium on training and personnel development. Apart from the millions we spend on capital works to create new and additional facilities for all race groups, our annual training bill is in the region of R15 million.

"Training to my mind, is the key to our economic growth and success, and

the private sector should put much more effort into it," Mr Rive said.

He said despite increased transport, general sales tax and other costs, the public could "rest assured" the Post Office would not burden the economy with higher tariffs unless it was unavoidable.

A final decision had not yet been taken about either the effective date or the size of increases, he said.

Since 1971 Post Office tariffs had increased by only 20 per cent whereas the consumer price index had risen by 95 per cent.

It was clear that "we shall reluctantly be obliged to have a uniform rate for all first and second class mail and that the closing of envelopes will have to be compulsory."

"In our efforts to curb uneconomical expenditure, the Post Office will have to reconsider its posi-

tion in regard to some of the small country post offices which are maintained at a great loss to the department.

"To apply sound management principles, there is no other way out than to curb expenditure on these offices. This could be done by converting them into part-time offices or regrading them to agency status. In some cases, the Post Office may even be obliged to withdraw all services," he said.

Mr Rive said technical developments in telecommunications during the next generation would be more "radical and astounding" than the past 30 years.

Telephone subscribers would reach instantly almost any telephone in the world by pressing a few buttons.

"We may even see the advent of wristwatch telephones operating via

satellites as an integral part of the global telephone system."

The telephone, in fact, would become a computer terminal giving access to computer facilities and enabling money transactions to be made, he said.

Mr Rive went on to warn postal officials who abused their positions by buying stamps with rarities at face value and then selling them on the philatelic market for their own gain.

He said rumours indicated that certain officials in the philatelic division of the Post Office had abused their position in this manner.

"A departmental investigation was immediately ordered. One official has already been charged with misconduct and a few others stand to be charged too as soon as the investigation in collaboration with the Auditor-General is concluded," he said — SAPA.

|                         |   |                      |
|-------------------------|---|----------------------|
| summitto -ere           | - | send up              |
| aequor aequoris (neut.) | - | level plain, the sea |
| pontus -i (masc.)       | - | sea.                 |

(a) Now break this sentence up into the simple sentences of which it consists and write them in the spaces below. In one sentence you will have to supply a verb from the context. Indicate in each case whether the verb of the sentence is transitive or intransitive.

1. \_\_\_\_\_ (trans. or intrans.)
2. \_\_\_\_\_ " "
3. \_\_\_\_\_ " "
4. \_\_\_\_\_ " "

(b) Explain the case of te: \_\_\_\_\_

(c) Explain the case of tibi: \_\_\_\_\_

(d) Write down the adjectives that agree with the following nouns:

adventum \_\_\_\_\_ flores \_\_\_\_\_ tellus \_\_\_\_\_

## 25. The Genitive

The standard definition of the Genitive is that it indicates

**DEPARTMENT OF POSTS AND  
TELECOMMUNICATIONS**

No R 2145

27 October 1978

**AMENDMENT OF THE POST OFFICE SERVICE  
REGULATIONS**

Under and by virtue of the powers vested in me by section 47 (1) of the Post Office Service Act (Act 66

**DEPARTEMENT VAN POS- EN  
TELEKOMMUNIKASIEWESE**

No R 2145

27 Oktober 1978

**WYSIGING VAN POSKANTOORDIENS-  
REGULASIES**

Kragtens die bevoegdheid my verleen by artikel 47 (1) van die Poskantoorwetswet (Wet 66 van 1974)

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27/10/78

of 1974) I, Frederik Willem de Klerk, Minister of Posts and Telecommunications, hereby amend the Post Office Service Regulations published under Government Notice R 1373 of 13 August 1976 (as amended) in accordance with the Schedule hereto

F W. DE KLERK, Minister of Posts and Telecommunications

SCHEDULE

In the Annexure to Chapter B—

(a) substitute the following for all the words after "four years" in the fourth column against the entry "Engineer" in the classification "Professional Division"

"three years' appropriate experience acquired after obtaining a four-year B Sc (Eng) degree (or another qualification accepted by the SA Council for Professional Engineers as equivalent for the purposes of registration as professional engineer) on condition that registration is effected within 12 months of the date of appointment,

or

two years' appropriate experience acquired after obtaining a five-year B Sc (Eng) degree (or another qualification accepted by the SA Council for Professional Engineers as equivalent for the purposes of registration as professional engineer) on condition that registration is effected within 12 months of the date of appointment",

(b) insert the following entry before "Assistant Engineer" in the classification "Professional Division"

| "Division/Post   | Age | Educational Language  | Other |
|------------------|-----|---|-------|
| Student Engineer | —   | Matriculation exemption for admission to the course B Sc. (Engineering) | —     |

;

(c) delete the existing entry in respect of "Statistician" in the classification "Professional Division",

(d) insert the following entries after "Librarian" in the classification "Professional Division"

| "Division/Post          | Age | Educational Language   | Other |
|-------------------------|-----|--|-------|
| Assistant Design Artist | —   | National Diploma in Art and Graphic Design   | —     |
| Assistant Statistician  | —   | University degree with either Mathematical Statistics or Statistics as major subject | —     |
| Psychotechnician        | —   | B A (Hons) Psychology  | —     |
| Psychologist            | —   | M A Psychology (Clinical, Counselling or Industrial)                                 | —     |

;

wysig ek, Frederik Willem de Klerk, Minister van Pos- en Telekommunikasiewese, hierby die Poskantoorregulasies afgekondig by Goewermentskennisgewing R 1373 van 13 Augustus 1976 (soos gewysig) ooreenkomstig die onderstaande Bylae.

F W DE KLERK, Minister van Pos- en Telekommunikasiewese.

BYLAE

In die Bylae tot Hoofstuk B—

(a) vervang al die woorde na "vier jaar" in die vierde kolom teenoor die inskrywing "Ingenieur" in die klassifikasie "Vakkundige Afdeling" deur die volgende

"drie jaar toepaslike ondervinding opgedoen na verwerwing van 'n vierjarige B Sc (Ing)-graad (of 'n ander kwalifikasie wat die SA Raad vir Professionele Ingenieurs as gelykwaardig aanvaar vir die doeleindes van registrasie as professionele ingenieur) op voorwaarde dat registrasie binne 12 maande na aanstelling geskied;

of

twee jaar toepaslike ondervinding opgedoen na verwerwing van 'n vyfjarige B Sc (Ing.)-graad (of 'n ander kwalifikasie wat die SA Raad vir Professionele Ingenieurs as gelykwaardig aanvaar vir die doeleindes van registrasie as professionele ingenieur) op voorwaarde dat registrasie binne 12 maande na aanstelling geskied",

(b) voeg die volgende inskrywing by voor "Assistent-ingenieur" in die klassifikasie "Vakkundige Afdeling".

| "Afdeling/Pos    | Ouderdom | Opvoedkundige/Taal   | Ander |
|------------------|----------|--|-------|
| Studentingenieur | —        | Matrikulasievrystelling vir toelating tot die kursus B Sc (Ingenieurswese) | —     |

;

(c) skrap die bestaande inskrywing ten opsigte van "Statistikus" in die klassifikasie "Vakkundige Afdeling",

(d) voeg die volgende inskrywing by na "Bibliotekears" in die klassifikasie "Vakkundige Afdeling":

| "Afdeling/Pos               | Ouderdom | Opvoedkundige/Taal   | Ander |
|-----------------------------|----------|--|-------|
| Assistent-ontwerpkunstenaar | —        | Nasionale Diploma in Kuns en Grafiese Ontwerp                            | —     |
| Assistent-statistikus       | —        | Universiteitsgraad met of Wiskundige Statistiek of Statistiek as hoofvak | —     |
| Psigotegnikus               | —        | B A (Hons) Sielkunde   | —     |
| Sielkundige                 | —        | M A Sielkunde (Klinies, Voorligting of Bedryf)                           | —     |

;

(e) insert the following entry after "Technician/Draughtsman (Telecommunications) (All races)" in the classification "Technical Division"

| "Division/Post        | Age | Educational Language   | Other       |
|-----------------------|-----|--|-------------|
| Technician (Restorer) | —   | National Diploma in Art and Design<br><i>or</i><br>National Diploma in Museum Technology | —<br>—<br>" |

; and

(f) insert the following entry after "Senior Caterer" in the classification "General B Division"

| "Division/Post   | Age | Educational Language | Other   |
|------------------|-----|----------------------|---|
| Cook (Non-White) | —   | —                    | A knowledge of cooking regarded as adequate by the Postmaster General |

In Chapter C—

(a) substitute the following for subregulation C6.1 (a) (iii)

| "Classification  | Group    | Accrual (days per annum) |
|--|----------|--------------------------|
| * (iii) Full-time employees, and part-time employees who, as a rule, are on duty 24 hours per week or longer, are remunerated on a yearly basis, are temporary incumbents of classified posts and who have completed the following service<br>Ten years or longer<br>Less than ten years | IB<br>II | 36<br>30"                |

(b) substitute the following for subregulation C6.1 (a) (v)

| "Classification  | Group     | Accrual (days per annum) |
|--|-----------|--------------------------|
| * (v) Other part-time employees who, as a rule, are on duty <i>less</i> than 24 hours per week, are remunerated on a yearly basis, are temporary incumbents of classified posts and who have completed the following service<br>Ten years or longer<br>Less than ten years | III<br>IV | 24<br>18"                |

;

(e) voeg die volgende inskrywing by na "Tegnikus/Tekenaar (Telekommunikasie) (alle rasse)" in die klassifikasie "Tegniese Afdeling"

| "Afdeling/Pos           | Ouderdom | Opvoedkundige/Taal   | Ander       |
|-------------------------|----------|--|-------------|
| Tegnikus (Restourateur) | —        | Nasionale Diploma in Kuns en Ontwerp,<br><i>of</i><br>Nasionale Diploma in Museum-tegnologie | —<br>—<br>" |

; en

(f) voeg die volgende inskrywing by na "Senior Spysenier" in die klassifikasie "Algemene B-afdeling"

| "Afdeling/Pos   | Ouderdom | Opvoedkundige/Taal | Ander  |
|-----------------|----------|--------------------|--|
| Kok (Nie-Blank) | —        | —                  | 'n Kennis van die kookkuns wat as toereikend deur die Posmeester-generaal geag word" |

In Hoofstuk C—

(a) vervang subregulasie C6.1 (a) (iii) deur die volgende.

| "Indeling   | Groep    | Aanwas (dae per jaar) |
|---|----------|-----------------------|
| * (iii) Voltydse werknemers, en deeltydse werknemers wat in die reël 24 uur per week of langer op diens is, op 'n jaarlikse basis besoldig word, tydelike bekleers van geklassifiseerde poste is en wat onderstaande diens voltooi het<br>Tien jaar of langer<br>Minder as tien jaar. | IB<br>II | 36<br>30"             |

(b) vervang subregulasie C6.1 (a) (v) deur die volgende

| "Indeling  | Groep     | Aanwas (dae per jaar) |
|--|-----------|-----------------------|
| * (v) Ander deeltydse werknemers wat in die reël <i>minder</i> as 24 uur per week op diens is, op 'n jaarlikse basis besoldig word, tydelike bekleers van geklassifiseerde poste is, en wat onderstaande diens voltooi het<br>Tien jaar of langer<br>Minder as tien jaar | III<br>IV | 24<br>18"             |

(c) insert the following new subregulation C6 1 (a) (vi)

| "Classification"  | Group | Accrual (days per annum) |
|---|-------|--------------------------|
| †(vi) Part-time employees who, as a rule, are on duty 24 hours per week or longer, are remunerated on an hourly, a daily or a weekly basis, are temporary incumbents of classified posts and who have completed the following service<br>Ten years or longer<br><br>Less than ten years | V     | 36 Working days          |
|   | VI    | 30 Working days          |

(d) insert the following new subregulation C6 1 (a) (vii)

| "Classification"   | Group | Accrual (days per annum) |
|--|-------|--------------------------|
| †(vii) Other part-time employees who, as a rule, are on duty less than 24 hours per week, are remunerated on an hourly, a daily or a weekly basis, are temporary incumbents of classified posts and who have completed the following service<br>Ten years or longer<br><br>Less than ten years | VII   | 24 Working days          |
|  | VIII  | 18 Working days          |

(e) substitute the following for subregulation C6 1 (b) (ii)

| "Classification"  | Group | Number of days in each cycle with |          |
|---|-------|-----------------------------------|----------|
|   |       | full pay                          | half pay |
| * (ii) Full-time employees, and part-time employees who, as a rule, are on duty 24 hours per week or longer, are remunerated on a yearly basis and who are temporary incumbents of classified posts | A     | 120                               | 120"     |

(f) substitute the following for subregulation C6 1 (b) (iv)

| "Classification"   | Group | Number of days in each cycle with |          |
|--|-------|-----------------------------------|----------|
|  |       | full pay                          | half pay |
| * (iv) Other part-time employees who, as a rule, are on duty less than 24 hours per week, are remunerated on a yearly basis and who are temporary incumbents of classified posts | C     | 60                                | 60"      |

(c) voeg die volgende nuwe subregulasie C6.1 (a) (vi) by

| "Indeling"   | Groep | Aanwas (dae per jaar) |
|--|-------|-----------------------|
| †(vi) Deeltydse werknemers wat in die reël 24 uur per week of langer op diens is, op 'n uurlikse, daaglikse of weeklikse basis besoldig word, tydelike bekleers van geklassifiseerde poste is, en wat onderstaande diens voltooi het<br>Tien jaar of langer<br><br>Minder as tien jaar | V     | 36 werkdae            |
|  | VI    | 30 werkdae"           |

(d) voeg die volgende nuwe subregulasie C6 1 (a) (vii) by

| "Indeling"   | Groep | Aanwas (dae per jaar) |
|--|-------|-----------------------|
| †(vii) Ander deeltydse werknemers wat in die reël minder as 24 uur per week op diens is, op 'n uurlikse, daaglikse of weeklikse basis besoldig word, tydelike bekleers van geklassifiseerde poste is, en wat onderstaande diens voltooi het<br>Tien jaar of langer.<br><br>Minder as tien jaar.. . | VII   | 24 werkdae            |
|  | VIII  | 18 werkdae"           |

(e) vervang subregulasie C6 1 (b) (ii) deur die volgende

| "Indeling"  | Groep | Getal dae in elke tydkring met |                |
|---|-------|--------------------------------|----------------|
|   |       | volle betaling                 | halwe betaling |
| * (ii) Voltydse werknemers, en deeltydse werknemers wat in die reël 24 uur per week of langer op diens is, op 'n jaarlikse basis besoldig word en wat tydelike bekleers van geklassifiseerde poste is | A     | 120                            | 120"           |

(f) vervang subregulasie C6.1 (b) (iv) deur die volgende

| "Indeling"  | Groep | Getal dae in elke tydkring met |                |
|---|-------|--------------------------------|----------------|
|   |       | volle betaling                 | halwe betaling |
| * (iv) Ander deeltydse werknemers wat in die reël minder as 24 uur per week op diens is, op 'n jaarlikse basis besoldig word en wat tydelike bekleers van geklassifiseerde poste is | C     | 60                             | 60"            |

(g) insert the following new regulation C6 1 (b) (v)

| "Classification"   | Group | Number of days in each cycle with |                  |
|--|-------|-----------------------------------|------------------|
|  |       | full pay                          | half pay         |
| †(v) Part-time employees who, as a rule, are on duty 24 hours per week or longer, are remunerated on an hourly, a daily or a weekly basis and who are temporary incumbents of classified posts | D     | 120 Working days                  | 120 Working days |

(h) insert the following new subregulation C6 1 (b) (vi)

| "Classification"  | Group | Number of days in each cycle with |                 |
|---|-------|-----------------------------------|-----------------|
|   |       | full pay                          | half pay        |
| †(vi) Other part-time employees who, as a rule, are on duty less than 24 hours per week, are remunerated on an hourly, a daily or a weekly basis and who are temporary incumbents of classified posts | E     | 60 Working days                   | 60 Working days |

(i) insert the words "except in the case of part-time employees who are remunerated on an hourly, a daily or a weekly basis", after the word "that" in the third line of regulation C16, and

(j) insert the words "[Effective from 1 June 1977]" after the words "\*Effective from 1 January 1975" under subregulations C6 1 (a) and (b)

**DEPARTMENT OF TRANSPORT**

No R 2136

27 October 1978

**AMENDMENTS TO THE ROAD TRANSPORTATION REGULATIONS, 1977**

The Minister of Transport has, in terms of section 30 of the Road Transportation Act, 1977 (Act 74 of 1977), made the amendments set out in the Schedule hereto to the Road Transportation Regulations, 1977, as promulgated under Government Notice R 2653 of 30 December 1977 and as amended by Government Notice R 1491 of 21 July 1978

**SCHEDULE**

1 Regulation 2 (1) is hereby amended by the insertion of the following words immediately after the word "vehicle"

"or where this is not practically feasible on another conspicuous place on the vehicle"

2 Regulation 25 (1) is hereby amended by the insertion of the following words immediately after the word "vehicle" where it appears for the second time

"or where this is not practically feasible on another conspicuous place on the vehicle"

(g) voeg die volgende nuwe subregulasie C6.1 (b) (v) by

| "Indeling"   | Groep | Getal dae in elke tydkring met |                |
|--|-------|--------------------------------|----------------|
|  |       | volle betaling                 | halwe betaling |
| †(v) Deeltydse werknemers wat in die reel 24 uur per week of langer op diens is, op 'n uurlikse, daaglikse of weeklikse basis besoldig word en wat tydelike bekleers van geklassifiseerde poste is | D     | 120 werkdade                   | 120 werkdade   |

(h) voeg die volgende nuwe subregulasie C6 1 (b) (vi) by

| "Indeling"  | Groep | Getal dae in elke tydkring met |                |
|---|-------|--------------------------------|----------------|
|   |       | volle betaling                 | halwe betaling |
| †(vi) Ander deeltydse werknemers wat in die reel minder as 24 uur per week op diens is, op 'n uurlikse, daaglikse of weeklikse basis besoldig word en wat tydelike bekleers van geklassifiseerde poste is | E     | 60 werkdade                    | 60 werkdade    |

(i) voeg die woorde "behalwe in die geval van deeltydse werknemers wat op 'n uurlikse, daaglikse of weeklikse basis besoldig word", by na die woord "dat" in die derde reel van regulasie C16, en

(j) voeg die woorde "†Van krag vanaf 1 Julie 1977" by na die voetnota "\*Van krag vanaf 1 Januarie 1975" onder subregulasies C6 1 (a) en (b).

**DEPARTEMENT VAN VERVOER**

No R 2136

27 Oktober 1978

**WYSIGING VAN DIE PADVERVOER-REGULASIES, 1977**

Die Minister van Vervoer het kragtens artikel 30 van die Wet op Padvervoer, 1977 (Wet 74 van 1977), die wysigings in die Bylae hiervan uiteengesit, in die Padvervoerregulasies, 1977, afgekondig by Goewermentskennisgewing R 2653 van 30 Desember 1977 en gewysig by Goewermentskennisgewing R. 1491 van 21 Julie 1978, aangebring

**BYLAE**

1 Regulasie 2 (1) word erby gewysig deur die volgende woorde onmiddellik na die woord "motorvoertuig" in te voeg

"of waar dit nie prakties uitvoerbaar is nie op 'n ander ooglopende plek op die motorvoertuig"

2 Regulasie 25 (1) word hierby gewysig deur die volgende woorde onmiddellik na die woord "motorvoertuig" waar dit vir die tweede keer voorkom in te voeg.

"of waar dit nie prakties uitvoerbaar is nie op 'n ander ooglopende plek op die motorvoertuig"

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DEPARTMENT OF POSTS AND  
TELECOMMUNICATIONS

No. R. 2259

17 November 1978

AMENDMENT OF THE POST OFFICE  
SERVICE REGULATIONS

Under and by virtue of the powers vested in me by section 47 (1) of the Post Office Service Act (Act 66 of 1974), I, Stephanus Jacobus Marais Steyn, Acting Minister of Posts and Telecommunications, hereby amend the Post Office Service Regulations published under Government Notice R 1373 of 13 August 1976, as amended, in accordance with the Schedule hereto

S. J. M. STEYN, Acting Minister of Posts and  
Telecommunications

SCHEDULE

1 Regulation A1 is hereby amended by the substitution for the definition of "household" of the following definition

"household" means—

- (a) the wife of an officer or employee, and/or
- (b) the husband of a married female officer or employee who is of necessity the sole bread-winner of her family because her husband—
  - (i) is permanently medically unfit to obtain a remunerative position; and
  - (ii) his income from any source does not exceed the amount referred to in (d), and/or
- (c) a child who is of necessity not self-supporting (including a legally adopted child) and is permanently resident with him. Provided that if such a child is studying at a post-school educational institution, either intramurally or extramurally, he may be regarded to be a member of the household, provided further that—
  - (i) after leaving school, he accepted no permanent full-time employment (including any form of remunerative occupational training) i.e. excluding compulsory military service he had to perform after leaving school and/or holiday work or temporary full-time employment he accepted between—
    - (aa) leaving school and the commencement of the academic year, or
    - (bb) leaving school and the commencement of the above-mentioned military service, and/or

DEPARTEMENT VAN POS- EN  
TELEKOMMUNIKASIEWESE

No. R. 2259

17 November 1978

WYSIGING VAN POSKANTOOR-  
DIENSREGULASIES

Kragtens die bevoegdheid my verleen by artikel 47 (1) van die Poskantoorwetswet (Wet 66 van 1974), wysig ek, Stephanus Jacobus Marais Steyn, Waarnemende Minister van Pos- en Telekommunikasiewese, hierby die Poskantoorwetswetregulasies afgekondig by Goewermentskennisgewing R 1373 van 13 Augustus 1976, soos gewysig, ooreenkomstig die onderstaande Bylae

S. J. M. STEYN, Waarnemende Minister van Pos- en  
Telekommunikasiewese

BYLAE

1 Regulasie A1 word hierby gewysig deur die omskrywing van "huishouding" deur die volgende te vervang

"huishouding"—

- (a) die vrou van 'n beampte of werknemer; en/of
- (b) die man van 'n getroude vrouebeampte of -werknemer wat noodsaaklikerwys die enigste broodwinner van haar gesin is, omrede haar man—
  - (i) permanent medies ongeskik is om 'n besoldigde betrekking te bekom, en
  - (ii) se inkomste, uit enige bron nie die bedrag in paragraaf (d) bedoel, oorskry nie; en/of
- (c) 'n noodsaaklikerwys nie-selfonderhoudende kind (insluitende 'n wettig aangenome kind) wat permanent by hom inwoon. Met dien verstande dat indien sodanige kind aan 'n naskoolse opvoedkundige inrigting studeer, hetsy binnemuurs of buitemuurs, hy geag kan word lid van die huishouding te wees, dog slegs—
  - (i) as hy na skoolverlating geen permanente voltydse betrekking (insluitende enige vorm van beroepsopleiding waaraan besoldiging verbonde is) aanvaar het nie, dit wil sê uitgesonderd verpligte militêre diens wat hy na skoolverlating moes verrig en/of vakansiewerk of 'n tydelike voltydse betrekking wat hy aanvaar het tussen—
    - (aa) skoolverlating en die aanvang van die akademiese jaar, of
    - (bb) skoolverlating en die aanvang van sodanige militêre diens, en/of

(cc) the completion of the above-mentioned military service and the commencement of the academic year, and he commenced his studies at the said institution at the commencement of the academic year following on the completion of his school education or compulsory military service, and

(ii) until—

(aa) he attains the *minimum* post-school qualification (or *minimum* combination of post-school qualifications) that will enable him to accept a position in the field of study he initially wished to qualify in, or

(bb) the normal prescribed period of study as laid down by the institution concerned for the relative field of study, plus one academic year, expires if he, because of poor academic work, exceeds the said period of study for the acquisition of the qualification in question, or

(cc) terminates the study course concerned, or

(dd) changes his field of study,

whichever of the four occurrences stated occurs first, and/or

(d) a relative of an officer or employee who is permanently resident with and necessarily dependent on him and whose income from any source does not exceed the amount of the applicable maximum *basic* social pension prescribed by regulations promulgated in terms of—

(i) the Social Pensions Act, 1973 (Act 37 of 1973), by—

(aa) the Minister of Social Welfare and Pensions in respect of Whites,

(bb) the Minister of Indian Affairs in respect of Indians, and

(cc) the Minister of Plural Relations and Development in respect of Blacks, or

(ii) the Coloured Persons Social Pensions Law, 1974 (Law 1 of 1974), of the Coloured Persons Representative Council in respect of Coloured persons

Provided that where two relatives thus reside with him and are dependent on him and the one relative would normally be a dependent of the other relative, e.g. a father and a mother, both such relatives may be regarded as members of the household only if half of their joint income from any source does not exceed the amount of the applicable maximum *basic* social pension referred to above, as well as

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

2 Regulation G3 2 (b) is hereby amended by the addition of the following new subparagraph

"(iv) technical auxiliary staff with the exception of security guards and cleaners 44"

(cc) die voltooiing van sodanige militêre diens en die aanvang van die akademiese jaar,

en hy by die aanvang van die akademiese jaar wat volg op die voltooiing van sy skoolopleiding of militêre diensplig, met sy studies aan sodanige inrigting begin het, en

(i) totdat—

(aa) hy die *minimum* naskoolse kwalifikasie (of *minimum* kombinasie van naskoolse kwalifikasies) verwerf wat hom in staat sal stel om 'n betrekking te aanvaar in dié studierigting waarin hy hom aanvanklik wou bekwaam, of

(bb) die normale voorgeskrewe studietydperk, soos vir bedeelde studierigting deur die betrokke inrigting neergelê, plus een akademiese jaar, verstryk, as hy as gevolg van swak akademiese prestasies langer as bedoelde studietydperk sou neem om die betrokke kwalifikasie te verwerf; of

(cc) hy die betrokke studiekursus staak; of

(dd) hy van studierigting verander,

watter een van genoemde vier gebeure ook al eerste plaasvind; en/of

(d) 'n familielid van 'n beampte of werknemer wat permanent by hom inwoon en noodsaaklikerwys van hom afhanklik is en wie se inkomste, uit enige bron, nie meer is nie as die bedrag van die toepaslike maksimum *basiese* maatskaplike pensioen voorgeskryf by regulasies uitgevaardig kragtens—

(i) die Wet op Maatskaplike Pensioene, 1973 (Wet 37 van 1973), deur—

(aa) die Minister van Volkswelsyn en Pensioene ten opsigte van Blankes,

(bb) die Minister van Indiersake ten opsigte van Indiers, en

(cc) die Minister van Plurale Betrekkinge en Ontwikkeling ten opsigte van Swartes, of

(ii) die Wet op Maatskaplike Pensioene vir Kleurlinge, 1974 (Wet 1 van 1974), van die Verteenwoordigende Kleurlingraad ten opsigte van Kleurlinge

Met dien verstande dat waar twee familieledes aldus by hom inwoon en van hom afhanklik is en die een familielid normaalweg 'n afhanklike van die ander familielid sou wees, bv. 'n vader en 'n moeder, albei sodanige familieledes geag kan word lede van die huishouding te wees slegs as die helfte van hulle gesamentlike inkomste, uit enige bron, nie meer is nie as die bedrag van die toepaslike maksimum *basiese* maatskaplike pensioen hierbo bedoel, asook

(c) nie meer as twee bediendes (insluitende kinderoppassers) nie, wat in 'n voltydse hoedanigheid by die beampte of werknemer in diens is "

2 Regulasie G3 2 (b) word hierby gewysig deur die volgende nuwe subparagraaf by te voeg

"(iv) tegniese hulppersoneel met die uitsondering van sekuriteitswagte en skoonmakers 44".

# Buy National Savings Certificates

# Koop Nasionale Spaarsertifikate



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PUBLIC SECTOR - Telecomm. -  
labour

11-5-79 = 31-12-80

Telecommunications technicians

Hansard (3 (851) 11/5/79  
676 Mr H E J VAN RENSBURG asked  
the Minister of Posts and Telecommunica  
tions

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(a) How many (i) Black, (ii) Coloured  
and (iii) Indian members of his staff have  
qualified as telecommunication technicians  
and (b) what are the commencing salaries  
for qualified telecommunication technicians  
in respect of (i) Whites, (ii) Blacks, (iii)  
Coloureds and (iv) Indians

The MINISTER OF POSTS AND TELE-  
COMMUNICATIONS.

- (a) (i) 11  
(ii) 41.  
(iii) 51
- (b) (i) R3 960 plus R468 personal pen-  
sionable allowance p a.  
(ii) R2 475 plus R621 personal pen-  
sionable allowance p a.  
(iii) R3 267 plus R645 personal pen-  
sionable allowance p a.  
(iv) R3 267 plus R645 personal pen-  
sionable allowance p a.

7(559) Postmen 268  
14/4/80  
474 Mr A B WIDMAN asked the  
Minister of Posts and Telecommunications

- (1) How many (a) White, (b) Coloured, (c) Asian and (d) Black postmen were employed by the Post Office in the latest year for which figures are available,
- (2) in respect of what year are the figures given?

The MINISTER OF POSTS AND TELECOMMUNICATIONS

- (1) (a) 1959  
(b) 930  
(c) 360  
(d) 1 015
- (2) as at 31 January 1980

Postmen in Durban complex

94 Mr N. B WOOD asked the Minister of Posts and Telecommunications:

Hansard (2) P. 01 - 58/59

19/12/74

(269)

- (1) How many White, Coloured, Indian and Black persons, respectively, are employed as postmen in the Durban complex,
- (2) (a) what is the authorized establishment in this area in respect of Whites, (b) how many of these posts are vacant and (c) how many non-Whites are employed in the vacant posts

The MINISTER OF POSTS AND TELECOMMUNICATIONS

|             |     |
|-------------|-----|
| (1) White   | 139 |
| Coloured    | 8   |
| Indian      | 294 |
| Black       | 52  |
| (2) (a) 142 |     |
| (b) 3       |     |
| (c) nil     |     |

# Postal wage gap closes

HOUSE OF ASSEMBLY — Coloured, Indian and black postal workers were to get a better percentage increase than their white colleagues when the new salary scales were introduced on April 1, this year the Minister of Posts and Telecommunications Mr F W de Klerk, said yesterday

Introducing the Post Office Budget, Mr De Klerk said whites would get 10 percent, while blacks and Indians would get a 15 percent salary rise and coloured postal officials would get a 12,5 percent rise

Referring to the staff situation, Mr De Klerk said that although problems were still being experienced, there had been no deterioration. In fact, there had been signs of greater stability

“Since we are now entering the electronic era and a critical shortage of electronic engineers exists world-wide, we shall have to take suitable steps in the national interest to fill this vacuum as soon as possible” — Sapa

# PO must decide on pay scale

The Post Office has come to a stage in its evolution where it must decide on what salary structure it wanted, the Postmaster-General, Mr Louis Rive, said last night

## Postal salary values plummet

Salaries in the Post Office had fallen an "astronomical" 39 percent behind the rising cost of living since 1974, a spokesman for postal workers said last night.

And, once the economy improved, steps should be taken to prevent the real value of postal workers' earnings from deteriorating further.

At the 44th congress of the Postal and Telegraph Association of South Africa in Vanderbijlpark last night the president, Mr B G Blume, said

"Unless the Government considers the problems of cost structures, outstripping wage and salary levels, and planning around them, there is a very real danger of rendering the entire public sector a blow from which it will not easily recover."

Mr Blume said salary increases of 10 percent, which have been awarded to public servants and post office officials, were pleasing.

"But post office officials have been most responsible and patient. Since 1974 they have had to lower their standard of living enormously."

Mr Blume pointed out that Post Office officials had saved the country millions of rands by their 1971 decision to work two hours extra each week without extra pay.

Opening the congress of the Posts and Telegraphs Association in Vanderbijlpark, Mr Rive said it was government policy that the post office, the public service and the railways should maintain relative uniformity on starting salaries for certain key groups.

The salaries of people in top posts were determined by the Cabinet and between these two poles each organisation was permitted to evolve its own structure.

He said the post office staff favoured a structure of its own but also kept a watchful eye on the dispensation of the public service.

Officials expected the best of two worlds by pointing out differences which were not in their favour while finding it convenient not to mention differences which were favourable to them, Mr Rive said.

The post office had three options from which a single choice could be made: parity with the public service, parity with the railways or a distinctive salary and posts structure compatible with the requirements of the post office but within the Government's guidelines.

The congress was a "golden opportunity" for the association to deliberate and decide what it wanted, Mr Rive said.

The post office staff was the only one in the public sector to work as a matter of course 42 or 44 hours a week in contrast to 40 hours elsewhere.

As long as the post office continued its achievements and, particularly, these hours the staff could claim periodic acknowledgements by way of an achievement bonus, Mr Rive said.

# Post office wage dispute

RDM  
20/4/79  
268

DURBAN — About 300 workers in the engineering division of the post office at Moberi refused to go on duty yesterday morning until a wage dispute had been cleared up.

Disgruntled workers, who claimed they had been cheated out of a 15% increase, gathered in the grounds of the post office early yesterday and demanded to see the Director of Engineering Services.

They said they refused to continue work until the matter was fully explained.

A spokesman for the Post Office said the Director of Engineering, Mr Keith Lewis, had gone out immediately to try and settle the differences.

“Apparently, information regarding their salary increases has been given to the workers — perhaps by people who want to cause trouble,” the spokesman said.

“Normally, they would only have known what their salary increases were on Monday when they received their wage packets.” — Sapa

Postal  
workers  
dispute  
wages

Mercury Reporter

THE Mobeni Post Office was back to normal yesterday afternoon after a wage dispute involving about 300 workers

The workers gathered in the post office grounds and refused to go on duty. They claimed they were being cheated out of a 15 percent wage increase.

A Post Office spokesman said it was explained to the workers they would receive the same 10 percent increase as White employees. They then agreed to go back to work.



2 500 <sup>1957</sup>

# workers left <sup>(260)</sup>

JOHANNESBURG — The Department of Posts and Telecommunications had lost 2 592 of its trained technical and semi-technical staff members over the past five years, the Postmaster - General, Mr Louis Rive, said here yesterday.

Opening the sectoral trade congress of the Afrikaanse Handelsinstituut, he said. "In terms of training costs, this represents a loss of approximately R28 million

"I have often in the past appealed to the private sector to do more of their rightful share of staff training."

Mr Rive said he did not know the extent of the trade sector's contribution to increased training, improved labour exploitation and labour stability, but indications were that the private sector had not done enough in this regard to equip itself for the challenges of the immediate future — for example.

The economic revival which was underway;

The need for mainly technically trained people in the era which South Africa was entering;

A shortage of skilled and highly skilled labour which South Africa was about to face all over again — SAPA

**THE ASSEMBLY** — The man in the street who feels himself the victim of spiralling statistics, should spare a thought for the poor postman in the street.

According to statistics released in Parliament yesterday, 13 more postmen were bitten by dogs last year than in 1977, bringing last year's total to 335.

Mr F W de Klerk, Minister of Posts and Telegraphs, disclosed this in reply to a question by Mr Horace van Rensburg (PFP, Bryanston)

# More postmen bitten by dogs

Mr Van Rensburg wanted to know how many cases of "Post Office personnel who were attacked by privately-owned dogs while performing their official duties were reported during 1977 and 1978"

Mr De Klerk replied that during 1977, 332 postmen were victims of

"privately-owned dogs" and in 1978 the number increased to 335

Of these, two had serious injuries and 655 minor injuries. Two of the injured had claimed compensation from the state and were paid R521 and R258 respectively

Although he had not been asked, the Minister added the following comment "It is mentioned for the Honourable Member's information that in all cases medical expenses were paid in full by the state and all absences resulting from injuries sustained were treated as special leave with full pay"

- So if any postman is thinking of taking on the local canine menace, think again. Statistics show you are likely to come off second best — PS

Argus, Beeld and Citizen have been in partnership for a number of years and stipulates that the partners are entitled to:

1. interest on capital calculated at the rate of 10% per annum;
2. annual salary allowances - Argus R10 000; Beeld R8 000; Citizen R6 000;
3. share the remaining profits or losses in the ratio 5:3:2 respectively.

The following was the partnership balance sheet at 1st April 1977:

|   |              |                |  |
|---|--------------|----------------|--|
| <u>Capital</u>                                  |              |                |  |
| Argus   | R14 000      |                |  |
| Beeld   | 10 000       |                |  |
| Citizen   | <u>2 000</u> | R26 000        |  |
| <u>Reserve</u>                                  |              | 4 000          |  |
| <u>Long Term Liability</u>                      |              |                |  |
| Mortgage loan (secured over land and buildings) |              | 8 000          |  |
| <u>Current liabilities</u>                      |              |                |  |
| Accounts payable                                |              | <u>4 000</u>   |  |
|   |              | <u>R42 000</u> |  |

During the year ended 31st March 1978:

- (1) The partnership earned a net profit (before interest on capital) of R10 000.
- (2) Beeld contributed an additional R2 000 as capital on 1st January 1978.
- (3) Partners drawings for the year were: Argus R16 000; Beeld R8 000; Citizen R6 000.

On 1st April 1978:

Citizen retired from the partnership and Despatch was admitted as partner. On 1st April 1978, Citizen's retirement and Despatch's admittance the following matters were agreed:

- (1) An existing joint life policy on the lives of Argus, Beeld and Citizen with a surrender value of R2 000 and the insurance company has agreed to surrender the policy at a value of R2 000 sometime in July 1978.
- (2) The goodwill of the partnership was valued at R10 000 and a reserve fund of R4 000 was to be created. All other assets are agreed as being fairly valued.
- (3) Citizen is to be paid the full amount due to him on 1st April 1978. He is to contribute the following assets:

|               |                |
|---------------|----------------|
| Motor vehicle | R7 000         |
| Goodwill      | 2 000          |
| Cash          | 1 000          |
|               | <u>R10 000</u> |
- (4) Despatch is to receive one quarter of the profits or losses for the year ended 31st March 1978 and relinquished equally by Argus and Beeld.
- (5) Goodwill is not to be recorded as an asset in the ledger of the partnership. It is to remain at R4 000.

# SABC Staff back the protest

BY CHRIS OLCERS

**A MOVE** by SABC, Verkrampies to fire the executive of their Staff Association and censure it for sending a telegram to the Prime Minister to protest against the Advocate General Bill, was heavily defeated yesterday.

After a meeting which lasted more than an hour, the members backed their president, hard-hitting TV presenter Pat Rogers, for sending the telegram on their behalf. The Verkrampies motion was defeated by 121 votes to 26.

Afrikaans television personality, Andre Walters introduced a motion that the executive had acted irresponsibly and not in the interests of the members of the Staff Association by sending the telegram to Mr P W Botha.

There was a fiery debate on the constitutional rights of the executive, but it was proved there were enough clauses in the constitution to back the executive's move.

The telegram caused a furor which was even heard in Parliament. The Minister of National Education, Mr Willem Cruywagen, said he believed the majority of SABC personnel did not support the protest.

Mr Rogers said that the outcry which the telegram had caused "left him cold" as he felt that the association had the backing of its members.

Yesterday's meeting was called to canvass support for the association's action.

A full confidence motion in the association's action, SABC director-general, Mr Jan Swanepoel, sent a letter to the Prime Minister stating that the management of the corporation dissociated itself completely from the protest.

executive by vertligte members was dropped when they realised they had a big majority.

A spokesman for the SABC, Mr Hein Jordaan, said last night there would be no comment from the members of the board as they had not officially been informed of the results of the meeting.

It is not expected that careers of the "dissidents" are in danger, as the association is a registered organisation with several prominent radio and television personalities as members. More than 700 SABC employees are represented by the organisation.

rom all 5/7/78

268  
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"Poems sincere to the point of pain" *Natalie Witt*

"P... is as vigorous and versatile a poet

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268

F.M. 13/7/79  
SABC REVOLT  
Storms on the air

A political showdown is looming at SABC HQ in Johannesburg's Auckland Park following popular TV man Pat Rogers's controversial Advocate-General Bill telegram last month

The SABC has long been regarded as a bastion of the Broederbond but even before the telegram there were signs of staff dissidence for instance, the disquiet among a group of radio and TV men over the initial exclusion from news reports, on the orders of higher authority of the bombshell Mostert disclosures on Muldergate. There was even a mini walk-out over that issue, led by Radio Today's Julian Potter

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"Landscapes to capture...  
Suffering can take in this country." *CHERRY CL*  
"poems that redefine and deeply move" *STEPHEN*

He can seize a detail and render it emblematic  
"artistry which bludgeons its subject in a satisfactory  
thorough way". *ROBERT GREIG, To the Point*

"It is a beautiful and moving work which seems  
lumped Aragon's 'cage of words' and found the  
world of black and white!" *MARGUERITE EDMONDS*

with whispers that "Pat Rogers wants the SABC to become multiracial" Rogers himself regrets the publicity, and speaks of "an over-emphasis in the Press on political angles"

There are allegations aplenty That the boosting of membership to over 1000 was specifically aimed at bringing in elements hostile to Copeman's executive, that the bulk of the members were in the crucial meeting half an hour before it was officially scheduled, and that many others were turned away

The loser can only be Sabsa itself — as a union Its ousted executive points to genuine grievances over pay and service conditions

"Why can't we be proud of our bosses instead of rejecting them?" complains one member, alluding to all those directors' Mercedes in the foyer "The whole anti-Copeman plan was brilliant in execution and masterly in propagation"

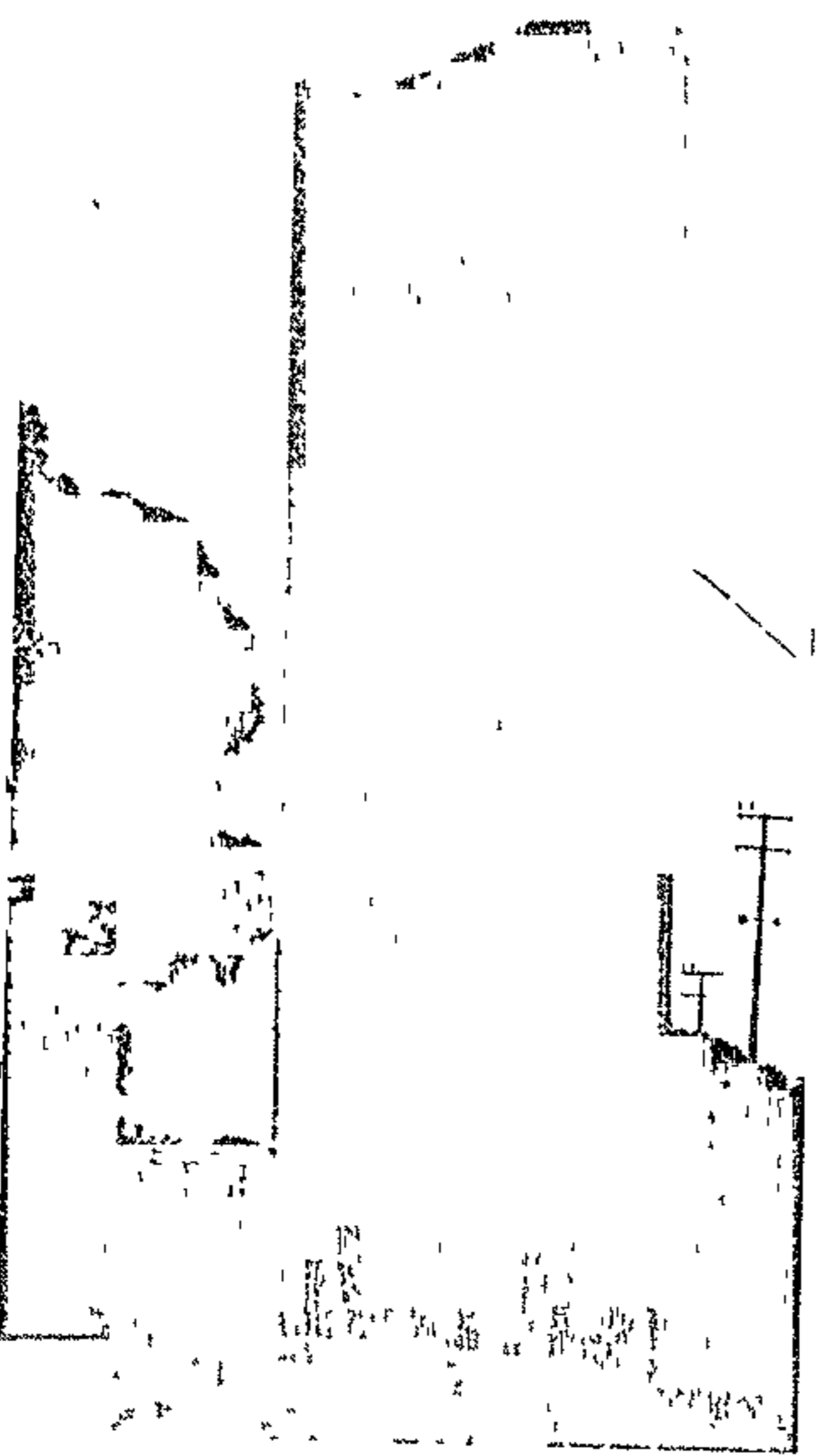
Then, in March this year, Rogers was elected national president, and Chris Copeman chairman of the Johannesburg branch of the SABC Staff Association (Sabsa, a registered white trade union), which had been largely inoperative for years

There followed Rogers's famous telegram to P W Botha last month, protesting at the Press gag clauses of the AG Bill. But the Sabsa telegram did not have the support of Sabsa branches outside Johannesburg

In swift order SABC chairman Piet Meyer and director-general Jan Swane-poel (both Broeders) distanced themselves from the telegram and expressed loyalty to Pretoria. Then, after a hasty recruitment drive led by senior newsman Sakkie Burger — a "verkrampste," according to some — Sabsa's members rapidly rose to over 1000 by last week, when a show of hands at a special meeting compelled Copeman to resign his branch leadership

A new branch executive will have been proposed by the weekend, and voted in by about July 20. Will it be a Broeder executive, which will bring Sabsa to heel?

Sakkie Burger's group denies that it is being manipulated by middle and senior management men in the name of "patriotism" and "good order." But an ultra-right faction is gunning for Rogers himself



Auckland Park HQ ... the Ministry of Truth?

21  
SABC



# SACKED!



Top TV man  
given 24 hours  
notice over



HEAD OFFICE

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P.O. BOX 8900, JOHANNESBURG 2000 - TELEPHONE (011) 74-0711

DE/be  
11 October 1979

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13/10/79

Mr K A R Harris  
SABC,  
JOHANNESBURG

Dear Mr Harris

In terms of Personnel Regulation 14 (a) you are herewith informed that you are summarily dismissed from the service of the Corporation. Your last day in the service in the Corporation will be 11 October 1979.

Please hand your SABC Identity Card, your membership card of the SABC Medical Aid Fund and your future address to the Head - English Television Programmes.

Yours faithfully

268  
13/10/70

# Soweto film

By PETER BAYER

The letter notifying Mr Harris of his dismissal

D Esterhuysen  
PERSONNEL  
CONTROLLER

**SABC-TV has sacked one of its top producers, Mr Kevin Harris, over a documentary he made on Baragwanath Hospital titled "Bara".**

The programme was screened on the English service on Tuesday night. Mr Harris, who has been with the SABC 5½ years, was given 24 hours notice.

The reason for his dismissal was the film's introduction, showing Soweto scenes and referring to the township's socio-environmental problems.

Mr Harris said he showed the film to SABC personnel and Baragwanath Hospital officials on Monday. The organiser of English documentaries, Mr Don Briscoe, approved the film, but the chief superintendent of the hospital, Dr P J Beukes, was apparently upset at scenes in a Soweto house.

Dialogue referred to the high incidence of rheumatic illness and malnutrition, while the camera panned over several children sitting in squalid conditions.

"He was upset about certain statistics, which I corrected. And he claimed it was too one-sided," Mr Harris said.

On Tuesday he was ordered to edit out the introduction — which lasted

about two minutes. Mr Harris said he "made a show" of editing it out, but felt his personal integrity was at stake and let the introduction stand.

"I didn't want to compromise on such a small issue, because there are far more important issues," he said. "Besides, I am opposed to censorship in any form."

"I have been researching programmes on the urban black problem and the question of South Africa's survival in the 1980s.

"SABC's credibility is so low that to get people to appear on socially relevant programmes, only to distort what they have to say by injudicious editing, will not only destroy my credibility but will lower SABC's credibility even further."

In a letter to Mr Briscoe, Mr Harris says "Placed in a position of moral dilemma, my personal integrity and the basic values

of truth and honesty are at stake, I made a decision to disobey the instruction from management to remove the opening sequence — dealing with sociological conditions in Soweto — from the programme and allowed this documentary to be broadcast in its complete, uncensored form.

"In carrying out this decision, I deliberately led my organiser, Mr Don Briscoe, to believe that management's instructions had been carried out.

"This decision was to uphold the responsibility born by myself as a white South African television documentary producer in promoting a greater degree of understanding and respect of the problem experienced by the various race groups in South Africa in order to promote racial harmony."

The dismissal letter said Mr Harris was being given

24 hours notice in terms of personnel regulation 14(a), which says "the periods of notice given or received by casual employees and non-white members of staff of a salary scale of which the maximum is R3 600 per annum or lower, is 24 hours".

Mr Harris has been informed by the SABC personnel controller, Mr D Esterhuysen, that the corporation will not withhold his pension and leave pay. He will only be paid, however, up to October 11 — the date of his dismissal.

Last night Mr Briscoe refused to comment on Mr Harris's dismissal.

Dr Beukes said "I am not prepared to talk to the newspapers — I don't know anything about this, either officially or unofficially."

Neither Mr Robin Knox-Grant, director of the English television service, nor Mr Andre Walters, SABC-TV's PRO, were available for comment.

**MR KEVIN HARRIS**  
24 hours' notice.

# GPO to teach blacks top skills

By GRAHAM BROWN  
City Editor

THE Post Office has launched its biggest-ever recruiting campaign for black school-leavers to train as telephone technicians

The Post Office PRO, Mr Dame Strydom, announced at this week's Lenasia management committee meeting, that the GPO was looking for 185 blacks, 115 coloureds and 82 Indians

It is planning to visit Witwatersrand schools to tempt black school-leavers aged 15 and over into the Post office

The GPO needs 60 blacks, 48 coloureds and 13 Indians with matriculation certificates and at least a 'D' symbol in mathematics and science to train as highly-skilled technicians

There are also vacancies for "telekon" trainees - who need at least a junior certificate to be trained for a smaller range of skills

In this category the GPO needs 125 black school-leavers, 69 Indians, and 67 coloureds

Mr Strydom said this was a "wonderful opportunity for blacks to be trained in South Africa's most modern telephone exchange - the fully-electronic, multi-million Rand exchange at present being built for Soweto and due for installation early next year

Lenasia's exchange, he said, was being expanded from 6 000 to 10 000 lines and similar improvements were being made in coloured areas

The recruits would receive the same training as whites - a three-year programme including in-house and technician instruction

Mr Strydom added that Post office salaries were being continually improved, and would soon match and exceed those offered by private enterprise

but also, since there is an approximation of mortality and the reduction of mortality and the any improvement will give rise to of life. Thus, if the diseases included in Fig. 6 are re-expectation of life will be 50%

with selected major categories of disease. Clearly, this is an entirely hypothetical situation. However, these competing risks life tables not only provide an indication of the relative importance of various disease but also the overall mortality experience and also to expecta-

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### ACKNOWLEDGEMENT

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# Mail rush hits PO

268  
14/12/77  
DD

EAST LONDON — With an estimated 3 200 000 extra postal items to handle over the two-week festive season rush, workers at the East London Post Office are working double their normal working hours

The assistant postmaster at the main post office, Mr G Swanepoel, said the amount of mail handled over the Christmas season was nearly double the normal volume

He said this year there was a slight increase in the amount of mail handled daily compared with last year's figure. The post office took on 12 scholars as temporary staff but no other extra staff was employed

The rush started a few days ago and is expected to last until December 24 with a peak on December 17, as a lot of people post Christmas cards and other mail over the preceding weekend

"You always get the latecomers who only post their Christmas cards the day before Christmas," he said

The central post office is processing about 65 000 letters and Christmas cards a day, excluding parcels and bulk post. If the mail from the other post offices, which also goes to the main post office was added, it means a total figure of about 500 000 postal items being handled daily by the staff. During normal months this figure decreased to about 300 000

Mr Swanepoel said a large number of Christmas cards came from Mdantsane this year. The number of Christmas cards sent by whites showed a decrease. — DDR



# Watching big brother

F.M. 14/12/79  
~~335~~  
 268

George Orwell's "1984" predictions of electronic hegemony can hardly be regarded as science fiction any more. The world's first electronic publishing system — teletext — is fast becoming the "new medium" in Britain, Europe and the USA. SA is considering this new computer technology which is promising to revolutionise homes and businesses.

The ingenuity of a teletext system is that it's inexpensive and isn't restricted to electronic geniuses. It is merely an extension of two well established services — television and telephone.

Says Eric Starky, chairman of the executive committee of British Advertisers: "Teletext is the ordinary man's access to a virtually unlimited library of informa-

tion." All that's needed is a modified television set and a telephone. The user dials the "data bank" or presses a remote control keypad similar to a pocket calculator. The index flashes on to the screen. Any page can then be called up.

The range of information the system can store and print is limitless. Stock market prices, theatre programmes

Financial Mail December 14 1979

1191

|          | WHITE         |               | ASIAN        |              | COLOURED     |               | BLACK        |              |
|----------|---------------|---------------|--------------|--------------|--------------|---------------|--------------|--------------|
|          | Male          | Female        | Male         | Female       | Male         | Female        | Male         | Female       |
|          | 115<br>1.2%   | 121<br>1.5%   | 28<br>2.5%   | 15<br>1.9%   | 120<br>3.9%  | 139<br>4.4%   | 49<br>2.1%   | 56<br>2.9%   |
|          | 212<br>2.2%   | 389<br>4.9%   | 115<br>10.1% | 127<br>15.8% | 190<br>6.1%  | 276<br>8.8%   | 273<br>11.4% | 212<br>11.0% |
|          | 5737<br>58.8% | 3118<br>39.3% | 537<br>47.3% | 246<br>30.6% | 845<br>27.1% | 566<br>18.0%  | 148<br>6.2%  | 66<br>3.4%   |
|          | 1587<br>16.3% | 2181<br>27.5% | 273<br>24.1% | 239<br>29.7% | 939<br>30.2% | 1278<br>40.7% | 772<br>32.3% | 749<br>39.0% |
|          | 9752<br>100%  | 7926<br>100%  | 1135<br>100% | 804<br>100%  | 3114<br>100% | 3140<br>100%  | 2390<br>100% | 1921<br>100% |
| (19)     | 750<br>38.0%  | 287<br>42.4%  | 122<br>36.6% | 28<br>26.9%  | 572<br>26.3% | 161<br>24.7%  | 282<br>15.1% | 59<br>18.2%  |
|          | 485<br>24.6%  | 104<br>15.4%  | 42<br>12.6%  | 13<br>12.5%  | 84<br>3.9%   | 18<br>2.8%    | 76<br>4.1%   | 11<br>3.4%   |
|          | 59<br>3.0%    | 41<br>6.1%    | 41<br>12.3%  | 2<br>1.9%    | 680<br>31.3% | 167<br>25.6%  | 806<br>43.1% | 89<br>27.5%  |
| Violence | 1973<br>100%  | 677<br>100%   | 333<br>100%  | 104<br>100%  | 2175<br>100% | 652<br>100%   | 1868<br>100% | 324<br>100%  |

inflicted poisoning by motor vehicle exhaust gas" as a code used in South Africa appear in I.C.D. (8th revision). See Ref. 13.

# Rush for jobs with SABC's black TV service

By SAM MABE

THE South African Broadcasting Corporation (SABC) has been bombarded with close to 3 000 applications for 870 vacancies with the planned black television service.

"We advertised for the vacancies on a Monday and by Friday we had already received 2 700 applications and so we had to stop advertising," said Mr Eric van der Merwe, public Relations Officer for SABC-TV.

There was no doubt, he added, that by January 1, 1982, the black television channel would be on the air.

Training for the successful applicants will start

at the beginning of March and cameramen, soundmen and script-writers will be the first to be trained.

He said the old Broadcast House in Commissioner Street, Johannesburg, would be used for black television and that a lot of time would be spent on rebuilding some studios and reorganising the entire building to suit television requirements.

Initially, the black service will broadcast programmes in five languages, Sotho, Pedi, Tswana, Zulu and Xhosa for three hours a day, with extended time for Saturday sport.

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268

## Fattis & Monis Strike

For almost a month 88 workers at the Fattis & Monis factory in Bellville South have been on strike. They struck because five of their fellow workers were dismissed. The workers say the dismissals were because all five were members of a trade union. The union was trying to negotiate for better pay and hours of work - R40 a week and an 8 hour working day. A director of the factory says these demands are "out of all proportion", and unreasonable and would lead to "disruption" in his firm.

Officials of the 10 000 member union (the Food & Canning Workers Union), say the dismissed men had signed a document giving the union rights to negotiate for better conditions. The factory refused to negotiate with the union. It says the men were replaced by machines and that it was part of a cut-back of staff.

Although those dismissed were 'Coloured', more than half of the men who were on strike are African contract workers. In spite of the threat of being endorsed back to the homelands, the African workers are standing firm with their 'Coloured' brothers and sisters. On the first day of the strike, men from the Department of Labour tried to separate 'Coloured' and African workers who had gathered outside the factory. The workers refused to be separated. One said, "We were all there for the same purpose."

Moves of solidarity with the striking workers are increasing. At a solidarity last week more than 500 university and college students from U.W.C., Hewat, Peninsula Training College and Bellville Technical College called for workers to be re-employed and for a boycott of Fattis & Monis products.

The Western Province Traders Association says it will instruct its members not to sell the factory's products unless there is negotiation.

The South African Council of Sport (SACOS) schools affiliated to SACOS to support a boycott of the factory's products.

More than 400 students from the University called for a boycott of all Fattis and Monis products.

The Women for Peace movement has called on workers.

The Cape branch of Nafcoc - the National Association of Manufacturers - has issued a statement in support of the di-

Who are Fattis and Monis? Fattis and Monis following products: The following Record f Bread flour, sifted flour, Unsifted flour, Philadelphia flour; Koeborg Millie pack - macaroni, spaghetti, large and small shells, and green, pain rings, dilatines. Fattis and name brand, Checkers and Roma. Fattis & bakeries in the Cape Town area. These include River, Wrench Town Bakery in Observatory and

Hansard 2 Quest Col 41

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12/2/80

TUESDAY, 12 1

**Telecommunication technicians**

118 Mr H E J VAN RENSBURG asked  
Minister of Posts and Telecommunica-

(a) How many (i) Black, (ii) Coloured  
and (iii) Indian members of the Post  
Office staff have qualified as tele-  
communication technicians and (b)  
what are the commencing salaries for  
qualified telecommunication techni-  
cians in respect of (i) Whites, (ii)  
Blacks, (iii) Coloureds and (iv) In-  
dians?

The MINISTER OF POSTS AND TELE-  
COMMUNICATIONS

- (a) (i) 11  
(ii) 60  
(iii) 61
- (b) (i) R3 960 plus R468 personal pen-  
sionable allowance per annum  
(ii) R2 475 plus R621 personal pen-  
sionable allowance per annum  
(iii) R3 267 plus R645 personal pen-  
sionable allowance per annum  
(iv) R3 267 plus R645 personal pen-  
sionable allowance per annum

# PO fears the upswing will carry off staff

Pretoria Bureau

THE economic upswing could drain the Railways and Post Office of hundreds of skilled and professional personnel unless their April increases take salaries up to competitive levels.

This view was shared yesterday by the Postmaster-General, Mr Louis Rive, and the chairman of the Federal Consultative Council of Railway Staff Associations, Mr Brian Currie.

The fear is that the Government will rely heavily on the one-month salary service bonus — which in itself represents an 8% pensionable concession — to soften up employees to accept a raise of less than 10%.

The bonus will be paid in April — the same month the increases come into effect.

Mr Rive said yesterday that during the 1979 financial year, the Post Office lost more than 20% of its fulltime staff — more than 15 000 workers.

"This is not a disastrous loss — in fact it compares with the situation in the private sector, but with the economic upswing we fear the rate will rise, and it could rise sharply," he said.

Mr Rive said that with its big expansion programme, not only did the PO need to retain highly-trained personnel, it had to recruit more.

To compete with the private sector, salaries of highly-trained technical staff, such as electronic engineers would

have to be raised substantially. There were other problem areas, too, where the drain could accelerate during lively economic growth.

Mr Rive said "The time has come for a greater differentiation in salary scales. Efficient communications are a key element in sustaining and accelerating an economic upswing."

But efficient communications would be jeopardised without highly-trained staff.

Mr Currie, who speaks for 115 000 white Railway workers, agreed that if key personnel were to be retained, the Railways pay would have to become competitive.

The leaders of the seven staff associations will have discussions with the Minister of Transport, Mr Chris Heunis, on March 4 — the day before he tables his first budget.

Mr Currie said the leaders would again emphasise the need for retaining skilled staff.

They would point out that in times of economic growth, skilled Railways staff were vulnerable to "loaded" overtures from the private sector.

"Our only defence is to pay salaries that can withstand this kind of temptation."

Mr Currie said most Railways unions had asked Mr Heunis for 15% increases.

"However, something in the region of 10% plus the bonus, while not entirely satisfactory, would be acceptable under current conditions."

is consistently worse than that of the whites. The 'coloureds' have higher mortality rates for all the major causes of death apart from cardiovascular diseases and neoplastic diseases in men over 65 years of age, neoplastic diseases in women in this group, and cardiovascular disease in men 45-64 years of age during 1960 and 1970. Clearly the rate of 5/1 000 which has been chosen is entirely arbitrary but a similar pattern of mortality emerges if lower or higher levels are selected.

Two aspects of these age-cause specific mortality rates require emphasis. Firstly, whilst being affected by the incidence of the diseases in question, these rates are also influenced by their fatality rates, for example, a decrease in the mortality related to Tuberculosis will not only be influenced by a decreasing incidence of this disease but also by improved prevention at primary, secondary and tertiary levels of intervention which will consequently decrease the fatality rate and, therefore, the associated mortality.

Secondly, it should be appreciated that although the calculation of rates is important for comparative purposes since they take into consideration the underlying population, for the providers of health care the actual numbers

Both white and 'coloured' females have shown an increasing life expectancy at the age of 45, and although this has been small, it contrasts with the downward trend of both white and 'coloured' males.

Although it is apparent that the Expectation of Life at birth for the 'coloureds' has shown a marked improvement between 1941 and 1970, it is salutary to note that neither 'coloured' males nor females, at either age 0 or 45, have reached expectations of life in 1970 which are as high as the whites were in 1929. What also gives some cause for concern is that although the expectation of life cannot be expected to improve indefinitely, it would appear that the 'coloured' life expectancy is levelling off at a much lower age than has occurred in the white community.

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Hansard 3 (103/104)

18/2/80

268

**Postmen**  
74 Mr N B WOOD asked the Minister of Posts and Telecommunications

(1) How many White, Coloured, Indian and Black persons, respectively, are employed as postmen in the Durban complex.

(2) (a) what is the authorized establishment in this area in respect of Whites,

(b) how many of these posts vacant and (c) how many non-Whites are employed in the vacant posts?

The MINISTER OF POSTS AND TELECOMMUNICATIONS

(1) White  
Coloured  
Indian  
Black

(2) (a) 142  
(b) 2  
(c) nil

Hansard 3 (105)

18/2/80

268

Post Office personnel attacked by dogs

119. Mr H E J VAN RENSBURG asked  
the Minister of Posts and Telecommunica-

was: 18/2/80 3(105)

- (1) How many cases of Post Office personnel being attacked by privately owned dogs while performing their official duties were reported during 1979,
- (2) in how many of these cases did the victims (a) suffer (i) serious and (ii) minor injuries and (b) (i) claim compensation and (ii) receive compensation from the State,
- (3) what was the value of the compensation paid by the State to each victim?

The MINISTER OF POSTS AND TELECOMMUNICATIONS

(1) 360

- (2) (a) (i) 2  
(ii) 358
  - (b) (i) 1 (claim still being considered)  
(ii) nil
  - (3) nil
- It is mentioned for the Honourable Member's information that—
- (a) in the cases where medical expenses were involved, such expenses were paid in full by the State, and
  - (b) all absences resulting from injuries sustained were treated as special leave with full pay

RDM 20/2/80

# White technicians earn a lot more

Political Correspondent

**THE ASSEMBLY** — White telecommunication technicians earn a starting salary of R124 a month more than blacks.

This was revealed by Mr Henne Smit, Minister of Posts and Telecommunications, in Parliament yesterday in reply to a question by Mr Horace van Rensburg (PFP Bryanston)

Mr Smit's reply also showed that coloured and Indian techni-

cians earn a starting salary of R58 less than whites

Commenting on the statistics, Mr Van Rensburg said there could be no justification for discriminatory pay to technicians of different races

"It makes a mockery of Dr Piet Koornhof's pious pronouncements that the Government will not rest until all race discrimination is removed

"I challenge the Prime Min-

ister to tell us whether this is an example of so-called 'necessary' discrimination, and if so, why?"

Discriminatory rates of pay were a deplorable example of race discrimination "All the technicians have to pass the same stringent examinations and they all have to do the same work to the same standards," Mr van Rensburg said

According to the statistics

released in Mr Smit's questions, 11 black, 60 coloured and 61 Indians have qualified as telecommunication technicians

The commencing salaries for whites is R3 960 a year plus a R468 personal pensionable allowance, for blacks it is R2 475 plus a R621 personal pensionable allowance, for coloureds and Indians it is R3 267 plus a R645 personal pensionable allowance

# Racial differences in PO technician's pay

Political Staff

HOUSE OF ASSEMBLY — White telecommunication technicians earn a starting salary of R124 a month more than blacks

This was disclosed by the Minister of Posts and Telecommunications Mr Henne Smit in reply to a question by Mr Horace van Rensburg (PFP Bryanston)

Mr Smit's reply also showed that coloured and Indian technicians earn a starting salary of R58 less than whites

According to the statistics released in Mr Smit's replies, 11 black, 60 coloured people, and 61 Indians have qualified as telecommunication technicians

The commencing salaries for whites is R3 960 a year plus R468 personal pensionable allowance, for blacks R2 475 plus R621 personal pensionable allowance, and for coloured people and Indians R3 267 plus R645 personal pensionable allowance



# It's a budget bonanza for PO workers

STAR 18/3/80

267

268

343

Political Staff

The Assembly

Salary increases amounting to R41-million for post office workers were announced today by the Minister of Posts and Telecommunications, Mr Smit

The increases will come into effect on April 1 at the same time as those for railway workers

This has strengthened speculation that salary increases for public servants will be announced by the Minister of Finance when he introduces his Budget next week

Introducing the Post Office budget in Parliament today Mr Smit also announced a new annual service bonus equal to one month's salary and a new housing scheme for post office workers

No postal or telephone tariff increases were contained in the budget after the increases that took effect on February 1 this year

And, because of substantial increases in revenue as a result of the economic upswing, consideration might be given to decreasing selected tariffs later this year, Mr Smit said

## Birthdays

The service bonuses will be paid to staff members at the end of the month in which they celebrate their birthdays. Those whose birthdays fall in the first quarter of 1980 will receive their double cheques at the end of April

Seven percent of gross service bonus will be contributed towards a stabilisation fund from which future increases in civil pensions will be financed

An amount of R1-million had been budgeted for the proposed new staff housing scheme. Details of the scheme for whites have not yet been worked out but an announcement would probably be made soon, the Minister said.

But, in view of the particular circumstances in Soweto, it had been decided in the meantime to proceed with planning to help the most deserving black staff members living in the township to obtain their own homes under the 99-year leasehold scheme

Mr Smit said the estimated operating expenditure of the Post Office for

To Page 3, Col 7

## R12-m programme for phones in Soweto

By Hugh Leggatt, Political Correspondent

**THE ASSEMBLY** — The Post Office is to launch a R12-million "Operation Soweto" to meet the soaring demand for telephones in South Africa's premier black city.

A complete telephone cable network for Soweto will be provided and the capacity of the exchange system will be increased substantially, the Minister of Posts and Telecommunications, Mr Smit, announced today.

A task force of a few hundred technicians from other regions of the Post Office will be called in to assist the Witwatersrand Region with the project.

### EXAMPLE

Mr Smith said Soweto served as a good example of the increased demand for telephone services to black areas

The number of waiting applicants increased during the past year from 6 900 to 15 000 in spite of the fact that 5 204 applications were met last year

"The provision of telephone services in non-white areas is a matter of great importance and high priority is given to it" the Minister said

About R23-million will have been spent this financial year on exchanges and cables in these areas.

"The programme for 1980-1981 makes provision for the spending of not less than R59,1-million in non-

To Page 3, Col 7

## PO's budget bonanza

From page 1

the next financial year was R961 million

The estimated capital expenditure for the new financial year was R424,5 million and revenue was estimated at R1 090 million

Discussing the salary increases, the Postmaster-General, Mr Louis Rive, refused to quote a percentage for them but said it was similar to the percentage pay rise received by railwaymen

Mr Rive said he was not prepared to talk in terms of percentages

He had discussed the post office increases with staff associations. They knew what they were getting and were satisfied, he added

## Soweto telephone programme

From page 1

white areas — R31,3-million on exchanges and R27,8-million on cable networks

"In Soweto alone about R12,4-million will be spent, and the capacity of automatic exchanges will be increased by more than 11 300 lines as a result of the establishment of new exchanges and the extension of existing exchanges

"New automatic exchanges will also be established at Strandfontein in the Western Cape, Eerseterus, Laudium, Mamelodi East and Saulsville in the Transvaal, and Roodepan in the Northern Cape

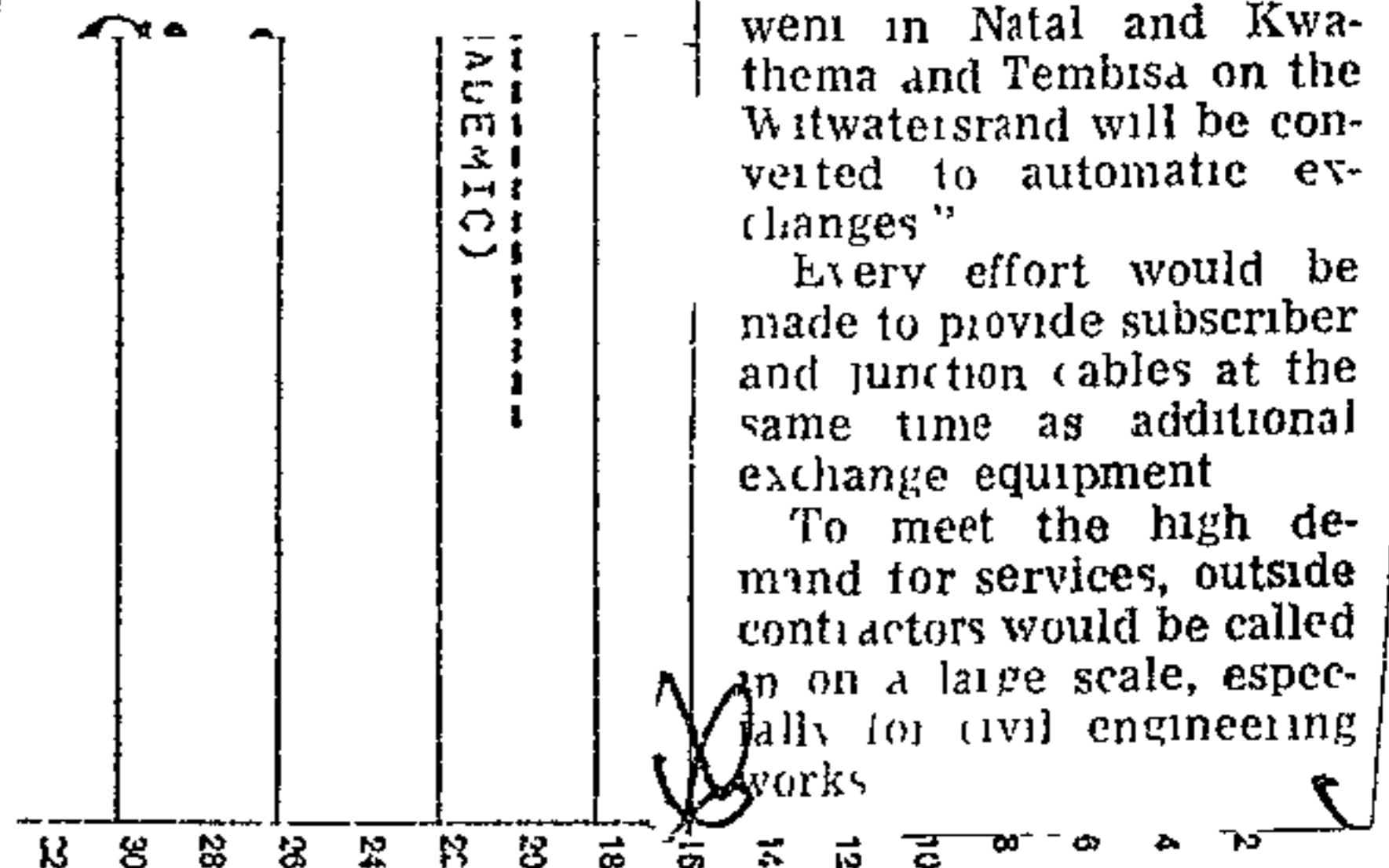
"The existing manual exchanges at Clernaville, Kwamashu and Ntokozweni in Natal and Kwathema and Tembisa on the Witwatersrand will be converted to automatic exchanges"

Every effort would be made to provide subscriber and junction cables at the same time as additional exchange equipment

To meet the high demand for services, outside contractors would be called in on a large scale, especially for civil engineering works



MR HENNIE SMIT



| STUD NO | SURNAME   | FIRST NAMES              | COURSE                     | DESCRIPTION  | SYMBOL           |              |   |         |    |
|---------|-----------|--------------------------|----------------------------|--|------------------|--------------|---|---------|----|
| 159454V | MCCARTHY  | MELISSA JANE             | 911102                     | MATHEMATICS IA   | 3                | (50)         | 1 | 159454V | 12 |
| 152955K | MEHL      | ANNETIE ELISABETH INGRID | 905102<br>915103           | GERMAN INTENSIVE<br>CHEMISTRY IB<br>ANIMAL BIOLOGY (HALF COURSE) | ABS<br>F         | (27)<br>(39) | 7 | 152955K | 14 |
| 157093D | IFRUCURIO | GIANCARLO                | 110101                     | HISTORY I  | ABS              | (55)         | 1 | 157093D | 18 |
| 155747Q | MICHAELS  | KAREN                    | 003101<br>094101<br>107101 | SOCIOLOGY I<br>PSYCHOLOGY I<br>ENGLISH I (PRE-1980)              | ABS<br>UP<br>3NX | (50)         | 1 | 155747Q | 20 |
| 158469Z | MITCHELL  | JANE                     | 118101                     | CULTURAL HISTORY OF W.E. I                                       | UP               | (50)         | 1 | 158469Z | 24 |
| 157815W | MOKRIS    | CATHERINE MARIA          | 004101<br>107101<br>115103 | PSYCHOLOGY I<br>ENGLISH I (PRE-1980)<br>ITALIAN INTENSIVE        | UP<br>3NX<br>F   | (59)<br>(48) | 1 | 157815W | 26 |
| 150180P | MORIT     | RUTH PRINCE              | 114101                     | RELIGIOUS STUDIES I  | UP               | (62)         | 1 | 150180P | 30 |
|         |           | OPRENCE                  | 110101                     | HISTORY I  | UP               | (50)         | 1 | 150783V | 34 |
|         |           | DOVER                    | 107101                     | DRAMA I  | ABS              | (52)         | 1 | 151521U | 36 |
|         |           | ANNE                     | 004101<br>115102           | PSYCHOLOGY I<br>FRENCH INTENSIVE                                 | 2-<br>F          | (61)<br>(47) | 1 | 157560L | 40 |
|         |           | ANN                      | 911101                     | MATHEMATICS I M102   | UP               | (55)         | 1 | 155924H | 42 |
|         |           | JOHNATHAN RICHARD        | 117101                     | POLITICAL SCIENCE I  | UP               | (52)         | 1 | 157913V | 44 |
|         |           | IAN JAMES STEWART        | 114101                     | RELIGIOUS STUDIES I  | UP               | (57)         | 1 | 155478H | 46 |
|         |           | DESIRE SHIRLEY           | 004101                     | PSYCHOLOGY I   | 5                | (52)         | 7 | 162116N | 48 |
|         |           | FREDI CHRISTIAN          | 107101<br>110101           | ENGLISH I (PRE-1980)<br>HISTORY I                                | 3NX<br>F         | (40)<br>(40) | 1 | 154187V | 50 |
|         |           | FELICITY ANGELA          | 102103<br>110120           | AFRIKANS EM NEDERLANDS I<br>DANCE I                              | UP<br>UP         | (50)<br>(50) | 1 | 154286C | 52 |
|         |           | ROBERT STEPHEN           | 905104                     | CHEMISTRY IM   | F                | (49)         | 1 | 156154L | 54 |
|         |           | ROBERT STEPHEN           | 110101                     | ENGLISH I (PRE-1980)   | 3NX              | (50)         | 1 | 150154L | 58 |
|         |           | ROBERT STEPHEN           | 115102<br>115103           | FRENCH INTENSIVE<br>ITALIAN INTENSIVE                            | F<br>UP          | (40)<br>(54) | 1 | 133406G | 60 |

**R23m for building**

HOUSE OF ASSEMBLY  
 The Post Office proposed spending about R23 million on major building services during 1980/81. Mr Smit announced in the 1979/80 financial year 51 major building projects and a large number of smaller ones were completed at a cost of R26.12m.

In addition, construction work was in progress on 29 major projects valued at about R25.2m. Sapa

**UJCT**

# R41 million for increased GPO salaries

By DIANA POWELL

THE Postmaster General, Mr Louis Rive, yesterday refused to disclose top, bottom and average percentage increases in Post Office salaries which come into effect next month — in the interests, he said, of keeping inflation down.

At a press conference on the Post Office Budget, Mr Rive accused the private sector of jumping on the bandwagon every time government salaries were raised, with the global effect of creating a significant increase in the consumer price index.

At the same time he promised consumers that they would not be hit again with increased postal and telephone tariffs for some time and, if the present economic boom was maintained, there could even be a slight decrease in Post Office charges.

Mr Rive said the latest income figures showed that an upward movement in economic activity was bringing in revenue beyond expectations and the Post Office would not shy away from any decrease in charges which could be passed on to the consumer.

The increased revenue, he said, was attributable mainly to increased telephone traffic.

The latest Post Office tariff increases, due to come into effect last year, were postponed till February 1, 1980, when telephone calls went up by one cent a unit and letters to internal destinations by a minimum of one cent.

The budget, introduced in the House of Assembly yesterday by the Minister of Posts and Telecommunications, Mr Henne Smit, contained few shocks and several surprises — especially for Post Office staff.

Mr Smit announced, "A differentiated pay structure which will enable the Post Office to compete for manpower on the open labour market." And increased salaries for Post Office personnel totalling R41 million.

These would come into effect on April 1, and in the allocation of the increases the principle of differentiation had already been applied Mr Smit said.

There would be a "high priority for the provision of telephone services, in black areas with budgeted expenditure of not less than R59,1 million — R12,4-million for Soweto alone."

**More budget reports, page 5**

## Beck to serve 5 years probation

CHICAGO — Mr Richard Beck, a South African convicted of aiding and abetting the illegal export of munitions and of lying to US customs officials, has been given a suspended sentence and ordered to serve five years' probation in South Africa.

Beck was sentenced on Friday by a US district judge, who ordered the federal government to pay for Beck's return trip to South Africa.

Beck was found guilty of six counts and given a five-year suspended sentence — Sapa

### EXAMINATION RESULTS IN FACULTY ARTS

STU13-9 AS AT 29 02 80 PAGE 2 15016 H.A./LL.B. YEAR : 1

| STUD NO | SURNAME  | FIRST NAMES      | COURSE                     | DESCRIPTION                                       | SYMBOL                     |
|---------|----------|------------------|----------------------------|---|----------------------------|
| 153982X | SIRACHAN | ANDREW KENNETH   | 105104                     | LATIN I   | F (39)                     |
| 1565290 | VISSEK   | VIVIEN ELIZABETH | 117101                     | POLITICAL SCIENCE I                               | UP (50)                    |
| 153547Z | WAINK    | VINCENT CHARLES  | 004101<br>102101<br>107101 | PSYCHOLOGY I<br>AFRIKAANS<br>ENGLISH I (PRE-1980) | ABS<br>F<br>F {28}<br>{44} |
| 156838R | ZACHEK   |                  |                            |   |                            |
| 157915X | ZACKUN   |                  |                            |   |                            |

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# Big slice of budget for black telephone services

HOUSE OF ASSEMBLY. — A large slice of the Post Office capital expenditure for the coming financial year would be spent on providing telephone services to blacks at an accelerated rate, the Minister of Posts and Telecommunications, Mr Hennie Smit, said here yesterday.

In his Post Office budget speech he announced that capital expenditure would be up 19,3 percent and revenue would increase by an estimated 19,4 percent.

Telephone services to blacks would cost R59 million, R36 m more than the current financial year.

Total capital expenditure

would be an estimated R424,5 m, R68 m higher than the revised total for the current year. Revenue was estimated to total R1 090 m, R177 m up on the current year.

Capital expenditure would be financed by an operating surplus of R100,5 m, the provision of R137,6 m for depreciation and higher asset replacement cost, approximately R160 m from investments in Post Office saving services and a further R26,4 m from money on call.

"On this basis, the self-financing component of capital expenditure will amount to 56,1 percent."

The increases in capital ex-

penditure arose from:

- Expected price increases on equipment,

- Further expansion of the telephone network to meet sustained high demand for services,

- Accelerated provision of telephone services to blacks,

- Provision of the new electronic telex exchange in Durban and,

- Further expansion of Saponet to meet the high demand for data services.

Operating expenditure for the next financial year was estimated at R961 m, 19,7 percent (R157,9 m) up on the current year, mainly resulting from:

- Proposed salary concessions and the resultant higher pension liability,

- Service bonus replacing the vacations savings bonus and the department's liability to the Civil Pensions Stabilization Account,

- Expected cost escalation on transport, maintenance, material and stores,

- Higher interest payment on the continued favourable inflow of savings services funds and,

- Higher international payments resulting from growth in international traffic.

Reviewing the finances of the past year, Mr Smit said that owing to favourable developments, and in the interests of economic development it was possible to postpone tariff adjustments for a further period up to February 1 this year, five months later than planned.

The favourable developments had been an estimated increase in revenue of R29,4 m, or 3,3 percent higher than budgeted for and a drop in total expenditure of R15,6 m or 1,3 percent lower than provided for in the last budget.

The higher revenue had resulted from a decision to take up a portion (R12 m) of the profits of the South Atlantic Cable Company, and growth especially in telephone traffic.

In the current year approximately 57,6 percent of the estimated capital expenditure of R355,7 m would be financed from internal funds and 42,4 percent from loan funds.

"A net increase in savings services funds of R160 m was expected during this financial year," he said — Sapa

27/10/81 (20/3/80) 20/3/80 ET

# Govt must first revise postal tariffs—Widman

**HOUSE OF ASSEMBLY** — The Post Office budget should not be passed unless the government revised postal and telecommunications tariffs, Mr Alf Widman (PFP Hillbrow) said yesterday.

This was the first leg of an amendment moved by the PFP's chief spokesman on posts and telecommunications when debate on the second reading of the Post Office Appropriation Bill resumed yesterday.

Mr Widman said that despite "certain contemplated improvements in the Post Office services", the budget should not be passed unless the government

- Closed the wage gap existing between Post Office employees of different racial groups,
- Provided an unbiased and objective radio and television service, and
- Gave an assurance that "the privacy of the individual in the use of Post Office facilities will be inviolate unless the security of the State is jeopardized and the due process of the law is followed".

The economy was in a period of pronounced upswing and the Post Office was R45 million to the good. This raised the question whether the tariff increases announced in last year's budget, but only put into effect in February this year, could not have been delayed further.

This increase should see us through another five years".

Mr Widman called for the establishment of a

tariff stabilization fund, financed from surpluses over and above those budgeted for or estimated, which were not required for increasing operating capital or redeeming loans.

The unanticipated surplus this year had amounted to R34 million. The loss on postal services had to be carried by the profit on telecommunications services.

When the increases had been announced last year, it had been stated that they would average 13 percent. In fact they averaged about 37 percent.

The Minister of Posts and Telecommunications, Mr Henne Smut, should revise the telegram tariff from its present five cents a word back to three cents. Telegram services already showed a loss and the February increase would prove counter-productive, as people would use telephones instead. Postage and COD rates should also be reviewed.

Welcoming the salary adjustments for Post Office staff, Mr Widman said coloured employees still received 90 percent of the salaries of their white counterparts while for blacks the ratio was 80 percent.

The postmaster-general should set an example to South Africa by eliminating the wage gap entirely. He has the ability, the means and the machinery to do this. There is no reason why a coloured postman should receive any less than a white postman. The job is the same. — Sapa



Mr Alf Widman

# TV REVOLT OVER ARMY PROPAGANDA

Revealed at last:

SAW EXPRESS  
30/3/80

The real reason why  
Pat Rogers was driven  
into SABC wilderness

267  
268  
269

By KITT KATZIN

A PRIVATE film company had to shoot a sabre-rattling Defence Force documentary for the SABC after the corporation's own producers refused point blank to associate themselves with what they called "a propaganda ploy which stank to high heaven".

As a result of the revolt, top TV interviewer-producer Pat Rogers was moved within days to a department right out of the firing line — low-key TV variety shows.

One year later Rogers quit the SABC

The crisis erupted in conference room 1431 at Auckland Park, when the then head of the documentary section, Mr Don Briscoe, fresh from a briefing by Defence Force generals in Pretoria, ordered the producers to drop their current work to make way for an urgent glamour film on the SADF

And at a second meeting Mr Briscoe indicated that other Defence-oriented

and propaganda programmes were on the cards

Mr Briscoe ordered the immediate axing of an exciting and courageous documentary, "Challenge", on which Kevin Harris who has also since quit the SABC, was working "Challenge" was to have reflected the philosophical and political attitudes of Coloured and African youths to the situation in the country

All production resources were to be immediately switched to a top priority documentary that would portray South Africa's military preparedness in the face of "events to the north"

All seven producers and the four production secretaries at the meeting objected vehemently, and challenged Mr Briscoe to say whether or not he regarded the proposed documentary as propaganda

"Let's not be afraid to use the term propaganda — and let's not be ashamed of it," he told them. But all the producers declared they were not prepared to

To Page 2

PO to aid  
STAR 8/4/80  
commuting  
(268)  
employees  
with fares

Political Staff  
CAPE TOWN — The Post Office has decided to pay part of the bus and train fares of its employees who commute to and from outlying urban areas, the Minister of Posts and Telecommunications, Mr H. H. Smit, announced last night.

Speaking in Muizenberg, he said this assistance would be given to employees of all races who had to undertake a second or third bus or train trip to get to work.

In such cases the Post Office would compensate the employees for the second and third journeys.

Mr Smit was speaking at the official opening of the 45th congress of the Post and Telegraph Association of South Africa.

Referring to the renewal of radio and TV licences, he said the SABC had agreed to the introduction of a combined radio and TV licence from July 1.

# Reduce Saturday hours, PO asked

260  
10/4/80  
Argus

POST OFFICE workers are to ask the authorities to close branch post offices on Saturdays and limit the hours of business at other post offices to 11 am on Saturday.

This was decided yesterday at the 45th congress of the Posts and Telegraphs Association, being held at a Muizenberg hotel.

The president of the association, Mr Bernie Blume, said the congress was also believed a special appeal should be made to the public, as well as commerce and industry, to restrict to essentials their dealings with the post office on Saturdays.

The introduction of these measures will result in more members of the association being allowed to enjoy the privileges of a five-day working week and will contribute substantially to making careers in the post office more attractive, said Mr Blume.

He said the congress had also expressed appreciation for the recently announced salary adjustments and improved benefits.

However, some aspects of the salary structure adjustments were not entirely satisfactory and the association would negotiate with the authorities on these points.



(CDM 11/4/80) (268)

# Post offices may close on Saturdays

CAPE TOWN — Post Office workers are to ask for branch post offices to be closed on Saturdays and for Saturday business hours at other post offices to end at 11 am.

This was decided yesterday

at the 45th congress of the Posts and Telegraphs Association, in Muizenberg.

The president of the association, Mr Bernie Blume, appealed to the public, and commerce and industry, to restrict

dealings with the Post Office on Saturdays to essentials.

This would result in more members of the association being allowed to enjoy the privileges of a five-day working week, he said — Sapa

1/4/80 DD (268)

# Post office workers seek shorter hours

CAPE TOWN — Post Office workers are to ask the authorities to close branch Post Offices on Saturdays and limit the Saturday hours of business at other Post Offices to 11 am.

This was decided on Wednesday at the 45th congress of the Posts and

Telegraphs Association, being held at Muizenburg near here

The president of the association, Mr. Bernie Blume, said. "This would result in more members of the association being allowed to enjoy the privileges of a five-day working week." — SAPA.

For two reasons the actual productivity of any group cannot be predicted perfectly. First, natural

Imperfect Predictability  
of Performance:  
Risk Bearing

ways, told to "maximize public welfare and benefit." (The agency might be a nonprofit corporation for hospitals, colleges, or the post office.) How is "maximize public welfare" interpreted? In our example, maximize the number on board? Or maximize the catch on the boat? Or the social total? Maximizing the catch on board would, as we have seen, result in marginal products on board that are less than on shore, thereby reducing the social total—a social waste.

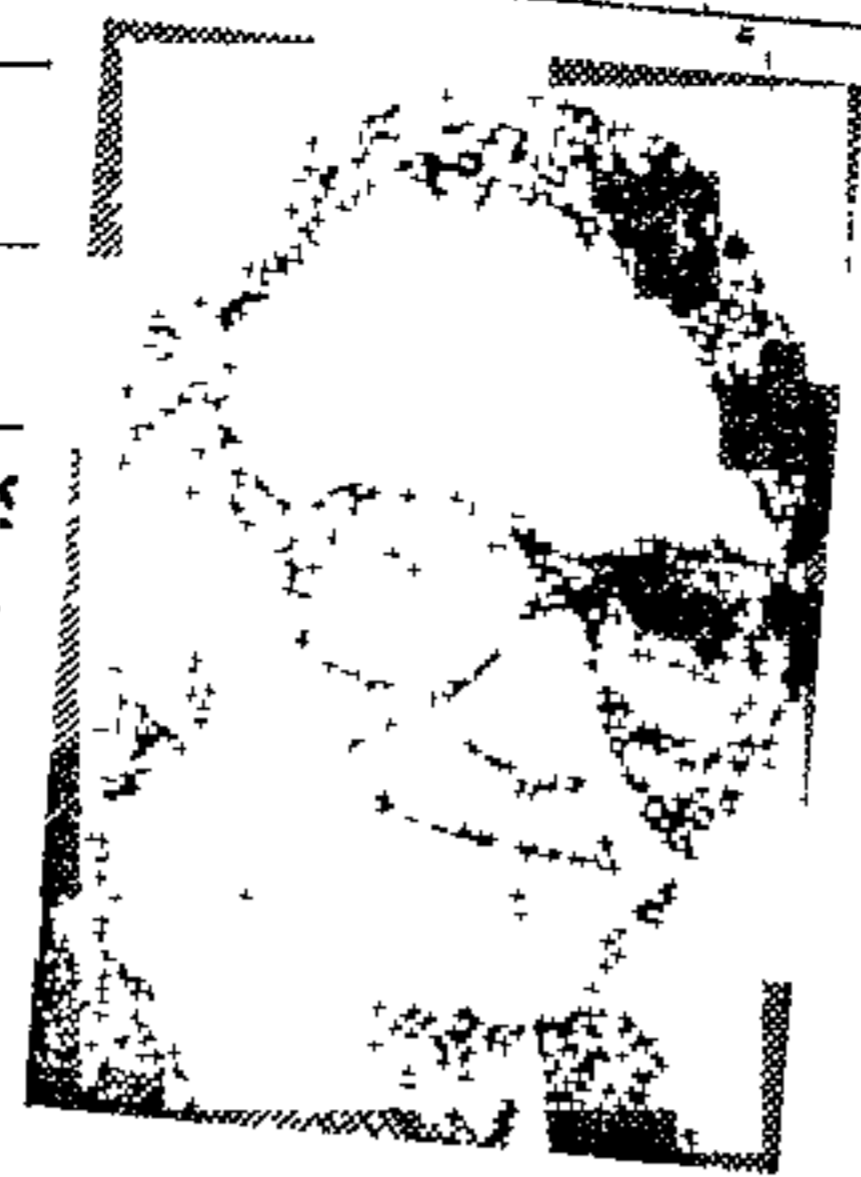
The ambiguous goal "maximum public benefit and welfare" is sturdy and widespread, because its ambiguity permits the authorities wide latitude of interpretation and hence of measuring performance. It is commonly mandated for government authorities who control access to the television and radio electromagnetic spectrum, air space for airplanes, postal service, highways, national and state parks and beaches, airports, harbors, schools; it is even applied to federal forests, offshore oil, and federal land. Zoning commissions that control the use of land (such as how congested it can be) are similarly instructed to maximize public usefulness. But hardly any government authority is instructed to maximize profits: not the post office, or the water, electricity, gas, or bus company. All are instructed to "serve the public," or "break even"—with consequences that are now more explainable.

boat (which is the same as total rent since we assume the boat is costless to operate). He charges a fee of 2.8 fish per person for the right to be on board. With an average catch of 6.8 out of which each pays 2.8 and keeps four, only five persons will want to be on board. Now the 14-fish rent (social gain) goes to the government and is distributed however the government sees fit. It would appear that the only difference between this and the private-property control system is in who gets the 14-fish gain. The private owners, seeking personal profits, also achieved the maximum social output.

However, if our government agent takes life easier and doesn't charge the right fee, what will he lose? The loss is imposed on the public as a whole. But who in the public or government has an incentive as strong as a private owner to detect opportunism or shirking of prescribed duty? In contrast to the private owner, a political authority suffers less loss of potential personal wealth in being less attentive to nonownable gains. And if there is uncertainty about the potential catch on board, he would permit extra people on board if that made him more popular and enhanced his hold on political office. Or to make his personal life easier, the authority might allow too few on board because that permits shorter working hours for him (like closing on holidays and earlier in the afternoons) and not operating the boat as fully as would maximize profits. Soon we shall see how *incentives* and *uncertainty* about future potential production are critical influences on methods for coordinating and controlling joint production activity.

But when has a government agency been supposed to maximize profits? It is usually, or at-

STAR 7/5/80 (268) (271) (136)  
News reader to stay on



Mr Cornelius

Mr Andries Cornelius will not lose his job as a freelance news reader on SABC-TV now that he has become an official of the controversial Mineworkers' Union.

Asked how his new job affected his position at the SABC in view of the fact that the union has featured prominently in past news bulletins, SABC spokesman Eric van der Merwe said

"Mr Andries Nornelius is employed for his ability as a news reader.

"Because he is a freelance we are not interested in what he is doing for a living."

Mr Cornelius has succeeded the Mineworkers' Union's recently retired welfare officer and will also act as legal adviser to the union.

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SOUTHERN RHODESIA  
ACTS AND STANDARDS

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# SABC getting staff from abroad — but at great cost

STAR 14/5/80 (268) (174)

Recruitment overseas has partially solved the severe shortage of qualified SABC staff — but at a cost estimated at thousands of rands

Mr D Esterhuysen, head of personnel at the SABC, who returned from a six-week visit to the USA and Britain last week, said about 30 engineering technicians living abroad had been offered jobs by the

SABC

Mr Esterhuysen said three SABC executives — deputy director-general Mr G Yssel, engineer controller Mr N Smuts and himself — had seen about 100 applicants abroad

Of the original 300 applications made, 30 academically qualified men in the field of electronics and mechanical engineering had been

made offers. If all of them accepted, the gap in technical staff at the SABC would be considerably narrowed, particularly the senior positions

The SABC advertised abroad in several newspapers and publications and in trade magazines at considerable cost. The corporation would also be paying the travelling expenses of the new employees and their families

"We need more trainees, but we plan to recruit staff internally. Our problem is that the demand for qualified staff constantly outstrips the supply — there just are not enough qualified people in South Africa"

The appointments were being made across the board, but training would be provided for any staff member not skilled in the sphere of broadcasting

# GPO in 'trespass' row

1951

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**SUNDAY POST**  
Reporter

THREE labourers may take legal action over an incident last Sunday in which police arrested them for "trespassing" in the Post Office camp where they work and live.

The men, Mr Samuel Rataele, Mr Johannes Mijane and Mr Adam Hendricks, say they were wrongfully arrested. They say the police told them "your boss told us to get you for trespass."

The men were found not guilty and discharged when they appeared on a charge of trespass in the Bryton Magistrate's Court the next day.

The charge sheet alleged they were trespassing in the Post Office camp at Crown Mines "without the permission of Mr Martin Burger".  
The men identify a Mr

one of their supervisors at the camp. Mr Rataele was in his tent in the camp on Sunday afternoon when a white policeman called him out.

The policeman asked a white supervisor, Mr Brown, who was watching, whether he knew Mr Rataele. "Brown said he didn't know me," said Mr Rataele.

### Police van

He said he was forced into a police van and was taken to Langaagie police station.

All three men say that a white policeman told them at the station that "your boss said we must lock you up for trespassing."

Mr Malapane, who was arrested with Mr Rataele,

said he told this policeman that he could look at his pass and see that he worked for the Post Office.

"The policeman said I could tell this to the magistrate," he said.

Mr Hendricks said he was leading cable onto a truck in the camp on Sunday afternoon. When he went to Mr Rataele's tent to lock for the driver of the truck, he was arrested.

He says that three supervisors, including Mr Brown and Mr Burger, were watching as he was taken to the police van, and that Mr Brown told the police that he didn't know Mr Hendricks.

Mr Hendricks also claims he was assaulted by a white team of supervisors the Sunday before, after the supervisor had taken his team of

workers to a plot in the veld and spent much of the day drinking wine and brandy instead of working.

When they got back to the camp Mr Hendricks told another supervisor what had happened.

The first supervisor saw this, and saying "what lies is this man telling", grabbed Mr Hendricks behind the neck and then kicked him repeatedly on the head when he fell to the floor.

### Head injured

Mr Hendricks showed a SUNDAY POST reporter a lacerated area on his temple which he said was the result of the kicks.

He said his nose had begun to bleed at frequent intervals since the incident.

He said he went to John Vorster Square on Mon-

day and Tuesday to lay a charge of assault and was told both times to come back the next day. On the Wednesday he was told that Crown Mines was "out of John Vorster Square's area".

A post office spokesman this week described the men's allegations as "a pack of lies" and "incredible".

He told SUNDAY POST: "I don't think there's a story in it. It's not good publicity."

He alleged the men were arrested for obstructing the police who, he said, were called in by the post office to remove workers from the camp.

He claimed that senior officials in the camp had completed a thorough investigation of the complaints and "we couldn't find any truth in the story".

Rataele (left) and Mr Hendricks - accused.

# Post Office technicians are grossly underpaid

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RDM 16/10/80

THE newsmedia has made public the fact that 1981 is to ring in changes in telephone facilities. The shortage of 40 000 telephones on the Witwatersrand has also been made known.

I do not believe the Post Office has any hope of clearing the backlog in telephone applications, let alone the provision of video telephones, digital telephones and the host of goodies now being planned.

This is because the Post Office electricians and technicians are grossly underpaid. Let's compare them with their counterparts in municipalities and the private sector, where similar perks, or better, exist.

The Senior Technician, after a lifetime of good service, can reach a maximum of R11 130 a year. The Technician, who is a highly-trained and skilled unit, can earn the maximum of R8 070 a year. Advertisements in the newspapers show artisans, with only Standard Eight and a recognised apprenticeship, getting the following offers: diesel mechanics R15 000 a year, electricians R10 200 a year and masons and boiler-makers at R9 300 a year.

The counterpart of the tradesman in municipal service would be the Post Office electrician who receives a starting salary of R3 900 a year and can progress to R5 880 a year.

It is obvious that the Post Office electrician will remain the poor white of the community. At present he must buy secondhand school uniforms for his children, he has to eat the cheapest offal as red meat is beyond his means and he can afford to visit his out-of-town relatives only once a month.

The technician, who is highly skilled in electronics and electro-mechanics, starts at a salary of R5 220 a year. This is a matric man with passes in both science and mathematics, and who has completed a three-year period of intensive study of electronics and related subjects in the telecommunications field. Even he finds it impossible to buy his wife the occasional bunch of flowers, and must wait for his 13th cheque on his birthday to be able to buy any major household appliance. His yearly increase is R42,50 a month.

A critical shortage of technical staff exists on the Witwa-

tersrand and in the Vaal triangle. To attract staff from other centres a Reef allowance is given. My allowance is R4,50 a month. No person in his right mind is going to sell his house at the coast, give up his friends and start anew in the Transvaal where housing costs are soaring, just to get an extra R4,50 a month.

New salary scales, when introduced last April Fool's Day, were done so with the utmost secrecy. This suited me fine as I did not want my children to know what pittance I was receiving after a lifetime of loyal service.

It is all very well to say that salaries will be adjusted as the cost of living index rises, but a 12½% increase next April Fool's Day is not going to attract new entrants to the Post Office. It will not help the poor underpaid, underfed and badly clothed Post Office electrician to pull himself out of the quagmire of debts incurred to feed and clothe his children.

It is high time that the Post Office put flesh on the bones of its promises — **POOR WHITE, Krugersdorp.**

# Govt set to close pay gap another notch

By GERALD REILLY  
Pretoria Bureau

THE removal of pay discrimination in the public sector will be taken a significant step further in next year's increases for nearly a million workers, according to Government sources in Pretoria

Last year, pay rises for whites in State and Provincial departments averaged about 10,6%. The increases for blacks ranged between 14% and 15%

The sources say blacks can expect another move towards levelling pay scales in the estimated R600-million needed to provide average rises of about 12% next April

According to the Department of Statistics, of the 915 000 workers in State and Provincial departments, including the Railways and Post Office, 506 000 are of race groups other than whites

The number of blacks working in the public sector is 363 000.

During the present financial year they will earn about R1 210 000 in a total wage and salary bill for the public sector of about R4 300 0000

A senior official of the Commission for Administration said in Pretoria yesterday the pay gap had been closed for doctors and other professionals in the service

"The policy is to work down from the top, and the programme to remove discrimination provides for a progressive

penetration down to the lowest levels"

It was hoped to implement Phase 4 of the programme next year. Depending on the availability of funds, Phase 5 might be introduced simultaneously

The general secretary of the Postal and Telegraphs Association, Mr Daan Coetsee, said the Post Office had been working on the removal of pay discrimination for 10 years

"There isn't much left. The gap is almost closed in most areas in the Post Office, and within the next two or three years all traces of discrimination will have been removed."

There was still a narrow gap in the pay levels of black and white postmen. This, too, would be closed

The chairman of the Federal Consultative Council of Railway Staff Associations, Mr Jimmy Zurich, said the Railways administration had been asked to close the wage gap "immediately"

The reply was that at a cost of between R300-million and R400-million, this would be too costly

The aim now was that pay discrimination should be totally eliminated within five years

Mr Zurich said there were now 21 000 black rail workers doing semi-skilled work formerly designated for whites, and that more than 1 000 of these were in the technical divisions

RD by  
31/10/80

268

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PUBLIC SECTOR —

TELECOMMUNICATIONS —

LABOUR

1/2/81 — 31/12/81



## HEALTH MICROPLANNING IN THE DEVELOPING COUNTRIES: A SYSTEMS APPROACH TO APPROPRIATE TECHNOLOGY

Maurice H. King and Soebagyo Martodipero

A method of systematically paring the technical details of personal health care in the developing world is described. In contrast to national health plans of the traditional kind—"macroplans"—those for health technology have to be minutely detailed, henceforth termed "microplans" (They have also been called "microplans" but this term has other usages). A microplan is defined as a set of components (instructions for technologies, equipment lists, on instruments, etc.) prepared nationally to support a particular system. The rationale for a microplan is that the whole is more than the sum of its parts. A microplan is itself a system in two senses. First, the microplan need to be organized so as to support one another. Second, a microplan must themselves be integrated into a system which is applied to induce change and so improve the technical quality of health care. It also be used to train new workers. Since the technology for health care is so similar all over the developing world, once a "master plan" for a particular subsystem has been prepared, it can be adapted readily to other countries.

### Postal workers still unhappy

The 12 percent increase announced for civil servants in yesterday's mini-budget "doesn't look too good," according to the Secretary for the Postal and Telegraphic Association of South Africa, M. D. de K. Coetsee. He said today "I would

like to see how much our Minister is going to appropriate before comparing us with the public service and see if fringe benefits are improved

"But the 12 percent increase won't halt staff losses. They wanted more than that."

*language of the Development Set,  
uses the English Alphabet,  
use swell words like "epigenetic,"  
"pro" and "macro," and "logarithmic."*

Anon.

### MACRO AND "MICRO"

Over the developing world ministries of health are busily preparing manuals for their workers (5, 6). The great recent increase in this activity is a belated recognition that somewhere in the health care system detailed decisions have to be made about what health workers are to do. In recent years the science of decision making at the macro level has developed considerably and is known as health planning. It includes

Dr King has been working for the World Health Organization. His views are his own, however, and do not necessarily reflect the opinions or policies of the Organization. This paper is based on his previous work in Africa (1, 2), and also on a master microplan (3, 4) for primary child care, together with an adaptation of it for Indonesia.

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such matters as the kind of hospitals to be built, where they should be built, and the number of health workers to be trained. At the present time, however, most formal health planning is considered to stop at the level of the worker. It does not include such micro decisions as what diseases he should be able to diagnose and treat, what his educational objectives should be, what drugs and equipment he should use, or how the quality of care he provides should be measured. Nevertheless, when these decisions are taken nationally they are planning decisions, and in aggregate this "microplanning" for technical detail may be even more important than its macro equivalent. It amounts in effect to defining a nationally appropriate technology. In the developing world the potential benefits of effectively establishing such an appropriate technology can hardly be overestimated.

### A SYSTEMS APPROACH

Conceptually, microplanning is an attempt to identify a subsystem from within the total health care system and to build the fragments of this subsystem into an entity, a microplan, which must fit into the total system and improve its functioning. Looked at another way, microplanning is an attempt to forge multidimensional links between some of the fragments of the global health care system—to link up diseases, physical signs, items of equipment, drugs, doses, visual aids, evaluation instruments, service needs and training requirements, and even some of the activities of WHO and UNICEF—and to do this so well that the resulting creation—a microplan—fits into the total health care system of a country and improves its working. A microplan is an attempt to coordinate multiple components, such as the description of a technology and the evaluation instruments for it, and to think in terms of an operational unit which is larger than any individual component. At the same time, a microplan must not be so large and complicated that it becomes impractical and the interconnectedness of its components decreases. If a microplan is constructed to a sufficient level of excellence, it may perhaps be adapted and used in many countries—a "master microplan." Thus, a microplan is not merely a "package" of services, such as a particular mixture of child care and maternity care.

The microplan for primary child care described here fits into the health care system in two places. It is implemented in the districts, clinics, and health centers, where it is introduced during "implementation programs" lasting a few months. It is also used in schools training new workers.

Microplanning begins with the choice of a limited field, such as child care. The appropriate technologies in this field are then linked together into a system and described in a worker's manual that can be used both for initial training and retraining. This is then backed up with a manager's and teacher's guide containing a variety of components appropriate to these roles. The term manager's guide is used to distinguish it more readily from the worker's manual. The managers in the case of a child care microplan are the doctors and senior midwives who are responsible for district services and who run implementation programs. The use of the terms worker and manager is convenient, since it makes it possible to write the manual and the guide for particular roles rather than for particular staff categories.

(1) For the purpose of the Census, the total number of posts in the area is 135. Of these, 8 are vacant and 127 are filled. The total number of employees in the area is 127. The total number of employees in the area is 127.

(2) (a) what is the authorized establishment in this area in respect of Whites (b) how many of these posts are vacant and (c) how many non-Whites are employed in the vacant posts?

The MINISTER OF POSTS AND TELECOMMUNICATIONS

|            |     |
|------------|-----|
| (1) Whites | 135 |
| Coloureds  | 8   |
| Indians    | 706 |
| Blacks     | 54  |
|            |     |
| (2) (a)    | 142 |
| (b)        | 7   |
| (c)        | nil |

# Workers down tools over pension Bill

EAST LONDON—About 1 400 workers at Federale Electronics' SATV factory in Wiltonia walked off the production lines yesterday.

The workers stopped work in protest against the proposed Pensions Bill although SATV assured them on Thursday afternoon the company would be exempt from the planned law.

One of the workers, Ms P. M. Ndlazilwana, said that about 1 400 workers stopped work before being told by the SATV management to take the remainder of the weekend off.

She said the workers were told to collect their wages, which are paid every Friday, and return to work on Monday. Anyone who did not return to work would be dismissed.

Ms Ndlazilwana said a works committee meeting

at the factory on Thursday informed workers they had nothing to fear from the proposed Bill.

She said at about 3pm on Thursday the management informed the workers that they had telephoned Pretoria and had been assured SATV would be exempt from the new pension system.

The workers did not believe this assurance, Ms Ndlazilwana said.

Yesterday morning workers arrived at the factory and clocked in, but instead of going onto the factory floor they went straight to the canteen.

Management officials again told the workers SATV would be exempt from the new proposed pension scheme and that the workers should collect their wages and return to work on Monday.

Ms Ndlazilwana said they were warned that anyone who did not return

to work on Monday would be dismissed.

The workers object to the proposed new scheme as they fear they will not get the benefit of their pensions.

The new scheme proposes that pension fund contributions paid by workers during their employment with a company will be automatically transferred to another company if an employee leaves and joins the other company.

At present if an employee leaves a company the pension fund contributions made during employment are paid back and the worker has to start a new pension scheme on joining another company.

However, a number of black workers object to the new system as they want the choice of being paid their pension contributions on leaving a company — DDI

CHEMICAL

J H Rens

Civil Engineering.

student in Land Surveying or  
examinations to the best male  
Awarded on results of final  
Professor George Menzies Prize

B F McClelland  
J H Rens  
D P Weeks  
I J Cumming  
P H Salmon

Fourth Year (Gold Medal)

Miss N C Davidson

Third Year (Silver Medal)

Miss C C Littlewort

Second Year (Bronze Medal)

For the best student in each  
of the 2nd, 3rd and final years.  
Corporation Medals

# 11 fired as strike ends

EAST LONDON — Eleven workers — one of them a man — were yesterday fired at Federale Electronics' SATV factory after all but one of the 400 workers who downed tools on Friday returned to work.

The managing director of the company, Mr Mike Bosworth, confirmed the workers had been dismissed and said they had either chosen to be paid off or had been found to have been behind the disturbance and confusion which had led to the downing of tools last Friday.

But nine of the workers interviewed yesterday said they had been told on Friday that if they wanted to keep their jobs they should return to work on Monday and obey the company's rules.

"We did just that but we were handicapped from the various groups and given no reasons for our dismissal."

One woman, Miss Nomqondiso Sikweyiya, said she had been off sick on Thursday and last Friday.

"I knew nothing about the strike but I was concerned about the pension question which led to it," she said.

When they were told by Mr Bosworth either to go in and work or stay out and be paid off in order to get their pensions, Miss Sikweyiya stayed out.

"I thought I would get a chance to put my case to management but no one seemed interested in that. All that was done was to send me to the canteen with all the others and no one bothered to find out why I had not gone in."

Others told similar stories but some said they were taken from their places of work after the morning teabreak and told to go to the canteen where they were told their services had been terminated.

"We asked the works' committee to go and plead our cases but they came back to tell us management would not budge."

They claimed it appeared there was no clear system applied in firing them.

Mr Bosworth said production had been suspended in one of the two factories on Friday following a misunderstanding and confusion over proposed pension

ing them.

Mr Bosworth said production had been suspended in one of the two factories on Friday following a misunderstanding and confusion over proposed pension fund legislation.

"We have applied for and have been given an exemption on this intended legislation," he said.

"We have always said our policy is not to act or discuss any workers' grievances under duress."

"We issued a statement on Friday, spoke to the workers explaining our position and the confusion and we told them that if they wanted to work they should return to work on Monday or leave if they did not want to continue working for us."

Mr Bosworth said his company would have benefited by up to R500 000 if it paid off the pension money due to its employees but it did not want to do this because it believed it had a duty to its employees.

"I believe that any employee being paid off pension money must resign to get it."

"We have now identified people who were holding meetings. We have a total understanding with the works' committee and at no stage have we had any misunderstanding with the committee."

The eleven workers fired are Miss Sikweyiya, Mrs Phumlos Lutuli, Miss Ndaka, Miss Zanele Kwakweni, Mrs Ntutu Sohaba, Miss Thembisa Nomela, Miss Patricia Mhaga, Miss Cynthia Nginase, Miss Maureen Jubati, Mrs Patience Nodasa and Mr Thami Mzinyati — DDR.

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 W. J. H. ...

**Labour Reporter**  
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 awarded to the student with the  
 highest marks in the

CHEMICAL

J. H. Rees  
 Civil Engineering  
 student in land surveying or  
 examinations to the best made  
 awarded on results of final  
 Prize for George Henries Prize

- B. F. McClelland
- J. H. Rees
- D. P. Weeks
- I. J. Compton
- P. H. Johnson

Fourth Year (Gold Medal)

Miss M. C. Davidson

Third Year (Silver Medal)

Miss G. C. Littlewort

Second Year (Bronze Medal)

For the best student in each  
 of the 2nd, 3rd and final years.

Corporation Medals

# NOW PRO Crisis

RDM 11/2/81

250

268

257

175

By HELEN ZILLE, Political Correspondent  
HOUSE OF ASSEMBLY

THE extent of the crisis in government was further exposed yesterday by the disclosure that the Post Office lost almost a quarter of its fulltime staff during the last financial year.

This was revealed in the report of the Postmaster-General, Mr. H. O. Bester, tabled in Parliament yesterday.

It showed the Post Office lost 17 204 fulltime officials in 1979-80 — an exodus of 22.5% of staff and 2 167 more than it lost the previous year.

The report warned, "Unless there is a drastic and sustained improvement in the position with regard to clerical staff, serious problems are foreseen in the filling of higher graded and management posts in the future."

It follows hard on the heels of the report of the Auditor-General, Mr W G Schuckering, in which he warned that the serious staff shortage in the Department of Correctional Services was a result of the implementation of the Minister of Prisons' decision to appoint by the vice and other departments involved, 'deadweight' to the Department of Prisons. The interdepartmental committee, consisting of senior officials of the South African Prison Service and other departments, was appointed by the Minister of Prisons to investigate the implementation of the decision to appoint by the vice and other departments, 'deadweight' to the Department of Prisons.

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243  
11/2/81

routes from a... Cargo United States to Africa rates are likely to increase by an average of 4%

At the very least, the vast number of civil servants who engaged in unproductive bureaucratic procedures, or in making to make wasteful ideological policies work, should be transferred from those departments into others which can contribute to efficient government."

He noted that the Erasmus mission inquiring into the formation scandal had recommended the extension and improvement of audit procedures

Two years after this, Mr Eglin said, the Auditor-General was saying he faced such a critical staff shortage that certain aspects of the auditing an at present scarcely be regarded as adequate enough to verify the soundness and correctness of the accounts concerned."

"South African taxpayers, who entrust vast sums of money to the Government each year, have every right to be concerned," Mr Eglin said

"The Information scandal showed how, when the audit control is inadequate, the rot sets in."

The severe shortage of auditing and Post Office staff was a small part of the overall administrative collapse under the National Party's rule, Mr Eglin said.

The near-collapse of the teaching, nursing, police and Justice staff showed how far the breakdown in public administration had spread

Telecommunication  
technicians

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291 Mr H E J VAN RENSBURG  
asked the Minister of Posts and Telecom-  
munications 23/2/51

(a) How many (i) Black (ii) Coloured and (iii) Indian members of the Post Office staff have qualified as telecommunication technicians and (b) what are the commencing salaries for qualified telecommunication technicians in respect of (i) Whites (ii) Blacks (iii) Coloureds and (iv) Indians?

The MINISTER OF POSTS AND TEL-  
COMMUNICATIONS

(a) (i) 17

(ii) 70

(iii) 72

(b) (i) R5 220 p a (R6 210 in the Witwatersrand and Transvaal regions)

(ii) R3 816 p a

(iii) R4 698 p a

(iv) R4 698 p a

**Post Office personnel attacked by dogs**

288 Mr H E J VAN RENSBURG asked the Minister of Posts and Telecommunications

- 11/15 6 Q 26/2/81
- (1) How many cases of Post Office personnel being attacked by privately owned dogs while performing their official duties were reported in 1980
  - (2) in how many of these cases did the victims (a) suffer (i) serious and (ii) minor injuries and (b)(i) claim and (ii) receive compensation from the State
  - (3) what was the value of the compensation paid by the State to each victim?

**The MINISTER OF POSTS AND TELECOMMUNICATIONS**

- (1) 450
- (2) (a) (i) 41  
(ii) 409
- (b) (i) 4  
(ii) 4
- (3) R136 00 R200,00, R200 00 and R133 67 respectively

*Note*

It is mentioned for the hon member's information that—

- (a) in all the cases medical expenses were paid in full by the State, and
- (b) all absences resulting from injuries sustained were treated as special sick leave with full pay

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26/2/81



Not only will it close the 1980-81 year with a 17% higher operating surplus of R116,3m but it will also provide its staff of 76 000 with a 12%-15% wage adjustment — and still hold tariffs at existing levels

As in previous years, the GPO has benefited a great deal from the marvels of modern electronic technology, a phenomenon whereby equipment seems to get cheaper as it becomes more sophisticated. In the year now drawing to a close, GPO's main earnings base, the telephone network, was expanded by 250 000 units, 21% up on last year, bringing the total number of services to nearly three million. Even so, there is expected to be a waiting list of 130 000 at the end of March. Minister Hennie Smit says this is largely due to an explosion in demand among blacks.

But even in the more labour-intensive divisions of the GPO, postal and telegraph services, greatly improved productivity helped to trim anticipated losses. The postal service lost R53m, not R63m while the public telegraph services lost R13,5m and not R15,6m.

All this, plus the fact that real gdp growth for the year was about 8%, boosted GPO revenue nearly 4% higher than the estimate to R1 133m (R1 090 estimate), but expenditure went only 1,5% over the R961m estimate, to R975m. So after providing for loan redemptions and an increase in standard stock, the operating surplus will be nearly 17% higher than budgeted for.

Because of the improved earnings position, no tariff increase is contemplated "at present". The April 1 wage increase for staff will probably require about R50m (R41m last year) which for the time being, can be financed out of revenue, but the Minister was vague on capex plans for 1981-82 (R424m in the current year).

It may be necessary, therefore, to raise tariffs in the main Post Office budget in August. GPO is determined to reduce the extent of internal cross-subsidisation in the department and bring postal charges closer to costs.

By the end of the current year, the

GPO BUDGET

Model utility

Sound financial management and technical planning make the GPO a model for other state utilities



268

FM 27/2/81

automatic telephone exchange system will have been expanded by 176 000 lines, while in 1981-82 the system will be expanded by 133 000 lines and the first two digital exchanges will be commissioned. In the current year the number of new telex services grew by 3 070 or 16,5% as users sought to get away from the more cumbersome public telegraph system.

# 65% of SABC staff say they are happy

RDM 13/3/81 (268)

By IAN REID  
TV Editor

THE SABC up at Broadcast Centre, Auckland Park, Johannesburg, is a 65% contented place

Two-thirds of the staff would choose the corporation if they were to start their working careers all over again

That was the happy news released by a delighted SABC Public Relations Department yesterday — and it was not of their own making

The corporation has released the findings of its in-house market research survey conducted by Market Research Africa (Pty) Ltd between August and October last year

The main reasons for choosing the SABC as a career again centred round job satisfaction, opportunities for promotion, a secure future and good fringe benefits

However, another 17% of the staff would not choose the SABC again. Their reasons were lack of promotion and recognition, salaries and the possibility of more rewarding and satisfying jobs elsewhere

More happy news was that six out of 10 staff members

(60%) would advise their sons to join the corporation. In the case of daughters this was 50%.

But the result of the survey was not glad tidings all along the line. In fact 71% of the English-speaking staff felt there is "a fair amount — or a great deal — of favouritism at the SABC"

Only 18% of the staff felt top posts were filled by Afrikaners/Broederbonders/Nationalists

While on politics, however, the returns showed that 42% of the employees did not think the corporation should broadcast editorial comment

And 61% felt programmes in English bought overseas should not be dubbed. The same percentage felt the corporation bought too many overseas programmes and made too few locally

A spokesman for the corporation said yesterday that the survey would be considered by the corporation's board at its next meeting, after which a statement could be expected

● In its findings MRA comments that of the 4 095 questionnaires distributed, 2 683 were returned — 66,1%

# Soweto telephone technicians held

JOHANNESBURG — Three Soweto telephone technicians were arrested at their homes by security police yesterday morning. They are Mr Elias Mosunkutu, Mr Bob Mabaso and Mr Alpheus Khumalo.

Last Wednesday a colleague, Mr Ben Raboyane, who works as a counter clerk at the Orlando post office, was arrested at his home. The South African Police Directorate of Public Relations in Pretoria, confirmed the detentions and said they were being held under the country's security legislation. Police at Soweto's Police headquarters in Protea, have confirmed the detention of Mr Raboyane.

Sources close to the four men believe they have been detained in connection with their plans to establish a trade union for post office black workers.

Mrs Nonqaba Mosunkutu said seven white and two black policemen knocked at their Klipspruit home at 1 30 am.

"When we opened they asked who the father of the house was. My husband told them he was. They then searched the house and thereafter said they were taking him to the Soweto police station where I could come for further information on his detention" — Sapa

# PO workers are detained

## Labour Reporter

The Security Police have detained four Soweto postal employees

Three Soweto telephone technicians, Mr Bob Mabaso, Mi Elias Mosunkutu and Mr Alpheus Khumalo were detained yesterday

Last week Security Police detained Mr Ben Raovane of Mzimhlope, Soweto, who has been involved in promoting trade unionism within the Post Office

Sources say the detentions are a bid to halt the growth of trade unionism in the Post Office

Handwritten notes and stamps: 2/8, 12/8, 2/8, 7/8, 1/8, 2/8

CT 27/3/81  
Men held  
under  
Section 22

JOHANNESBURG -- Lawyers representing families of three Soweto post office workers, detained by security police on Wednesday, said here yesterday that the men were being held under Section 22 of the General Law Amendment Act

The men are Mr Elias Mosunkutu, Mr Bob Mabaso and Mr Rupert Khumalo

However, the South African Police Directorate of Public Relations yesterday confirmed only the detention in terms of security legislation of Mr Khumalo and Mr Benjamin Raboeane, a post office counter-clerk detained last week

Sources close to the men believe they are being held in connection with their plans to establish a trade union or workers' association for blacks employed in the Post Office and in telecommunications

Those detained this week are all telephone technicians -- Sapa

# Labour crisis looms in post office union

By GERALD REILLY  
Pretoria Bureau

A "TERRIBLE labour crisis" in the post office is imminent because of a chronic staff shortage, the president of the Postal and Telegraph Association, Mr Bernie Blume, said in Windhoek yesterday.

Addressing the annual congress of the association, he said the crisis was equal to, if not more intense than, the teacher crisis about which so much noise was made and which led to teachers getting a special dispensation.

Mr Blume said it was of paramount importance to the country to avert the crisis.

Planned and scheduled narrowing of the gap between the public and private sectors was urgently necessary.

The number of male clerks in the service had decreased to a "most alarming" degree last year. Since then, the problem had intensified and a stage had been reached where drastic measures were called for.

The post office management must realise that without a solid reliable and well-trained core of male officials a serious crisis would arise — "or has it perhaps already arisen".

During the decade which ended last March the number of male clerks dropped from 5 756 to 3 413 — almost 41%.

During the 70s recruitment figures dropped from an annual intake of about 2 000 clerks in the late 60s and early 70s to 785 in 1980 and 745 in 1981.

"These facts are nothing less than shattering," he said.

The resignation figure for 1980 alone was 22.5%.

Mr Blume said it was vitally important that the salary pattern for the whole of the public sector be improved.

He said that during the second half of the 70s the public sector fell further behind. The price index rose by more than 200%, while the salaries and grades were adjusted in the same period by 160%.

During the second half of the 70s "absolutely" no real improvement of post office officials' salaries was granted, only cost of living adjustments.

Mr Blume said during the 70s the difference between the price index and the salary pattern of officials widened to an "astronomical" 32%.

CN1 2 = 1,3,55  
P = < 001

| Number of Clerks | 1977  | 1978  | 1979  | 1980  | 1981  |
|------------------|-------|-------|-------|-------|-------|
| Male Clerks      | 5 756 | 5 000 | 4 200 | 3 413 | 3 200 |
| Female Clerks    | 1 500 | 1 500 | 1 500 | 1 500 | 1 500 |
| Total Clerks     | 7 256 | 6 500 | 5 700 | 4 913 | 4 700 |

THESE FIGURES OF MALNUTRITION & DEFERMENT  
USING THE SAME METHOD

# R100 000 'PALACES' FOR PO STAFF

S. S. Stork  
10/5/81

268

THE Government is building two "Post Office palaces" in Pretoria — twin towers of luxury flats costing R100 000 per unit — and letting Post Office employees rent them for as little as R16,50 a month.

The 100 civil servants who are allotted flats

## By BARNEY MTHOMBOHI

in the two tower blocks will be the most pampered tenants in South Africa.

Property experts said the unsubsidised rent on the three-bedroomed apartments would be at least R1 200 a month. That means the taxpayer is subsidising the PO workers by more than R1 100 a month on each flat.

The average monthly rental will be R40 — only R8 more than the R32 paid by some Soweto families for

four-roomed and three-roomed houses. The highest rent will be R65.

Total cost for the "palaces" is estimated at R10-million of taxpayers' money — and it is likely to be a lot more by the time

the flats are completed at the end of next year.

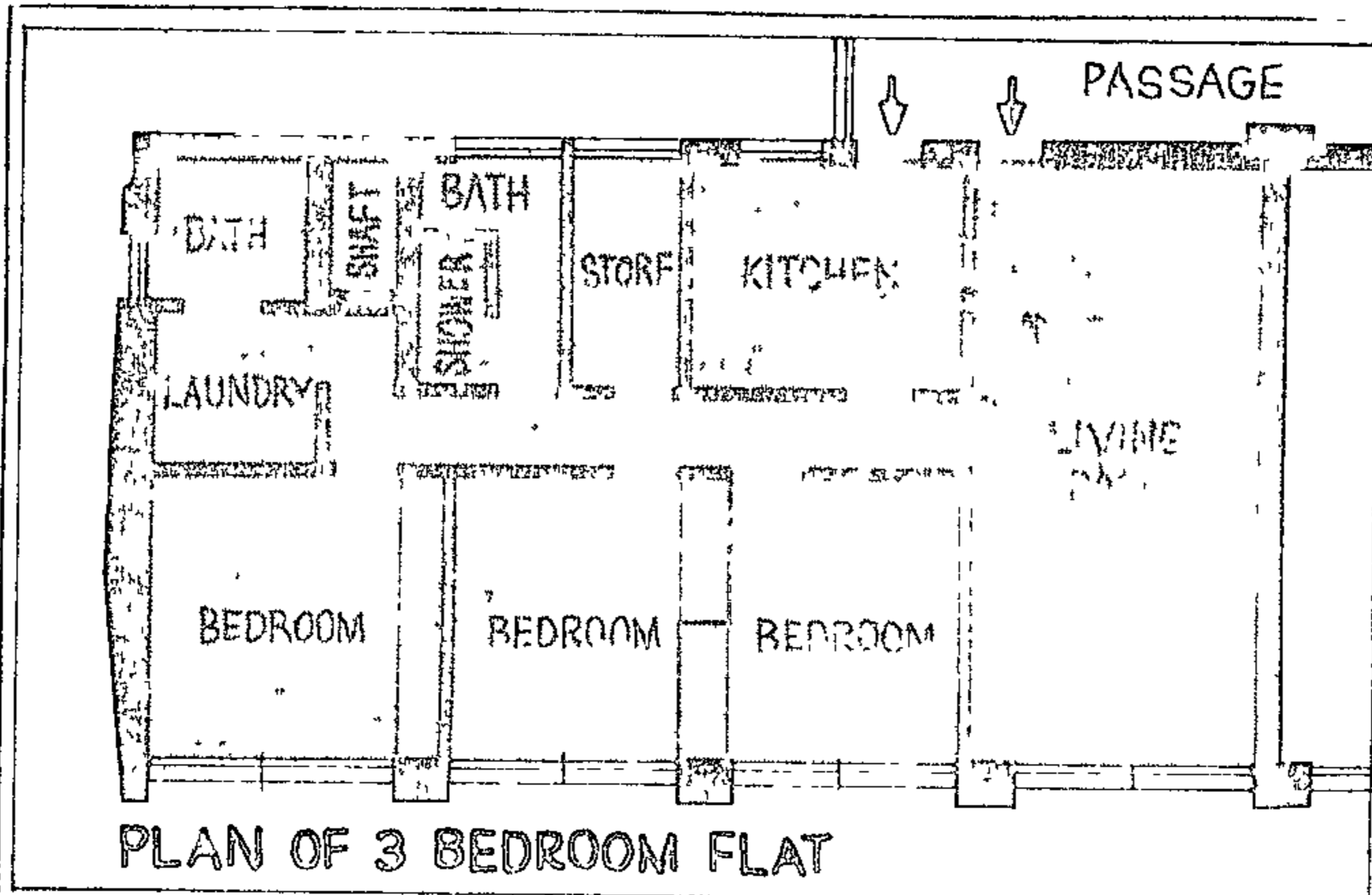
Mr Pieter Morkel, a Johannesburg quantity surveyor, said a sub-economic 90m<sup>2</sup> three-bedroomed flat could cost as little as R25 000 to build.

A high-rise flat would be more expensive to build because lifts would have to be installed.

The architect for the Post Office project, Mr Louis Cloete of Louis Cloete and Associates, said his

Property men said the flats would be undeniably luxurious. He said Mr Morkel said "A R100 000 one paid R100 000 flat for rent, if it's three-bedroomed, would have two to three bathrooms and carpets. It would have to have lots of expensive furniture too."

Some will  
pay only  
R16 rent  
for luxury



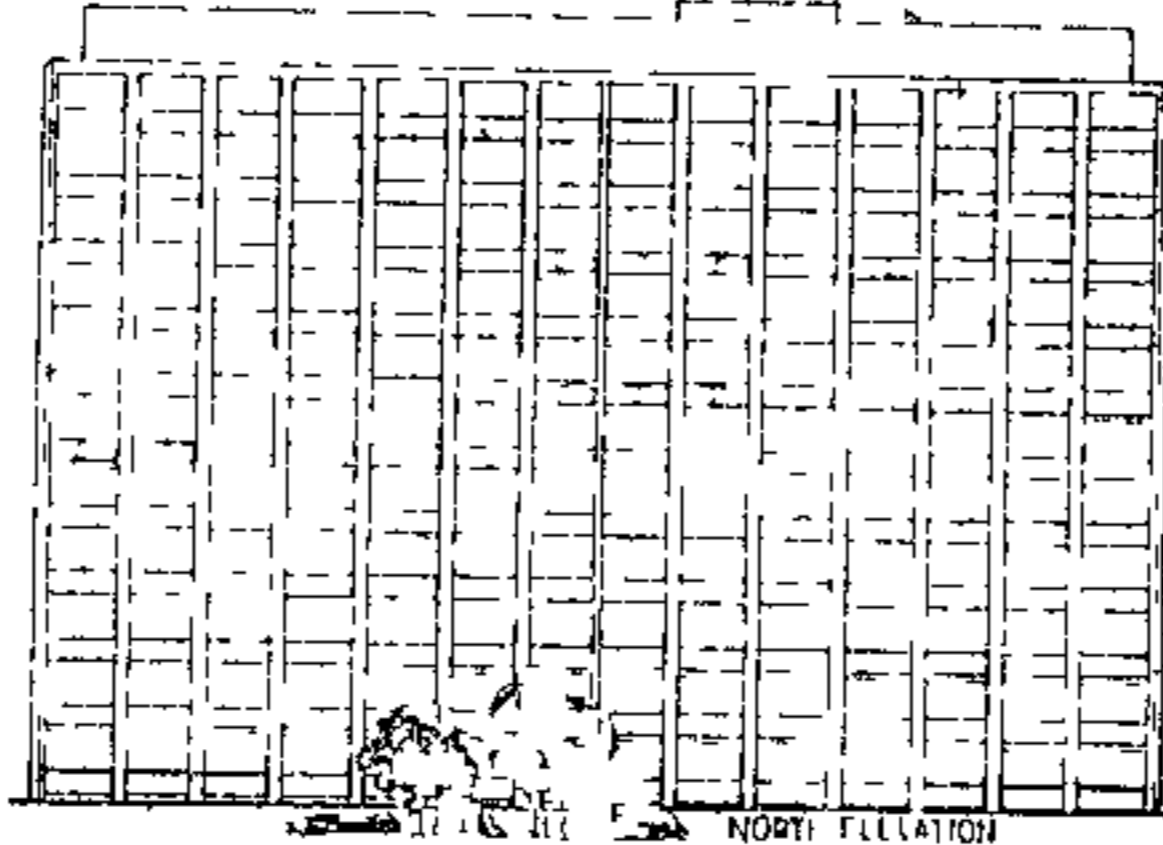
© An architects floor-plan shows what the inside of the flats will look like

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 marks)  
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 ebruary  
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From Page 1

# Cost of PO flats excessive, say property experts

S Express 10/5/81



268

© An architect's impression of the Post Office flats planned for Pretoria

this direction" He said every kitchen in the twin towers was fitted out and had a washing machine, spin dryer and dishwasher

The recreational areas were sophisticated with tennis court, swimming pool, billiard tables and darts, card rooms, jukskei, playgrounds for toddlers and "ball space" for teenagers

And the parking levels, for 106 cars, was mechanically ventilated About R600 000 went on gardening and landscaping of the towers surrounds

The cost of the flats was R392/m<sup>2</sup> and the parking garages cost R378/m<sup>2</sup>

The facts about the two "palaces", revealed in a Sunday Express investigation this week, have led to an immediate outcry from property owners, who described the cost as "extremely excessive"

And the Progressive Federal Party spokesman on Post and Telecommunication, Mr Alf Widman, said it was "absolutely ridiculous" to spend R100 000 for accommodation for one civil servant

Property men said the flats would be undeniably luxurious. Mr Morkel said "A R100 000 flat for rent if it's three-bedroomed, would have two to three bathrooms and carpets. It would have to have lots of expensive furniture too"

Mr Marc Warner of Citiplan Property Management, said "For a flat that cost R100 000 to build, a landlord will have to make R12 000 a year out of it if he is to get a return. That's R1 000 a month. Added to that is 20% running costs. So, with R1 200 a month he will only manage to scrape through"

Mr Warner said a R100 000 flat was "fairly luxurious but it depends on where the flat is built"

He estimated that a three-bedroomed flat with a swimming pool would cost in the region of R70 000 to R75 000 to build — land cost included

He strongly objected to letting civil servants pay sub-economic rentals for such luxurious flats

property industries approached by the Sunday Express quoted figures far below R100 000 for building a two-bedroomed or three-bedroomed flat

Mr Robbie Schultz, chairman of the Northern Transvaal region of the SA Property Owners' Association said spending R10-million on 100 flats for civil servants was 'excessive'

He said he did not think anyone paid R1 200 a month rent in Pretoria "I know of some very exclusive flats in Johannesburg where people pay that but not in Pretoria"

He criticized the Government for competing with the private sector, saying their responsibility was to provide sub-economic housing for the poor

A luxury flat could be built for between R60 000 and R75 000 "and we're talking about flats for the top income bracket

As far as I'm concerned spending R10 million to build 100 flats for civil servants is extremely excessive. I would have no problems if such flats were being built for the Postmaster-General and his deputies. They could use them for a thousand years

"But we feel this amount spent on flats for civil servants is extremely high"

Mr Morkel said a sub-economic 90m<sup>2</sup> three-bedroomed flat could cost as little as

R25 000 to build

Lifts would add to the cost of high-rise flats more

The towers, one of 15 storeys and the other 10 storeys will have 50 two-bedroomed and 50 three-bedroomed units and will accommodate mainly married men who have been transferred from other areas to Pretoria where there is an acute staff shortage

They will be sited at the corner of Prinsloo and Jacob Mare streets

Mr Hugo Smit, senior director of buildings in the Department of Posts and Telecommunications, told the Sunday Express that the cost of the flats could be considerably higher than R10-million if current trends in the rising costs continued

But he defended the amount budgeted for the project, saying it was 'reasonable considering the shortage and high cost of accommodation in Pretoria'

"We did it as cheaply and as economically as we could," he said

"And we did it by open tender. What else should we have done? The cost is not extravagant or excessive. Had it been considered such, clearly the Post Office would not have allowed the scheme to proceed"

...rooms and carpets. It would have to have lots of expensive furniture too"

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"But we feel this amount spent on flats for civil servants is extremely high"

Mr Morkel said a sub-economic 90m<sup>2</sup> three-bedroomed flat could cost as little as



TELECOMMUNICATIONS FACE BREAKDOWN

# Critical Staff Loss

## Hits Post Office

STAFF  
30/5/51  
2.68

SAYS

This week the Post Office appointed a special six-man committee to tackle the problem

Mr William Ridgard, Deputy Postmaster General in charge of staff and posts said the committee started its work on Tuesday

The staff shortage in telecommunications" he said is a country-wide problem and the committee's first task will be to identify areas with the most pressing problems

### Task

The committee also has the task of looking at how we can cope with the present situation. It will investigate ways of attracting people to the Post Office's telecommunications services as well as the causes of so many resignations

"We are recruiting overseas and are using as many women with the right qualifications as possible to try and contain the present situation," he said

A major problem, Mr Ridgard said, was a shortage of people with the right qualifications to enter telecommunications services

"The solution will come when more and more blacks are trained in this direction and we are doing everything possible to encourage them to become qualified for a career in the Post Office's telecommunications services"

### Own Correspondent

South Africa is facing a breakdown of its telecommunications services

This is because a critical staff shortage has brought the Post Office's telecommunications services to 'the edge of chaos' says the South African Telecommunications Association

The situation is so bad, the association says that unless urgent and drastic steps are taken to improve salaries and fringe benefits such as housing subsidies, the Post Office will not succeed in averting total inefficiency in telecommunications services

### Compete

The Post Office's competitive position is seriously weakening so that it cannot even compete with other government departments — not to mention the private sector — when it comes to attracting and retaining staff

"On the contrary, the exodus of highly trained personnel with years of experience is increasing daily," the association

C. Herald 6/6/81

# Blacks to end PO shortage

(#15) (268)

THE only way the Post Office is going to solve its staff shortage problem is to hire suitably qualified blacks, says the deputy postmaster

general in charge of staff and posts Mr William Ridgard.

The critical staff shortage has come about due to the working conditions for

Post Office employees, says the South African Telecommunications Association (SATA).

The situation is so bad that unless urgent and drastic steps are taken to improve salaries and fringe benefits the Post Office will not succeed in averting total inefficiency in telecommunications services, the association says.

#### COMMITTEE

Last week the post office appointed a six man committee to study the problem. The committee started work last Tuesday.

'We are recruiting overseas and are using as many women as possible with the right qualifications to try to solve the problem,' Mr Ridgard said. 'The main problem facing us is the shortage of suitably qualified people.'

# Nod for black apprentices?

DD 3/7/81

17/11/81  
268

PORT ELIZABETH — The South African Railways — the country's largest employer — is likely to open its doors to black apprentices in the next few weeks

Conservative white trade unions which have so far refused to train black apprentices say they will give the go-ahead after the government's concession that the national service of white apprentices could be deferred

The unions previously argued that black apprentices would be favoured because they did not have to do national service. With the granting of the concession, white apprentices would be able to complete their apprenticeship before doing national service

Mr Wessel Bornman, general secretary of the South African Confederation of Labour, to which many conservative unions are affiliated, said he did not know of one trade union which would continue to refuse to train black apprentices

He said that in the past, the confederation had frequently petitioned the Minister of Manpower Utilisation on the issue of national service and he was

“delighted” about the concession

Mr Arthur Grobbelaar, general secretary of the Trade Union Council of South Africa, to which the powerful Artisan Staff Association of the Railways is affiliated, said the concession would mean that many trade union objections would fall away

The recent government White Paper to the fifth Wiehahn Commission Report stated that no applications to register black apprentices had been refused

The chief secretary of the Artisan Staff Association, Mr C P Grobler, said his union would probably reach agreement with railways management on the issue in the next two to three weeks

He said the government concession would not mean “holus-bolus deferment” of national service for white apprentices. Application would still have to be made, while much depended on the country's military situation

In his association's deliberations with management, two principles were spelt out. The first was that black and

coloured apprenticeship applicants should not be preferred to white applicants

The second was that white apprentices should not be penalised regarding salary and promotion because of their national service

It meant that the two years' service should be seen as two years of productive employment, whether or not the apprentice had already completed his apprenticeship

While the doors are opening for black apprentices, the doors for the training of black miners appear to be as firmly shut as before — DDC



• Telecommunications services brought to 'the edge of chaos'



Mr Smit

• Telephone backlog should be given priority No 1

# P.O. needs drastic action

Argus 3/9/81  
268  
1750

**Parliamentary Staff**  
CRITICAL shortages of technical staff in the Post Office's telecommunications service warranted 'urgent and drastic' attention, opposition speakers told the Assembly yesterday.

This was one of the main subjects brought under discussion in the second reading debate on the Post Office budget.

Mr Alf Widman (PFP, Hillbrow) said the shortage had brought the telecommunications service to 'the edge of chaos'.

According to the South African Telecommunications Association the situation was so bad that unless urgent and drastic steps were taken to improve salaries and fringe benefits, such as housing subsidies, the Post Office would not succeed in averting 'total inefficiency' in telecommunication services.

Mr Widman said the Post Office's competitive position was seriously weakening so that it could not even compete with

other Government departments, not to mention the private sector, when it came to attracting and retaining staff.

Mr Brian Page (NRP, Umhlanga) suggested that the Post Office should give more work to private enterprise and not allow the staff shortage to become an excuse for falling behind in the efficient provision of services.

The shortage of trained technical staff was a problem which the Post Office would continue to face until it had become competitive in the free market. The only way it could become competitive was for it to be made completely independent and answerable only to itself.

Criticism was also levelled at the 'backlog' in the installation of telephones.

Mr Widman asked the Minister of Posts and Telecommunications, Mr Henrie Smit, to explain how he was going to cope with the backlog.

Mr Widman said that in answer to a question the Minister had disclosed

that there were 148 654 applications for telephones pending at the end of June this year.

This was obviously a sign of increasing expansion of business activity and buoyancy in the current economy. However, since telephone services were the 'biggest money spinner' of the department it would be shameful if the backlog was not given No 1 priority.

Mr Widman moved an amendment to the budget that the House decline to pass the second reading unless the Government undertook 'to attract and concentrate on the recruitment of staff, particularly technical staff, and to speed up the installation of telephones to eliminate the substantial backlog'.

Replying briefly to the debate before moving the adjournment, Mr Smit said both points of criticism in Mr Widman's amendment encompassed 'precisely what my department is busy doing'.

His department was actively attracting per-

sonnel abroad. A team in the United Kingdom had launched an advertising campaign which attracted 500 positive reactions. The emphasis was on trained personnel.

The department was also working on telephone applications. At least 270 000 new services had been installed so far this year. Compared with other developed countries, even those of Western Europe, South Africa's waiting list showed up well.

Minister of Posts and Telecommunications.

(a) How many (i) Blacks, (ii) Coloureds and (iii) Asians are employed in the administrative division of his Department, (b)(i) in what capacity are they employed and (ii) how many are employed in each such capacity and (c) what is the (i) highest and (ii) lowest salary or wage scale applicable in each case?

The MINISTER OF POSTS AND TELECOMMUNICATIONS

4/9/81

(a) (i) 95

(ii) 32

(iii) 15

(b)(i) and (ii)

Posts and Telecommunications employees

270 Dr A L BORAINÉ asked the

Hans S Q.C. 279

268  
268

4/9/81

| Capacity              | Blacks | Coloureds | Asians |
|-----------------------|--------|-----------|--------|
| Postmaster, Grade II  | 2      | 2         | —      |
| Postmaster, Grade III | 27     | 6         | 5      |
| Postmaster, Grade IV  | 44     | 15        | 5      |
| Senior Superintendent | 1      | —         | —      |
| Superintendent        | 20     | 8         | 5      |
| Senior Clerk          | 1      | 1         | —, and |

(c)(i) and (ii)

|                       | Blacks    |          | Coloureds and Asians |          |
|-----------------------|-----------|----------|----------------------|----------|
|                       | Highest R | Lowest R | Highest R            | Lowest R |
| Postmaster, Grade II  | 17 448    | 13 710   | 17 448               | 13 710   |
| Postmaster, Grade III | 11 982    | 10 254   | 13 134               | 11 406   |
| Postmaster, Grade IV  | 8 526     | 6 663    | 10 830               | 8 526    |
| Senior Superintendent | 11 982    | 10 254   | —                    | —        |
| Superintendent        | 8 526     | 6 663    | 10 830               | 8 526    |
| Senior Clerk          | 8 526     | 6 663    | 10 830               | 8 526    |

**Posts and Telecommunications staff**  
271 Dr A L BORAINÉ asked the  
Minister of Posts and Telecommunications

(a) How many (i) Coloured, (ii) Asian and (iii) Black persons are temporarily occupying posts in White areas which are normally occupied by White staff and (b) in what capacities are they so employed in each case?

The MINISTER OF POSTS AND TELECOMMUNICATIONS

- (a) and (b)(i) 49 (postmen)  
(ii) 35 (1 clerk and 34 postmen), and  
(iii) 521 (2 clerks and 519 postmen)

THURSDAY, 10 SEPTEMBER 1981

†Indicates translated version

For written reply

Posts and Telecommunications: pension funds

Handwritten: Hans E G. C. 333 (circled) 300-86  
 219 Mr B B GOODALL asked the  
 Minister of Posts and Telecommunications

10/9/81  
 (a) How many pension funds are there in his Department and (b) (i) what amount is held in, (ii) how many members belong to, and (iii) how many members are drawing pensions from, each such fund?

The MINISTER OF POSTS AND TELECOMMUNICATIONS

(a) None, Post Office officials are members of either the Government Service Pension Fund or the Temporary Employees Pension Fund administered by the Department of Health Welfare and Pensions.

(b) Falls away

**Posts and Telecommunications salaries**

269 Dr A L BORAINÉ asked the Minister of Posts and Telecommunications

How many (a) White, (b) Coloured (c) Asian and (d) Black persons in the employ of his Department are in receipt of salaries which are (i) less than R100, (ii) between R100 and R150 (iii) between R151 and R200, (iv) between R201 and R250 (v) between R251 and R300 (vi) between R301 and R400, (vii) between R401 and R500 and (viii) more than R500 per month?

The MINISTER OF POSTS AND TELECOMMUNICATIONS

|      | (a) | (b)   | (c) | (d)   |
|------|-----|-------|-----|-------|
| (i)  | 0   | 266   | 3   | 1 384 |
| (ii) | 0   | 3 053 | 54  | 8 764 |

SEPTEMBER 1981

356

|        |        |       |     |       |
|--------|--------|-------|-----|-------|
| (iii)  | 114    | 1 052 | 39  | 6 933 |
| (iv)   | 487    | 482   | 25  | 2 813 |
| (v)    | 1 634  | 1 042 | 110 | 1 425 |
| (vi)   | 7 959  | 961   | 492 | 1 434 |
| (vii)  | 5 921  | 280   | 178 | 692   |
| (viii) | 27 402 | 881   | 588 | 189   |



CT 11/8/81 (268)  
**Post Office  
salaries**

**HOUSE OF ASSEMBLY —**

A total of 1 653 Post Office employees received salaries of less than R100 a month, the Minister of Posts and Telecommunications, Mr Hennie Smit, said yesterday.

Replying in writing to a question by Dr Alex Boraine (PFP Pinelands), Mr Smit said 1 384 of them were black, 266, coloured and three Asian.

The lowest pay category to include whites — a total of 114 — was R151 to R200 a month. 8 024 coloureds, blacks and Asians were in this bracket.

The R201 to R250 level included 487 whites, 482 coloureds, 25 Asians and 2 813 blacks.

A total of 4 211 people earned between R251 and R300 — 1 634 white, 1 042 coloured, 110 Asian and 1 425 black — Sapa

Department of Posts and  
Telecommunications: staff establishment

Items 7 A.C. 413 (268)  
240. Mr B B GOODALE asked the  
Minister of Posts and Telecommunications  
16/9/81

- (1) What is the total staff establishment (a) of, and (b) in respect of each rank in, his Department,
- (2) (a) how many posts are (i) suitably and (ii) not suitably filled, by rank, and (b) what are the vacancies per rank,
- (3) what is the total number of (a) male and (b) female incumbents in each rank?

The MINISTER OF POSTS AND TELECOMMUNICATIONS

(1), (2) and (3) The detail information requested, is unfortunately not readi-

6 SEPTEMBER 1981

414

ly available and the collection and processing thereof will be too time and labour consuming and will also involve unnecessary costs. Statistics regarding the staff establishment of the Post Office can however be found in summarised form in the Department's annual report and budget document.

Posts and Telecommunications: employees  
in Western Cape

351. Mr K M ANDREW asked the  
Minister of Posts and Telecommunications:

How many (a) White, (b) Black, (c)  
Coloured and (d) Asian (i) male and (ii)  
female workers were employed by his  
Department in the Western Cape in each  
of the latest specified 10 years for which  
figures are available?

The MINISTER OF POSTS AND TELE-  
COMMUNICATIONS.

| 445  |  | FRIDAY, 18 SEPTEMBER 1981 |       |      |      |       |      |     |      | 446 |
|------|--|---------------------------|-------|------|------|-------|------|-----|------|-----|
|      |  | (a)                       |       | (b)  |      | (c)   |      | (d) |      |     |
|      |  | (i)                       | (ii)  | (i)  | (ii) | (i)   | (ii) | (i) | (ii) |     |
| 1974 |  | 5 034                     | 1 839 | 363  | —    | 3 730 | 50   | —   | —    |     |
| 1975 |  | 5 216                     | 1 948 | 451  | —    | 3 925 | 67   | —   | —    |     |
| 1976 |  | 5 305                     | 1 998 | 337  | —    | 4 122 | 68   | —   | —    |     |
| 1977 |  | 5 316                     | 1 931 | 388  | —    | 4 421 | 71   | —   | —    |     |
| 1978 |  | 5 419                     | 1 959 | 425  | —    | 4 692 | 88   | —   | —    |     |
| 1979 |  | 5 511                     | 2 003 | †291 | —    | 5 014 | 89   | —   | —    |     |
| 1980 |  | 5 408                     | 2 010 | †91  | —    | 5 649 | 99   | —   | —    |     |
| 1981 |  | 5 316                     | 2 240 | †92  | —    | 5 764 | 121  | —   | —    |     |

Notes

- (1) †The decrease can be ascribed to the replacement of Black contract workers by Coloureds
- (2) Figures prior to 1974 are unfortunately not available
- (3) The figures furnished, are as at 31 March of each year

DD 23/9/81

# Director tells why detained three sacked

EAST LONDON — Three workers had been fired from the SATV Manufacturing Company here because of normal company policy and not because of their trade union activities, Mr Mike Bosworth, the managing director said yesterday

Mr Bosworth, who was referring to three workers who were dismissed following their detention by the Ciskei police two weeks ago, said workers who absented themselves without contacting the company within three days were automatically dismissed

"We can't bend the rules for employees every time they stay away for more than three days. We merely applied the rules of our company to them and their dismissal had nothing to do with Saawu," he said

Workers resolved at a public meeting on Sunday

to approach their managements in an effort to get the three workers reinstated as they had not been convicted of any offence. The names of the workers are Miss Sylvia Tayela, Miss Thandiwe Ngqondele and Miss Doreen Kileni

Mr A Jonker, systems manager of the SA Railways in the Eastern Cape, said two railway workers had been fired following the detentions but this was mostly due to their poor record. He said two other railway workers who had been involved had been allowed to recommence duties

"These two men were regarded as having absconded when they only showed up for work on Friday after having been released on Wednesday. This coupled with their work record convinced the superintendents on what action to take" — DDR

# Workers in place of 180 strikers being recruited

Post Reporters

ABOUT 180 postal workers on strike at the North End and Sydenham engineering yards have been deemed to have "dismissed themselves" and the recruitment of a new labour force has begun.

This was learnt today from the Regional Director of the General Post Office, Mr G de Korte.

The strike began this week after members of the workers' liaison committee were dismissed.

Mr De Korte said the workers, by not reporting for duty, had not kept to their side of the contract, and had thus dismissed themselves.

The Post Office had had no problem recruiting new workers and some of them had already started working.

Workers claimed that members of the liaison committee were dismissed because of their membership of the General Workers Union of South Africa (Gwusa).

At the SA Bottling Company some 250 workers on strike since early this week have still not returned to work.

The acting manager of the firm, Mr J. de Wel, today

again said he had no comment to make.

The spokesman for the Gwusa could not be reached for comment on the strikes.

In East London, a strike at the grant Mercedes-Benz manufacturing plant, CDA, ended yesterday, but industrial unrest continues to simmer in the city.

The entire black workforce

of about 200 at the dog-food firm, Epol, stopped work yesterday, demanding the return of their pension fund contributions. They returned to work today.

Epol's director of operations, Mr A T Hamby, said that workers would have the choice of having their pension contributions paid out next Friday or of remaining in the fund.

At the motor component manufacturing firm of TFM in East London the entire black staff walked out. They will be rehired from tomorrow if they so choose.

The TFM walkout came after seven workers were dismissed yesterday morning. They had complained about overtime in the paint-shop department.

# Dismissed Ev Post 12/10/87 workers being replaced

## Post Reporter

THE Post Office is still recruiting to replace the 180 workers at the North End and Sydenham engineering yards which, it claims "dismissed themselves" last week.

A spokesman for the Post Office could not say whether all dismissed workers had been replaced.

Meanwhile about 200 workers at the SA Botling plant in North End are still hoping to return to their posts apparently after being dismissed for striking earlier this month.

No one at the company has been prepared to comment on the situation and it is presumed that the workers have been fired.

An organiser for the General Workers of South Africa (Gwusa) which claims to represent workers at the plant, said they hoped to talk to the company's managing director Mr P H Gutsche, when he returned from an overseas trip.

Star 14/10/81

# PE trade unionists may be charged

**Labour Reporter**  
A number of trade unionists were detained in Port Elizabeth by the Security Police yesterday in connection with recent strikes in the area.

They are being held under the Criminal Procedures Act and a Security Police spokesman said there was a possibility they would be charged.

The number of de-

tainees is not known, but police were able to confirm that Mr Themba Duze, an official of the Motor Assembly and Components Workers Union, was among those held.

A Security Police spokesman said the people were held in connection with strikes at two Port Elizabeth post office branches and the dispute at the SA Bottling Company

152  
152  
268

DD 15/10/81  
**East Cape  
strikes  
end**

PORT ELIZABETH — Two Eastern Cape strikes ended yesterday after agreements were reached between trade unions and the managements of Imperial Cold Storage (ICS) at Aloes and Motorvia in Uitenhage

Meanwhile, a security police spokesman confirmed yesterday that 18 people had been detained here this week

A spokesman for the General Workers Union (GWUSA) said the detained people were SA Bottling Company and Post Office workers

The ICS deadlock was broken last night after talks between the management and the vice-president of Gwusa, Mr Sicelo Duze.

The workers had demanded a minimum wage of R1 an hour, but have now agreed to accept management's offer of 80c an hour "on the short-term"

The strike at Motorvia, where about 180 workers, mainly drivers, have been striking since Monday in an effort to have their union, the Transport and General Workers Union, recognised, has also been called off

New talks about the recognition of the union are scheduled for next Wednesday — DDC



# Striking workers arrested in East Cape

Star 15/10/81

## Labour Reporter

Production stopped yesterday morning at Huletts Aluminium plant in Maritzburg when about 200 early-shift workers downed tools

The workers, who were demanding that management pay them out their pension contributions, stayed on the premises

Officials of the Fosatu-affiliated Metal and Allied Workers' Union went to the factory to discuss the dispute with the workers

Huletts Aluminium was also hit by a work stoppage over pensions on Monday and 80 workers resigned to receive their contributions. Later they were joined by another 130 workers

Four Huletts sugar mills in Natal, as well as Huletts Refinery near Durban, were hit by pension unrest earlier this month

About 800 workers at Natal Tanning in Melmoth started returning to work yesterday after striking last Friday over wage demands. Several were charged by police and later fined for conducting an illegal meeting

In the Motorvia dispute at Uitenhage officials of the Fosatu-affiliated

Transport and General Workers' Union talked to about 100 drivers about their grievances

And, yesterday, in Port Elizabeth at least 18 workers were detained by Security Police, apparently for "intimidating" other workers

Police confirmed the arrest of Mr Themba Dube, an organiser of the Motor Assembly Component's Workers' Union in connection with recent strikes at two Post Office branches and the SA Bottling Company

A strike by about 300 workers at Imperial Cold Storage, Addo, over wage demands was also reported yesterday

At Johnson Tiles, in Olifantsfontein, former workers started streaming back to the plant on Tuesday afternoon to re-apply for their old jobs after a strike on October 5 over union recognition

A company spokesman said many of the 260 workers were taken on again but some were not because vacancies had already been filled by newly recruited labour

Mr J Joubert, Personnel manager at Johnson Tiles, said the firm was not anti-union but would deal only with unions that were representative of the workforce

## Labour unrest spreads in Eastern Cape

# SB DETAIN 18 STRIKERS

SECURITY police in Port Elizabeth have detained at least 18 striking workers and a trade unionist as labour unrest continues to spread in the Eastern Cape.

Mr Themba Duze, an organiser of both the Motor Assemblers' and Component Workers' Union (Macwusa) and the General Workers' Union of South Africa (Gwusa), was detained with six strikers under the Criminal Procedures Act as security police swooped on a workers' meeting on Wednesday night

Yesterday morning, another 12 workers were detained according to Colonel Gerrit Erasmus, head of the Eastern Cape Security Police, who warned that more would be "locked up" if they continued to "intimidate" other workers

The detention of Mr Duze brings to six the number of Macwusa officials held by Security Police

Meanwhile about 300 workers of the Imperial Cold Storage polony factory at Addo have gone on strike, demanding minimum wages of R1 an hour

Workers claim the company pays a standard wage of R33 a week to all black workers although this has been denied by management

A spokesman for the Port Elizabeth General Post Office said yesterday that about half of the 180 workers who walked out last week had been replaced. He expected the labour force to be at full strength by the end of the week

Another 250 workers at SA Bottling have been recruited in place of

### OWN CORRESPONDENT

strikers who walked out last week  
And in Uitenhage, 180 workers at Motorya, a car ferrying company, were still out yesterday morning

Sowetan 15/10/71

327  
137  
180  
268

# Strike-hit PE boans

## Union meetings

By STEVEN FRIEDMAN

ALL meetings by members of two trade unions in Port Elizabeth this weekend have been banned, and yesterday there were unconfirmed reports that more striking workers in the city had been detained.

In other developments

- Seven workers appeared in court in Port Elizabeth in connection with a recent strike at the General Post Office
- 36 workers who were detained by the Ciskeian Central Intelligence Service earlier this year in a dramatic swoop in Mdantsane township near East London yesterday had Riotous Assemblies Act charges against them withdrawn

The Ciskeian authorities had maintained they were holding a "riotous assembly" in an unruly manner while alighting from a bus in the township. All 36 were fired from Wilson-Rovintree after a strike at the plant some months ago.

They had been held under Ciskeian Proclamation R252, which provides for three months' detention without trial.

In Port Elizabeth, the Chief Magistrate has banned all weekend meetings by members of the Motor Assembly and Components Workers Union (Macwusa) and the General Workers Union of SA (Gwusa), whose members have been involved in several strikes recently, including one at the General Post Office.

### Order

Brigadier S J van Rensburg, Divisional Commissioner of Police in the Eastern Cape, told Sapa the order had been issued in terms of Section 2 of the Riotous Assemblies Act.

A Mail correspondent in Port Elizabeth reported that both Macwusa and Gwusa officials said they had no meetings planned for the weekend.

Meanwhile, seven Gwusa members appeared in court in Port Elizabeth yesterday on charges connected with the strikes. Two other union members appeared in court earlier this week.

They are among 23 union members detained by Port Elizabeth police this week. A union organiser, Mr. Thembu Dusa, was also detained but has since been released.

A Gwusa spokesman said yesterday that the nine workers who appeared in court were still being held in police custody.

He added that there had been more detentions of General Post Office strikers and that the union was trying to establish how many were being held.

83 men  
CV Post 19/10/81  
arrested  
under  
Riot Act

**Crime Reporter**

SECURITY Police have arrested 83 men on charges of intimidation under the Riotous Assemblies Act, the officer commanding Security Police in the Eastern Cape Colonel Gerrit Erasmus, said today.

He said the men all had links with strikes at SA Botling and the Post Office.

Those who had not yet appeared in court were expected to appear today and tomorrow for remand for a regional court trial date.

The arrests followed complaints of intimidation at SA Botling and the Post Office.

A total of 50 men made a brief appearance in the Port Elizabeth Magistrate's Court today on a charge of allegedly attending an illegal gathering.

No evidence was led and the magistrate Mr P Cronjé postponed the case to October 29. The men were not asked to plead.

The charge sheet stated the alleged offence happened on October 12.

Mr B I Pienaar appeared for the State. The men were not represented.

Star 20/10/87  
59 appear under riots  
Act after strikes

**Labour Reporter**

Fifty-nine workers appeared yesterday in the Port Elizabeth Magistrate's Court under the Riotous Assemblies Act after recent labour unrest in the area.

The case was postponed to next week.

The 59 along with 24 other workers were held by police in connection with strikes at two post office yards and at the SA Bottling Company.

In both disputes workers were dismissed — 180 at the post office and 250 at SA Bottling.

The other 24 appeared on Friday and their case was also postponed.

In the Security Police

swoop last week, an organiser of the Motor Assembly and Component Workers Union, Mr Themba Dube, was held for two days and later released without being charged.

○ In Uitenhage last week charges against five union shop stewards of participating in an illegal strike were dropped. However, charges of intimidation under the Riotous Assemblies Act were postponed to next Monday.

The men are being charged in connection with the Dorbyl motor components firm dispute from earlier this year.

Soweto 28/03/87 ~~578~~ (268)

## Detainees released

By SELLO RABOTHATA  
THREE Post Office employees who were detained by Security Police at their homes in Soweto seven months ago were released yesterday.

Mr Alpheus Khumalo (31) of Senaoane, Mr Bob Mabaso of Chiawelo and Mr Elias Mosunkutu (30) of Klipspruit were taken from their homes between 1am and 4am on March 25.

# TEARS OF JOY F

Sowetan 29/10/81 268

# DETAINEES' RELEASE

By JOSHUA RABOROKO

THERE was jubilation and sadness from families of four Section Six detainees who were released this week after spending approximately seven months in detention without trial.

They are Mr Alpheus Khumalo (31), of Senaoane, Mr Bob Mabaso of Chiawelo, Mr Ben Raboyane of Mzimhlophe and Mr Elias Mosunkutu of Klipspruit

They were all taken from their homes by members of the Security Police on March 25 and kept in detention at Norwood Police Station until they were released on Tuesday

## PLEAS

Since their detention there has been an outcry from members of their families and the public in general who pleaded with the authorities that they should either be charged or released. But these pleas fell on deaf ears.

The men, all employees of the post office in Soweto, were in good health, according to members of their families during interviews.

Interviewed by The SOWETAN, Mr Mosunkutu said he had earlier read in newspapers about blacks who were arrested by security police and "I did not bother, but when they came for me, I became worried."

## DEVILISH

"I know what it means to stay in detention without trial and miss my wife, children and other members of the family and community. It was really a devilish experience.

"We were interviewed on



SLEEPLESS NIGHTS: Mrs Gaety Khumalo and son Alpheus

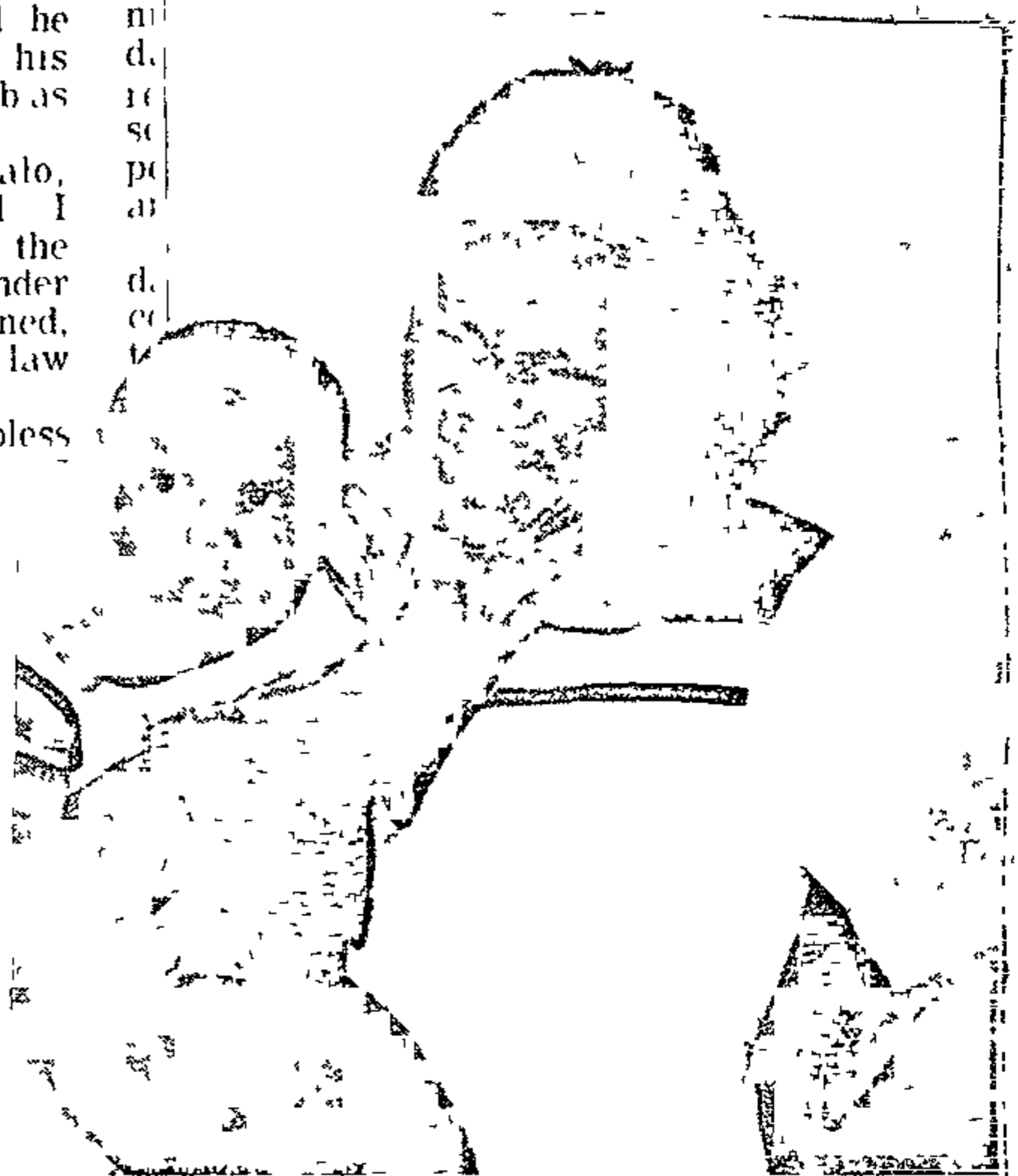
various issues and oh my God, how I prayed every day to be released. I knew one day I would be out because I had not done anything sinister," he said.

He was happy to be back with his family again and to find that "thank God, my pretty wife had been keeping the home fires burning," he said.

Mr Mosunkutu said he would go back to his telephone technician job as soon as possible.

Mrs Gaety Khumalo, mother of Alpheus said "I know nothing about the section of the law under which my son was detained, but whatever that law means, it is cruel."

I used to spend sleepless



FREE. Mr Elias Mosunkutu and daughter.

nights thinking about the day my son would be released. I prayed to God to soften the hearts of the people who arrested my son and to release him.

"I cried bitterly yesterday when I saw my son coming into our home. My tears were really as a result of jubilation and sadness that he was back home."

she sobbed.

The families all expressed hopes that their sons would go back to their jobs with the post office so that they should be able to maintain their families and children again.

The post office authorities were not in a position to comment on whether they would resume duties soon.

Star 29/10/81  
Four detained PO  
workers released

Labour Reporter

Four post office workers from Soweto, detained by the Security Police in March this year, have been released.

The four were initially detained under section 22 of the General Law Amendment Act before being held under section 6 of the Terrorism Act.

Mr Ben Raboane, counter clerk, was detained a week before the other three — Mr Elias Mosun-

kutu, Mr Bob Mabaso and Mr Rupert Khumalo.

Fifty-nine Port Elizabeth workers, many of them former post office employees, who were detained earlier this month by the Security Police are due to re-appear in the Port Elizabeth Magistrates' Court today in connection with their alleged role in labour unrest in that city.

On their first court appearance last week the case was postponed



LABOUR

30/10/81

Firm hit by Pension row

187 152 145 132 118 102 87 72 57 42 268

By Tony Davis  
Labour Reporter

There was no production again yesterday at the Defy Industries plant in Durban as about 1000 workers continued their pension strike.

The black workforce downed tools on Tuesday, demanding pay-out of pension contributions. They were told that under pension fund conditions their contributions would be held until they turned 65.

There is a possibility that management may negotiate with the Fosatu-affiliated Metal and Allied Workers Union and the South African Allied Workers Union (Saawu).

Talks have been held with a works committee, and Defy's managing director, Mr Ron Collier, said there might be future meetings with the unions to solve the dispute.

Talks were held again

yesterday at the Johnson and Johnson plant in East London where workers are demanding reinstatement of a sacked colleague.

The pension unrest had also spread to another Durban firm — Reckitt and Colman, where 400 were reportedly on strike.

Enso Plastics in Durban started to engage a new workforce after about 140 workers were dismissed after refusing to work until they received their pension contributions.

At the Aberdare Cable plant in Port Elizabeth about 400 workers were warned to return to work or face dismissal. They are demanding that a recently dismissed colleague be reinstated.

Also in Port Elizabeth yesterday the case against 59 former workers was postponed until next month. They were appearing in court a second time under the Unlawful Assemblies Act.

# Remand

E. Post 29/10/87  
for 76

~~227~~ 268  
accused

~~139~~

Court Reporter

IN a packed Port Elizabeth Magistrate's Court, 76 men appeared briefly today on a charge under the Riotous Assemblies Act

They were not asked to plead and no evidence was heard.

According to the charge sheet, they allegedly threatened certain postal workers and their families with violence and prevented them from performing their duties, or from reporting for duty, between October 12 and 17.

The men were remanded to November 18.

A bail application will be heard tomorrow.

Mr P Crous was on the Bench. Mr M L le Roux appeared for the State. Mr B Hoosain and Mr L B Mareuwa (instructed by Herbert Fischat and Assoc) appeared for the men.

Trial of

PO men

LEWIS, 1957 21/12/57  
to be held

(2LS)  
next year

**Court Reporter**

THE trial of 78 former Post Office workers, charged with contravening the Riotous Assemblies Act, will be held in the Regional Magistrate's Court on March 15

Twenty-six appeared in the Port Elizabeth Magistrate's Court today before Mr J S Lombard

Bail of R100 each was extended and bail conditions were relaxed. Instead of reporting to the police three times a week, they need report only on January 10

A total of 78 former postal workers originally appeared but were divided into different groups who will appear on various dates between January and March next year

A warrant for the arrest of Mr Norman Fecana, who failed to appear in court today, was issued

Mr Enoch Plaatjes also failed to appear and a warrant for his arrest was held over until March 15

According to a charge sheet all the accused allegedly threatened certain postal workers and their families with violence and prevented them performing their duties or from reporting for duty between October 12 and 17

Mr R Watson appeared for the State. Mr Herbert Jochai appeared for all 28 accused

Public Sector -

Telecomm. - Labour

1982

JAN. — Dec,

# 15 per cent rise for

ARGUS  
12/11/87

# 1 000 000



**Argus  
Correspondent**  
**JOHANNESBURG.**  
—About 100 000  
workers in the public  
sector will receive  
pay increases of at  
least 15 per cent  
this year.

The increases affect  
workers in the South  
African Railways, Har-  
bours and Airways, and  
then coloured and black  
colleagues, who are not  
on the same wage scales,  
will likely receive slightly  
higher increases.

The Minister of Trans-  
port Affairs, Mr Hendrik  
Schoeman, recently held

talks with staff associa-  
tion and unions for  
workers in the transport  
services on the subject of  
wage increases. Worker  
sources said the Minister  
met the associations in-  
dividually and assessed  
their wage demands.

From the demands  
Mr Schoeman arrived at a  
15 per cent figure accord-  
ing to sources.

### Average

The 15 per cent figure  
is apparently an average  
of the different demands  
and some of the associa-  
tions had expected even  
lower increases.

It is believed that de-  
mands for much higher  
increases from the Public

Servants' Association  
prevented Mr Schoeman to  
meet the transport work-  
ers' demands.

The 15 per cent in-  
crease, a meeting de-  
mands would likely con-  
tain any worker dissat-  
isfaction, sources said.

The Government is  
seen as unwilling to move  
much beyond the 15 per-  
cent figure for public  
servants in the various  
budgets which will be  
announced in the first  
session of Parliament in  
Cape Town this year.

Coloured and black  
workers in the transport  
services will likely re-  
ceive a 17.5 per cent in-  
crease to help to close the

gap between their  
and counterparts.

Officials of the trans-  
port associations and  
unions who met Mr  
Schoeman are expected to  
represent to their  
executives to obtain  
approval for the in-  
creases.

Mr Schoeman will not  
likely make the increases  
public until the railway  
budget in Parliament  
next year.

Associations and unions  
affected by the increases  
are members of the fed-  
eral consultative council  
for SAR and H staff  
associations which repre-  
sents 16 organisations.

The most influential of  
these are the Tucca-affili-  
ated Artisan Staff Assoc-  
iation and the Confed-  
eration of Labour Affili-  
ates for SAR and H Staff  
Associations.

Handwritten notes and signatures in the right margin.



# 15 pc pay

# rise for

ARGUS

12/1/82

# 100 000

268

**Argus  
Correspondent  
JOHANNESBURG.**  
— About 100 000 workers in the public sector will receive pay increases of at least 15 percent this year.

The increases affect workers in the South African Railways, Harbours and Airways, and their coloured and black colleagues, who are not on the same wage scales, will likely receive slightly higher increases.

The Minister of Transport Affairs, Mr Hendrik Schoeman, recently held

talks with staff associations and unions for workers in the transport services on the subject of wage increases. Worker sources said the Minister met the associations individually and assessed their wage demands.

From these demands Mr Schoeman arrived at a 15 percent figure according to sources.

### Average

The 15 percent figure is apparently an average of the different demands and some of the associations had expected even lower increases.

It is believed that demands for much higher increases from the Public

Servants' Association prompted Mr Schoeman to meet the transport workers' wage demands.

The 15 percent increase, in meeting demands, would likely contain any worker dissatisfaction, sources said.

The Government is seen as unwilling to move much beyond the 15 percent figure for public servants in the various budgets which will be announced in the first session of Parliament in Cape Town this year.

Coloured and black workers in the transport services will likely receive a 17,5 percent increase to help to close the

wage gaps with their white counterparts.

Officials of the transport associations and unions who met Mr Schoeman are expected to report back to their executives to obtain approval for the increases.

Mr Schoeman will not likely make the increases public until the railway budget is presented in Parliament.

Associations and unions affected by the increases are members of the federal consultative council for SAR and H staff associations which represents 20 organisations.

The most influential of these are the Tswana-affiliated Artisan Staff Association and the Confederation of Labour Affiliates, the SAR and H Salaries Staff Association (SASA).

### Post Office

Post Office staff associations officials are keeping an eye on the increase proposed in the budget for the post office. Mr Hennequin's parliamentary budget

Secretary of the P.O.A. said that the post office staff have received better wages than other public service employees and this year they are asking for a 20 to 25 percent increase.

(C) Crisis if no pay rise

(c) Asian and (d) Black postmen were employed by the Post Office in the latest year for which figures are available,

(2) in respect of what year are the figures given?

The MINISTER OF POSTS AND TELECOMMUNICATIONS

(1) (a) 1 792

(b) 1971

(c) 367

(d) 1 182.

(2) position as at 31 December 1981

Posts and Telecommunications resignations

52 Mr A. B. WIDMAN asked the Minister of Posts and Telecommunications

(a) How many employees in his Department resigned in the second half of 1981 and

(b) how many such employees were (i) technicians and (ii) postmen?

The MINISTER OF POSTS AND TELECOMMUNICATIONS

(a) 5 064;

(b) (i) 217 and 967 in other technical grades, and

(ii) 278

Telephones: applications

53 Mr A. B. WIDMAN asked the Minister of Posts and Telecommunications

How many applications for telephones were outstanding in (a) each departmental region, (b) Johannesburg, (c) Cape Town, (d) Durban, (e) Port Elizabeth, (f) East London, (g) Pretoria and (h) Soweto as at 31 December 1981?

268 General Postmen 11/2/82  
Q Col. 71-72

49. Mr. A. B. WIDMAN asked the Minister of Posts and Telecommunications.

(1) How many (a) White, (b) Coloured,



**Post office staff to get pay rise**

**HOUSE OF ASSEMBLY** — Post Office staff would receive salary increases from April 1, the Minister of Posts and Telecommunications, Mr. Hennie Smit, announced yesterday.

Details of the increases would be made known soon through a circular to staff Mr Smit said he was making the announcement in view of the fact that the Post Office budget would be introduced only on March 16. The increases in postal tariffs announced earlier this year had taken into account expenditure on salary increases.

Replying to a request from Mr Alf Widman, the Progressive Federal Party spokesman on postal affairs, to tell the House what the average percentage increase would be, Mr Smit said there were sound reasons why he did not wish to inform the Assembly of an average increase. This could be discussed at an appropriate time later.

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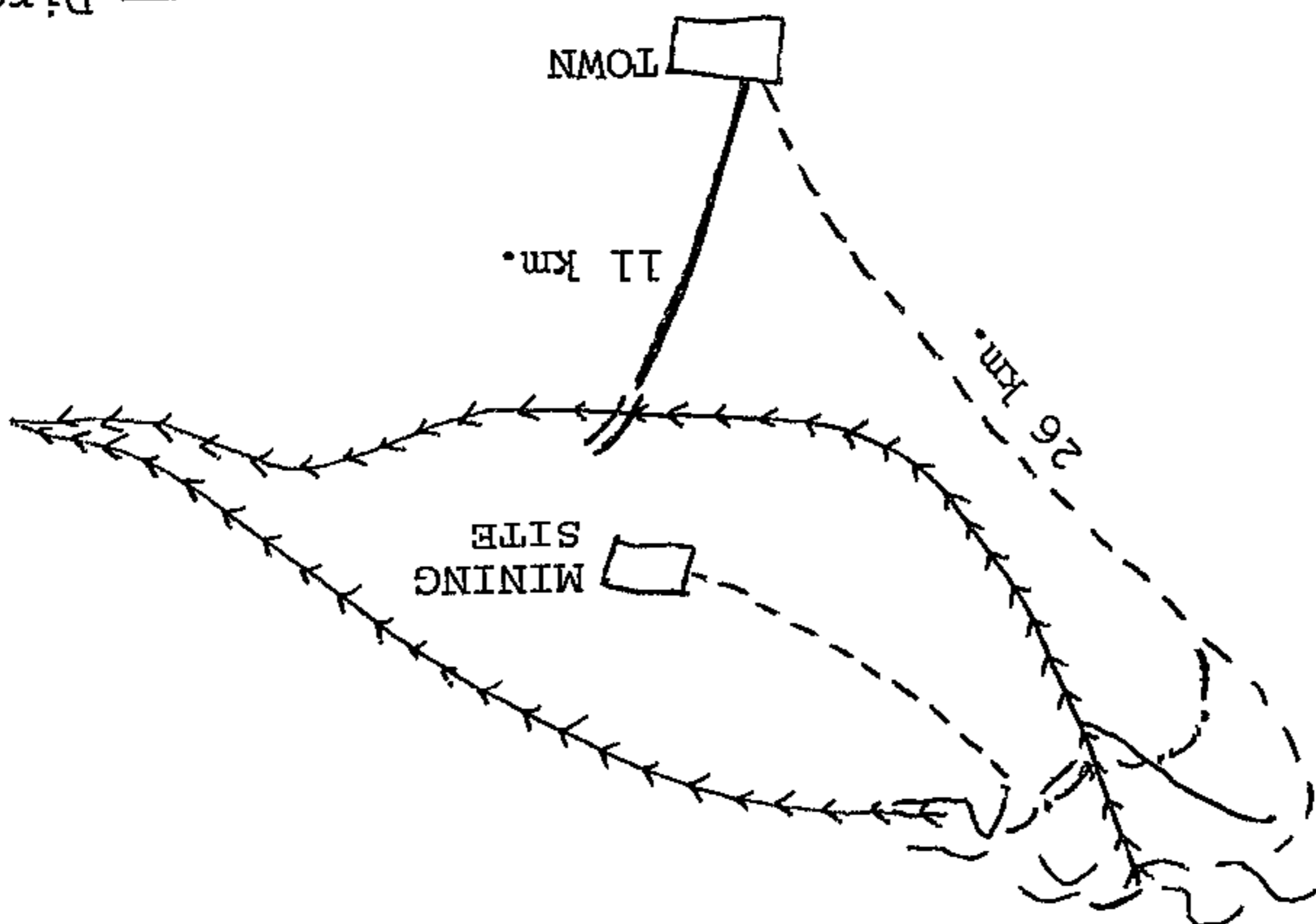
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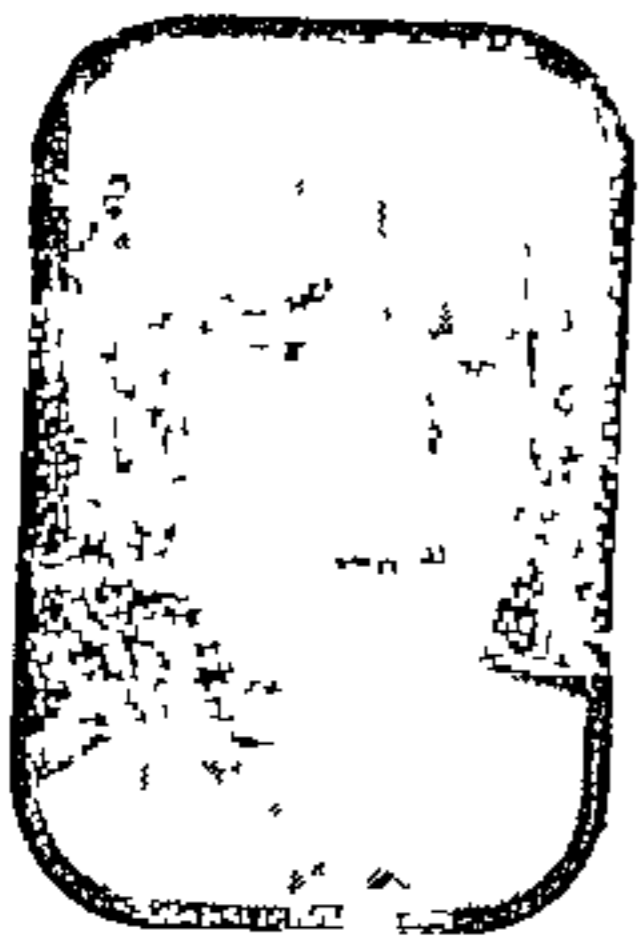
near for the Cape Town City  
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about the proposed new nuclear  
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ms in children.

Direct Route  
Easy Route  
Shortened Easy  
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It's All  
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The curator, Mr Gerrit Swanepoel, tells me the museum has interesting bits and pieces of town and country Africana Tea will be served (donations please) afterwards Then St Catherine's Church and the Railway Museum will be explored The visit ends at 1pm after a conducted walk through the old part of Uitenhage

THE Zwartkops Trust anti-pollution squad will hold a "trash bash" in the Swartkops area tomorrow Children from three schools — Swartkops River, Redhouse and Brickfields — will pick up the litter under adult supervision They will start on the Amsterdamhoek side of the old Swartkops bridge at 2.30pm and will finish about 5pm

Youngsters are asked to wear hats, walking shoes and gloves as there is lots of glass to be picked up Free soft drinks and chips will be served Those who join the squad, will receive T-shirts Earlier a huge crane will be used to remove old jetty poles sunk in the river which have become a menace to swimmers and boats.

FIFTY players, aged from about eight to 40, have been

taking part in the Port Elizabeth Chess Tournament in Pelco House, 393 Main Street, since February 18 and the preliminary rounds will end tomorrow Mr James Sullivan, president of the PE Chess Club, tells me most of the players are from PE with quite a few from Uitenhage and Despatch

On Friday, March 12, the top 10 players in the premier section and the top six in the intermediate section will move into Check (ers) for the final rounds at Greenacres The tournament ends on Saturday, March 27

A BIG fish in town planning, Mr Ken Sturgeon, whose company is currently replanning the black townships of Grahamstown, will talk to the PE branch of the South African Institute of Civil Engineers at 5.30pm on Monday in the UPE Bird Street Auditorium He will speak on new attitudes to housing in South Africa

The talk will be illustrated with slides It will cover the Viljoen Commission on housing, recently accepted by the Government, and the implications this will have on housing

2, Post  
Six Post  
Office  
workers  
jailed

Court Reporter

SIX men found guilty of intimidating workers during the Post Office strike last October were sentenced to 30 months' imprisonment each in the Port Elizabeth Regional Court today

Eighteen months of the sentences were conditionally suspended for three years

The court found that Noelman Ganjaza, 47, Sama Lukwe, 42, Samuel Majali, 56, Osmond Hethani, 45, Mtutuzeli Mahlathi, 56, and Goliath Quresha, 65, all of whom had been employed by the Post Office for many years, went on strike themselves during October

They then planned and organised a scheme of intimidation whereby law-abiding workers were pulled out of bus queues and forced to miss work

The workers were then taken away and "tried" for going to work and warned on threat of death to stay away

They were required to report daily to ensure they did not go to work

The magistrate, Mr J B Robinson, ruled that this was a serious offence and that the action prejudiced the proper working of the Post Office

On the other hand, none of the accused was young and, except for Mahlathi, they were first offenders Also, they had all lost their jobs

Mahlathi admitted a previous conviction for membership of a banned organisation in 1964

Mr H Fischat, who appeared for the defence, gave notice of intention to appeal

**The Position:** An interesting career opportunity involving Production Control with training in Plastics and rubber extrusion technology, with the view of eventually assuming responsibility for the related testing and development work in never developing department. Full on the job training will be given

**The Man:** The successful man will be self-motivated, in the age bracket 23-28 years will have drive and enthusiasm and should possess leadership qualities

**The offer:** An attractive starting Salary, the Thirteenth Cheque, five day week, Pension and Medical Aid scheme, pleasant working conditions

Please phone **CLIVE LAKE** on **45731** or **229** to arrange an interview

**BOSTIK PTY LTD.**

H/P 667



DIVISIONAL COUNCIL OF  
AFDELINGSRAAD VAN

**DIAS**

**VACANCIES**

- (1) TEMPORARY CLERK  
OF WORKS
- (2) PLUMBER

Vacancies exist for the above mentioned positions A five-day week is worked and additional benefits for position (2) include medical aid, housing subsidy, pension, group life insurance schemes and service bonus. Details of the positions are as follows

**SALARY:**

**Position (1)** Clerk of Works R1 000,00 per month for the duration of the contract period for the construction of the Loerie Bridge (approximately 18 months)

**Position (2)** Plumber on the grade R7 700,00 — R8 900,00 Commencing notch will be determined in accordance with experience Applications giving full details of experience must reach the undersigned not later than March 8, 1982

Notice No 16 of 1982 dated February 23, 1982  
N W ANDERSON Secretary

Divisional Council Offices  
Chapel Street  
P O Box 318  
Port Elizabeth, 6000

H/P59687

He  
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to be passing, read the post-  
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army call  
posters be

the public the owner of the  
one-man business was  
forced to close because of  
an army call up, will be up  
again soon  
They were taken down,  
allegedly on the instruction  
of an army officer who ob-  
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punctuation of the signs put  
up, shortly after Mr Mario  
Rademeyer recently began  
a one month camp  
A top racing motorcy-  
clist, he operates an elec-

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(192) (268) (297) E. Post 10/3/82

## Men acquitted on intimidation of worker charge

### Post Reporter

FOUR men charged with intimidation for allegedly preventing a colleague from going to work in Soweto in October were acquitted in the Port Elizabeth Regional Magistrate's Court today

Mr Sidwell Bill, 23, Mr Mheleli Mejene, 33, Mr Christopher Zumani, 42, and Mr Edward Dostile, 34, all manual workers at the Port Elizabeth post office, pleaded not guilty

They were accused of threatening to assault fellow post office worker, Mr Vuyisele Eric Lubengu, and taking him from the bus stop in Salamtu Street, Soweto, to a nearby hall against his will — preventing him from going to work

Mr Lubengu said he was queuing to board a bus

when he felt someone touch his shoulder

He was told to follow and he joined a group of people

Mr Dumani and Mr Dostile were among them. He was ordered to join another group of people who appeared "afraid and quiet"

He was then told to go to the hall

Mr Bill and Mr Mejene were leading them when a police patrol arrived and

the group scattered

The police took Mr Lubengu to the police station where he later identified Mr Bill and Mr Mejene

Later that week, he picked out Mr Zumani and Mr Dostile at the Algoa Park police station

The magistrate, Mr S van der Watt, said there was not enough evidence to find that either Mr Bill or Mr Mejene had been the men involved in forcing Mr

Lubengu to leave the bus

There was also no evidence showing that the men had been armed or what the atmosphere was at the time

Mr Van Der Watt found them not guilty

He said the charges against Mr Zumani and Mr Dostile rested on another basis — that of whether they had hindered Mr Lubengu from going to work by calling him against his will from the bus stop

He said "It was possible to have called Mr Lubengu with no malicious intent"

There was not enough evidence to show that Mr Zumani and Mr Dostile had this malicious intent, or that they had forced him to join them

Miss A de Jager appeared for the State. Mr H Fischat appeared for the Defence

ARGUS 11/3/82  
4 did not  
intimidate

Argus Bureau

PORT, ELIZABETH. —  
Four men were acquitted  
in the Magistrate's Court  
here yesterday on charges  
of intimidating a fellow  
worker during a post  
office strike in the city  
last year.

The magistrate, Mr S  
van der Watt, found the  
State had failed to prove  
its case against Mr Sid-  
well Bill, 23, Mr Mhleli  
Mojene, 33, Mr Christo-  
pher Zumani, 42, and Mr  
Edward Dastile, 34, even  
though he accepted the  
evidence of the State wit-  
ness, Mr Vuyisile  
Lubengu.

Mr Lubengu claimed he  
was intimidated by an  
unknown man who called  
him out of a bus queue  
on October 16 last year.

The State had been  
unable to link the four  
men to the incident, said  
the magistrate.

# Marathon trial of PO strikers is over

#2 658

5/4/82

**Labour Reporter**  
 The marathon trial of 52 Post Office workers at the Port Elizabeth Magistrate's Court is over.

The trial arose from a strike by 180 workers at two Port Elizabeth Post Office yards in October last year. They went on strike in support of a colleague who had been dismissed. They were all fired and replaced by charges of intimidation were laid against 76 of the strikers. Charges against 24 were subsequently withdrawn.

The hearing started in January. It ended last week. Of the 52 workers 16 received jail sentences or fines. The remaining 36 were either acquitted or received suspended sentences. Eight men received a year's jail term each, one a nine-month term. One was fined R100, five R250 and one R500. Bail pending appeal was allowed to five men sentenced to a year's jail.

State witnesses told the court they had been threatened and intimidated during the strike. Many of the workers who went on strike were members of the General Workers Union of SA (Gwusa).

The arrests were made by Security Police and the men were charged under section 10a of the Riotous Assemblies Act, which deals with intimidation.

by Solidarity

768 2/4/82  
Housing  
subsidy  
to single  
PO staff

PRETORIA — From this month unmarried Post Office staff will be eligible for the Post Office's housing subsidy scheme, the Minister of Posts and Telecommunications, Mr H. H. Smit, announced in Pretoria last night when he officially opened the 47th congress of the Post and Telegraph Association of South Africa.

The Minister said that in less than two years since the Post Office instituted its own housing scheme for staff, more than 700 housing loans amounting to R26,4 million had been approved.

He said the scheme had been extended from Pretoria and the Witwatersrand area to Durban, Transvaal country areas, Port Elizabeth and Cape Town.

Exceptionally good progress had also been made with the provision of official housing for Post Office staff, the Minister added. During the 1981-82 financial year, about R15 million was spent on housing. — Sapa

# Accommodating way of life

By David Breir  
Chief Reporter

There was once a time when you would go to an estate agent if you wanted a home. Now you go to the Post Office.

Posts and Telecommunications now offers such widespread housing perks that the easiest way to find a home is to get a job with the department.

Over the past year or two about R60 million has been spent on finding homes for postal staff.

This comes at a time when the housing shortage, which was previously the prerogative of black, coloured and Indian people, hits whites as well.

Many employers now realise that a high salary is not enough to

attract staff. Company housing or loans are also essential.

For with the current lack of building society bonds, a high salary is no longer necessarily a passport to your own home.

High housing subsidies, company loans and company housing are common perks in the job market place.

But few employers can offer such widespread housing opportunities as the Post Office.

On the Witwatersrand alone, the Post Office has bought seven blocks containing 301 individual flats for the exclusive use of its employees.

Four housing complexes are under construction or being planned on the Witwatersrand for employees.

These will add another 211 units, including 100 three-

268 Spin 14/4/72  
Lure of PO

## house perks in drive for staff

bedroomed homes in Soweto and 83 in Darerwood.

In Pretoria, the Post Office is building the controversial Drye Lehes block of 100 flats at a cost of about R10 million in Sunny-side.

The high cost of the building — averaging R100 000 a flat — has

been attributed to construction difficulties.

The Post Office is also building 156 housing units in Derdepoort, Pretoria, for staff.

During the last financial year, about R15 million was spent on official housing for Post Office officials. This includes 62

houses, largely on the plateland. This programme includes the purchase of old buildings and the construction of new ones.

The Minister of Posts and Telecommunications, Mr Henne Smit, said this week that another R17,5 million would be spent on official housing during the current financial year.

With the shortage of bonds, the Post Office has lent R26,1 million to more than 700 employees over the past two years to purchase their own homes.

As these loans are paid back, the money will be made available to more staff members for housing loans, a Post Office spokesman said.

This home loan scheme, which was previously available only on the Witwatersrand and in Pretoria, has now been spread to other parts of the Transvaal as well as to

Durban, Cape Town and Port Elizabeth.

The Post Office also tends to share the same housing subsidies offered to members of the public service.

Earlier this month it was announced that the huge subsidies given to the public service would be extended to unmarried employees as well.

Mr Smit announced this week that the same benefits have been extended to unmarried Post Office workers. The benefit is offered regardless of race or sex, a spokesman said.

So far the subsidies are offered only to those who buy their own homes, whether they be houses or flats.

But the public service is negotiating for the subsidy to be extended to staff who rent accommodation, and many are convinced that it is only a matter of time before this happens.

# Postal staff call for better wages

PRETORIA — The Post and Telegraph Association of South Africa called today for better wages for post office personnel in order to compete with the private sector

In a statement released in Pretoria, where the association is holding its 47th congress, the association's president, Mr Nic Jacobs, expressed deep concern at the "critical" staff shortage in the Post Office

The Post Office was experiencing a particular problem in recruiting male clerks, he said.

"The congress has thus adopted a motion requesting the Department of Posts and Telegraphs to adjust the salary scale as soon as possible in order to make the compensation pattern more competitive with that in the private sector," Mr. Jacobs said. — Sapa

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268 Postmen Hammond  
Q 61.650 20/4/82

538 Mr S S VAN DER MERWE asked the Minister of Posts and Telecommunications †

- (1) How many (a) White, (b) Coloured, (c) Asian and (d) Black postmen are employed by the Post Office in the Sea Point-Green Point area at present,
- (2) whether the Post Office gives preference to the use of White postmen in this area; if so, why?

The MINISTER OF POSTS AND TELECOMMUNICATIONS.

- (1) (a) Normally 13
- (b) (c) and (d) none
- (2) Yes There is an agreement of long standing between the Department and the White staff association concerned to the effect that, in view of the fact that the greatest part of the Cape Peninsula is served by Coloured postmen, the area in question will be served by white postmen. However, in view of a dearth of White candidates the matter is at present under review in collaboration with the staff association

Address: P.O. Box 3951  
Durban  
4000  
Officials: Hon. Secretary:  
Area of Operation: Nat  
Founded:  
Registration: Yes

31) 3102443

| Membership |       |                    |         | Year |
|------------|-------|--------------------|---------|------|
|            | White | Asian and Coloured | African |      |
|            |       |                    |         | 1970 |
|            |       |                    |         | 1971 |
|            |       |                    |         | 1972 |
|            |       |                    |         | 1973 |
|            |       |                    |         | 1974 |
|            |       |                    |         | 1975 |
|            |       |                    |         | 1976 |
|            |       |                    |         | 1977 |
|            |       |                    |         | 1978 |
|            |       |                    |         | 1979 |
|            |       |                    |         | 1980 |
| Total      |       |                    |         |      |

S.A.R. AND H. INDIAN STAFF ASSOCIATION (NATAL AREAS)

PO has <sup>(268)</sup>  
room for  
2 000 <sup>R011</sup>  
more <sup>22/4/82</sup>

Mail Reporter

SOME 4 000 matriculants and school leavers have already joined the Department of Posts and Telecommunications this year.

The Deputy Postmaster General for Staff and Posts, Mr. William Ridgard, said this was considerably more than in the past but there were still 2 000 openings for young people of all population groups.

Excellent training, competitive salaries and much improved housing benefits were strong factors stimulating recruitment, Mr. Ridgard said.

The department spends about R30-million a year on training its staff.

This includes graduate and postgraduate bursaries in electronic and electrical engineering, computer science, public administration, industrial psychology, B.Com and architecture.

The department offers formal training schemes for technologists, technicians, telecommunication electricians and mechanics.

On the management side the department offers in-service training in various fields such as computers, electronic data processing and systems analysis, bookkeeping and auditing.

ARGUS 6/5/82

268

# PO pay gap will go - Minister

THE Minister of Posts and Telecommunications, Mr Hennie Smit, last night assured coloured staff that the last vestiges of pay disparity in the department would be eliminated "within the foreseeable future"

He was opening the annual congress of the Post Office Employees' Association in Cape Town

Mr Smit criticised postal workers because of the complaints he received about delays and losses.

The elimination of the wage gap between whites and coloured had made more progress in the Post Office than any other Government department.

He hoped that wage disparity would become history.

The recent rate increase had elicited criticism and the quality of the service was being watched with a more critical eye

"I am sorry to have to say that I receive numerous complaints regarding delays, losses and mis-sorted mail almost every day.

"Most of these complaints are, unfortunately, justified and consequently difficult to explain away"

However, Cape Town had always had a model postal delivery service "and it is indeed a compliment to your members who are principally responsible for this service"

# Row develops over Post Office flats

By JOUBERT MALHERBE  
Pretoria Bureau

PROPERTY developers in Pretoria are up in arms over the multi-million rand flat block the Post Office is building for its employees near the city centre

The use of public money in competition with private enterprise property development was not in the best interests of the country, Mr Connie Marais, the Chairman of the Northern Transvaal branch of the South African Property Owners' Association, said yesterday

He also warned that other accommodation schemes launched by the State — such as the Schubart Park flat complex which was built by the Department of Community Development — created problems in the plans of private property developers

The Department recently decided to stall further developments at Schubart Park and property developers were caught off guard by the decision

"Private developers take cognisance of State schemes in a particular area and plan their development accordingly. A sudden decision by the State not to continue with a project can only lead to a worsening of the

housing shortage," Mr Marais warned

A Post Office spokesman said the basement section of the flats on the corner of Jacob Mare and Prinsloo Streets, had been completed and that the project would probably be finished early next year

The final cost of the project — which will include two blocks of flats of 10 and 15 storeys respectively — was estimated at about R10-million, he said

The 100 flats — 50 two-bedroom and 50 three-bedroom flats in the two blocks — would be rented by Post Office employees. The rent would be determined by the particular employee's income, he added

There would be parking for 160 cars in the basement section of the flats and the Post Office also planned to establish a telecommunications centre in the basement

The main aim of the project was to provide temporary accommodation for Post Office employees who had been transferred to Pretoria

"There is a tremendous housing shortage in Pretoria and many staff members resign when they are transferred to Pretoria simply because they cannot find accommodation," he said

ROOM  
8/5/82  
268

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**Some (268) workers (211) may face a pay cut**  
Mercury  
18/5/82

Mercury Reporter

ANOTHER six manual telephone exchanges in Natal have been replaced by automatic exchanges, resulting in some Indian telephone operators facing the grim prospect of a cut in pay.

The switch-over affecting about 60 Indian telephonists at Ballitoville, Desainager, Frasers, Tongaat, Umhlali and Verulam, was announced by the Post Office headquarters in Pretoria yesterday.

The new telephone code for these North Coast towns will be 0322, followed by the new telephone numbers of subscribers in these areas.

The workers declined to speak to the Press yesterday for fear of victimisation, but a spokesman said they were not happy about the pay cut as some of the employees were married and have families to support.

But, a Post Office spokesman explained that there were no posts of appropriate grading elsewhere in the Republic in which the affected officers could be placed.

Owing to the fact that experience as telephonist is not appropriate to the ranks to which the officers desire transfer, 19 are obliged to accept reduction in their pay.

A list of old and new numbers appears in the latest edition of the Natal North Coast Telephone Directory.

1985/02/1

different population groups working on the same switchboard?

†The MINISTER OF POSTS AND TELECOMMUNICATIONS

- (1) Senior Telephonist (only in Johannesburg, Pretoria Cape Town and Durban) Standard X, Female Telephonist (White) Standard VIII Male Telephonist, Blind Telephonist and Female Telephonist (Non-White) Standard VII In all cases the subjects passed must include English and Afrikaans
- (2) Yes, training is given on a person-to-person basis and lasts between four to eight weeks The training is comprehensive and includes *inter alia* switchboard operating, details of the various telephone services rendered by the Department, secrecy and fidelity, terminology, telephone etiquette, correct use of the telephone directory, handling of complaints, etc. and
- (3) it is general departmental policy to man telephone exchanges in a specific area by persons of the dominant population group of the telephone renters of that area A situation where operators of different population groups have to work together on the same switchboard consequently only arises in isolated cases, e.g. where it is necessary for a member of one population group to undertake the training of members of another population group or where the exigencies of the service require temporary staffing arrangements

268 Switchboard operators  
Hansard Q. 601, 1012  
9 Mr P C CRONJÉ asked the Minister of Posts and Telecommunications

- (1) What is the minimum school-leaving qualification required for switchboard operators in his Department,
- (2) whether his Department trains prospective switchboard operators; if so, what is the nature of the training provided,
- (3) what is the policy of his Department regarding switchboard operators of

# Study leave for staff

*O. Olypuk 23/5/82*

EAST LONDON — Study leave on full pay for municipal employees was approved by the city council last night — but not without strong opposition from one councillor, Mr Fred Stakemire

Mr Stakemire said he saw no justification why ratepayers should pay for employees to improve their own positions — sometimes to leave the municipality for more lucrative positions

However, no-one supported Mr Stakemire's motion to scrap the study leave scheme

Mrs Elsabe Kemp said there was a serious manpower shortage in the country and that people should be encouraged to learn new skills

"This is something the council can do to help in training and I think it does benefit the municipality"

Mr Donald Card said the council had now done just about all that was possible to make municipal service attractive in order to get better productivity

"We have done all that is possible, and this

must be about the last thing we can do, for our staff. Now we can point a finger at the staff and demand greater productivity," he said

In terms of the resolution passed by the council, employees can be granted a maximum of 15 days special study leave with full pay every year for a study course approved by the Staff portfolio chairman, the Town Clerk the responsible head of department and the Director of Management Services

The leave will only be granted once for any degree or diploma and if the employee fails, there is no second chance

Employees studying for a university degree or equivalent as determined by the Human Sciences Research Council and approved by the city council can be granted three days special study leave for each examination subject to be written or one day study leave for other fields of study

Employees can also be granted one day special leave for the writing of each examination paper or papers — DDR

268

# Weather Mail

Weather Bureau's forecast for today —

**SVAAL** — Partly cloudy and hot with isolated showers

**STATE and CAPE north of the Orange** — Fine to cloudy and hot to very hot with isolated thunderstorms over the north and north-east Free State and the main-Mafeking area

**south of the Orange** — Fine to partly cloudy and over the interior

**AL** — Fine to partly cloudy and hot It will be humid with isolated thundershowers in the afternoon

**WEST AFRICA** — Fine to partly cloudy and very hot with isolated thundershowers in the north

**SWANA** — Fine to partly cloudy and very hot with isolated thundershowers in the north — Sapa

are Cel-  
expect  
for each city

Daily Mail  
Station

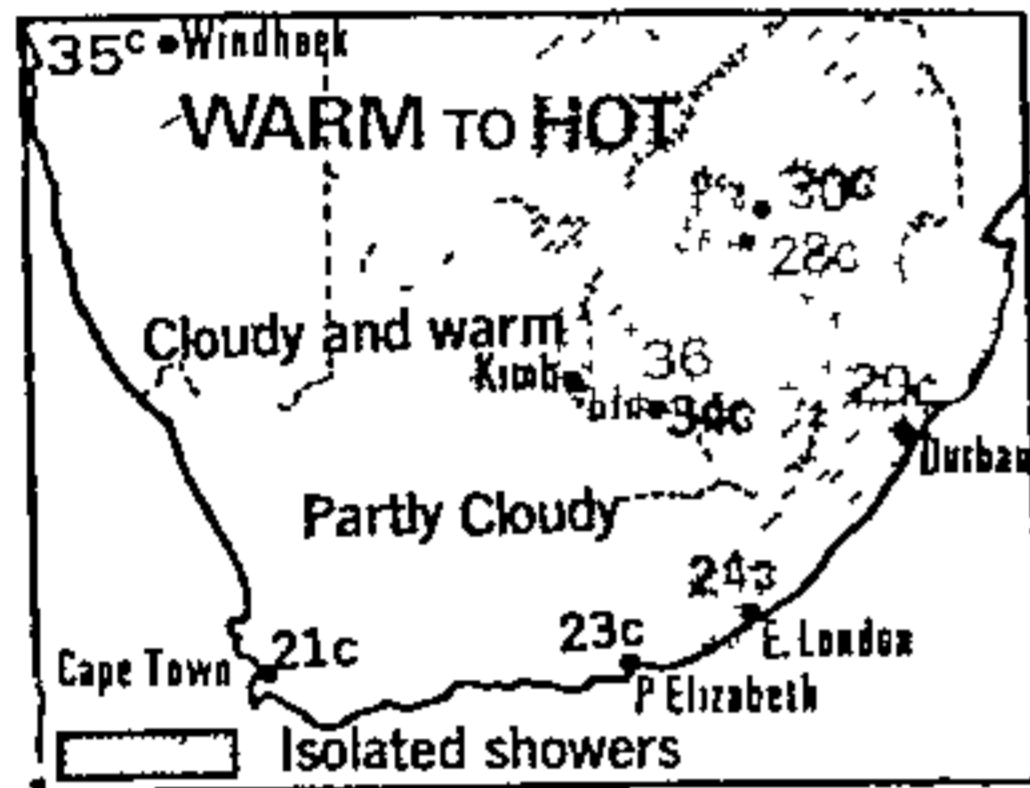
**YESTERDAY**  
Monday,  
20, 1982

temperatures  
14h00 21h00  
28°C 23°C

Humidity  
40% 50%

temp 29°C  
temp 16°C  
24 hours to 20h00

today 18h38  
tomorrow



## SOUTH AFRICA YESTERDAY

Temperatures at 14h00

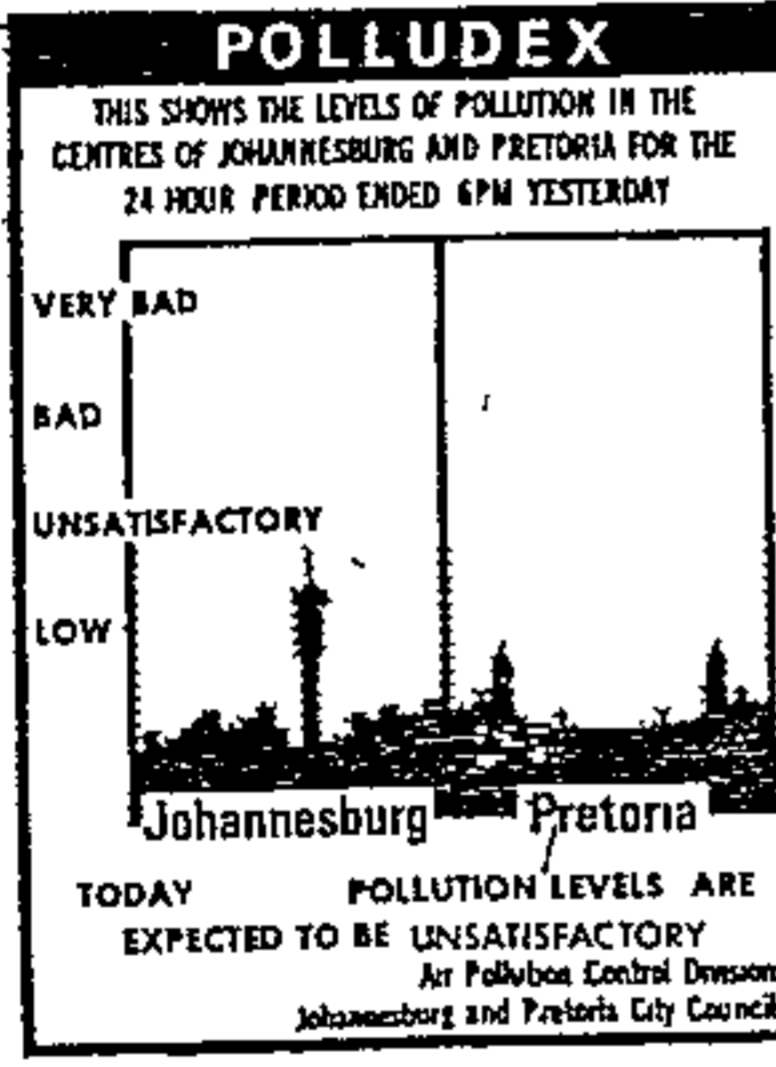
| Town           | °C | Town          | °C |
|----------------|----|---------------|----|
| Jan Smuts      | 33 | Potchefstroom | 28 |
| Nelspruit      | 23 | Pretoria      | 32 |
| Platzburg      | 27 | Rustenburg    | 28 |
| Port Elizabeth | 24 | Standerton    | 23 |

AFRICA. Hottest at 14h00: Uppington 39°C Coldest at 08h00: Sutherland 5°C

AAL Hottest at 14h00: Messina 34°C Coldest at 08h00: Standerton

## THE WORLD YESTERDAY

| City       | Min °C | Max °C | Weather |
|------------|--------|--------|---------|
|            | 1      | 5      | Cloudy  |
|            | 9      | 14     | Cloudy  |
|            | 2      | 8      | Rain    |
|            | 1      | 5      | Cloudy  |
|            | 0      | 2      | Cloudy  |
| Kong       | 13     | 18     | Clear   |
|            | 7      | 16     | Clear   |
|            | 7      | 13     | Rain    |
|            | 5      | 8      | Clear   |
| Angeles    | 24     | 22     | Cloudy  |
|            | -1     | 10     | Cloudy  |
|            | 13     | 24     | Clear   |
|            | -10    | -4     | Cloudy  |
|            | 1      | 5      | Cloudy  |
| York       | -1     | 1      | Snow    |
|            | 2      | 11     | Cloudy  |
| de Janeiro | 24     | 35     | Cloudy  |
|            | 3      | 11     | Clear   |
| Francisco  | 8      | 14     | Cloudy  |
|            | 2      | -3     | Clear   |
|            | 1      | 11     | Clear   |
|            | -3     | 0      | Snow    |



# Gloom for young workseekers

**Mail Correspondent**

**DURBAN** — The thousands of school leavers and National Servicemen who in the new Year will be frantically looking for jobs have a difficult task ahead of them, according to the country's major employers

Because of the recession employers will be looking at trimming their workforces — if they have not already done so — rather than taking on new staff

A number of companies said they would still be taking on apprentices and trainees for certain skills to meet expected future need for skilled labour — but this intake would be "drastically" reduced

The executive director of the Natal Chamber of Industries, Mr Roland Freakes said "one has to accept the fact that job opportunities are scarcer than they have been in previous years"

Mr Leon Els, liaison officer for South African Transport Services, the country's largest employer of labour, said there had been a countrywide "clampdown" on employment and SATS in the New Year would only be employing 1 000 people to fill

"essential" grades

"We will be still taking on our normal quota of apprentices as we don't want to be caught with our pants down when the economic upturn comes but we will be a lot more selective," he said

Iscor's acting group personnel manager, Mr P M du Plessis said in terms of the company's long term manpower plan, it would be taking on "a fair share of people" but the intake would be reduced to employing people with specific skills

A regional spokesman said the Post Office had a shortfall of 256 clerical posts for whites and a shortfall of 244 posts for white technicians

"We are expecting to fill these posts early in January when school leavers begin to look for jobs," he said

However, black school leavers looking for jobs are unlikely to find it easy to find employment with the Post Office as the spokesman said there was an "oversupply"

South Africa's major banks reported that they had been recruiting school leavers "geared" to their requirements but said they would be employing less than in previous years

## Envoys go in reshuffle

**MANAGUA** — Nicaragua's government announced at the weekend it was replacing ambassadors to the United States and several European countries as part of a reshuffling of diplomatic personnel

In a short Press bulletin, Nicaragua's Foreign Ministry said it would replace its top diplomats in Algeria, Belgium, Ecuador, El Salvador, the US and Holland — UPI

## MATTER OF FACT

TO CORRECT specific errors of fact, write to the Editor at P O Box 1138, Johannesburg, or telephone the Editor's secretary at 710-9111 between 9am and 5pm on weekdays

If you have broader complaints about the Rand Daily Mail these can be taken up with the Mail Ombudsman, James McClurg, c/o the Editor's secretary

POLITICAL comment in this issue by David Hazelhurst Peter Bunkell newsbills by Mike Sient headlines and sub-editing by Reg Rumney cartoons by David Anderson all of 171 Main Street Johannesburg

They are, Mr Peter James Brown, 34, of Umhlanga Rocks, and Miss Vanessa Elaine Downing, 24, of Yeoville, Johannesburg

They are accused of dealing in dangerous and habit-forming drugs

No evidence was led, and the hearing was postponed to December 27

Mr Brown is being held in police custody, while Miss Downing was released on bail of R500

## New chief

**WINDHOEK** — The acting director of nature conservation in South West Africa, Mr Polla Swart, has been appointed permanently to the position from January 1, the government service announced in Windhoek yesterday — Sapa

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Classes commence immediately

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71129

The court where no-one was king

Magnum

It says



# Post Office workers hurt in manhole gas explosion

~~24~~ (268) ROM 24/12/82  
By ANN PALMER  
THREE Post Office workers were taken to hospital yesterday after gas exploded in a manhole outside the Johannesburg Municipal Gasworks in Auckland Park

The men were working with a blowtorch when the explosion happened

The injured men were named as Mr C Kruger, of Bernard Street, Triomf, Mr A Grove, of Die Ou Pad, Flor-

ida, and Mr Steven Monshasi, from Soweto

The general manager of the gasworks, Mr Malcolm Woodroe, said staff had found no trace of a gas leak from the plant

The condition of Mr Kruger and Mr Monshasi was said by doctors last night to be satisfactory Mr Grove's condition was described as "quite serious"

● Picture Page 4

PUBLIC SECTOR - TELECOMMUNICATION -  
LABOUR.

1983 - 1984 - DEC.

# Feminine 'first' for GPO <sup>(268)</sup>

7/1/83 Jan

By Maud Motanyane

Six years of hard work as a clerk at the Daveyton Post Office have paid off for 27-year-old Mrs Rhoda Tlhoale, who has been appointed postmistress. She is the first black woman in the country to occupy such a position.

Mrs Tlhoale, who started in her new job at the Thokoza Post Office this month, heads a staff of six men and three women. She says her appointment has been well received, although some people still phone her and ask to speak to the postmaster.

"They demand to speak to the postmaster in spite of my assurance that they are talking to the right person," she says.

Mrs Tlhoale, a former school teacher, started working at the Post Office at the age of 21.

"Although I trained as a teacher, I only worked for six months as a teacher and branched off to the Post Office because I like working with people, both young and old."

Mrs Tlhoale, one of a family of eight, says she was unable to further her studies because of a lack of funds. "The Post Office was a good place to improve my position while I earned money."

Her ambition is to hold a senior position at the regional office of the Department of Telecommunications.

268  
158  
sfaw  
Postal workers in Natal form a union

Labour Reporter 19/1/83

A trade union for postal workers in Natal was launched last weekend in Durban. The National Post Office and Allied Workers' Union had about 550 workers at its inaugural meeting.

However, the union may run into conflict with existing labour legislation which bars public servants from becoming members of trade unions. Similar attempts to organise black postal workers have failed, largely as a result of concerted police action.

A spokesman for the postal union said the weekend meeting was a follow-up to several gatherings held last year, but there had only been poor turnouts in the past. This he attributed to intimidation by the authorities.

Another meeting is being held next month to elect an executive committee.



4/2/83  
Posts and Telecommunications: vacant posts  
~~17~~ (268) Hansard Q. Col. 29  
\*17 Mr A B WIDMAN asked the Minister of Posts and Telecommunications

How many posts on the establishment of his Department were vacant as at 31 December 1982?

The MINISTER OF POSTS AND TELECOMMUNICATIONS

4 174—based on the authorized establishment of the Department

\*18 Mr C W EGLIN Internal Affairs—[Withdrawn]

268 Hansard Q Col. 289  
Postmen  
24/2/83 - 292

167 Mr A B WIDMAN asked the Minister of Posts and Telecommunications

- (1) How many (a) White, (b) Coloured, (c) Asian and (d) Black postmen were employed by the Post Office in the latest specified year for which figures are available.
- (2) whether the rate of pay is the same for postmen of all population groups; if not, (a) why not and (b) what are the respective rates?

The MINISTER OF POSTS AND TELECOMMUNICATIONS

- (1) (a) 1 912,  
(b) 1 044,  
(c) 387,  
(d) 1 423,  
as at 31 December 1982,
- (2) the rate of pay is the same for White, Coloured and Asian postmen,
  - (a) the salary parity programme has not yet reached the stage where the remuneration of Black postmen can be placed on a par with that of the remaining population groups, and

291

THURSDAY, 24 FEBRUARY 1983

|                                    |                                      |
|------------------------------------|--------------------------------------|
| (b) White, Coloured and Asian      | = R4 446 × 312 - 5 070 × 429 = 7 644 |
| Witwatersrand, Pretoria and Durban | = R3 822 × 312 - 5 070 × 429 = 7 644 |
| Other centres                      | = R2 985 × 243 - 3 957 × 336 = 5 073 |
| Blacks (all centres)               |                                      |

(268) Hansard Q 61.401  
Posts and Telecommunications resignations

1/2/83

369 Mr A B WIDMAN asked the Minister of Posts and Telecommunications

(a) How many employees in his Department resigned in 1982 and (b) how many such employees were (i) technicians and (ii) postmen?

The MINISTER OF POSTS AND TELECOMMUNICATIONS

(a) 8 992

(b) (i) 389 and

(ii) 506



(23) Q 68, Hansard  
Posts and Telecommunications: flats/housing

Q 601, 525 units 7/3/83

384 Mr A B WIDMAN asked the Minister of Posts and Telecommunications

- (a) How many (i) flats and (ii) housing units are owned by his Department and (b) how many such (i) flats and (ii) housing units have been allocated to non-White employees?

The MINISTER OF POSTS AND TELECOMMUNICATIONS

- (a) (i) 987  
(ii) 1 707, and  
(b) (i) 37,  
(ii) 24

#### Telephones

385 Mr A B WIDMAN asked the Minister of Posts and Telecommunications

- (1) What was the total number of (a) private and (b) public telephones in use in the Republic as at the latest specified date for which figures are available,  
(2) how many new telephones were installed in the 1981-'82 financial year,  
(3) how many telephone applications were outstanding (a) in the Republic, (b) on the Witwaterstand, (c) in Pretoria, (d) in Durban, (e) in Port Elizabeth and (f) in Cape Town as at the latest specified date for which figures are available?

7/3/83  
Posts and Telecommunications military  
service Hansard  
383 Mr A B WIDMAN asked the Min-  
ister of Posts and Telecommunications

Whether any employees of his Depart-  
ment were obliged to leave his Depart-  
ment in order to render military service in  
1980, 1981 and 1982, respectively, if so,  
how many in each such year?

MARCH 1983

522

The MINISTER OF POSTS AND TELE-  
COMMUNICATIONS

The required information is not avail-  
able as employees leaving the service do  
not always give a reason for doing so

268

Hansard Q.601. 620 -  
621

Post and Telecommunications:  
technicians/artisans

11/3/83

380 Mr A B WIDMAN asked the Minister of Posts and Telecommunications

How many (a) technicians and (b) artisans were employed by his Department as at the latest specified date for which figures are available?

The MINISTER OF POSTS AND TELECOMMUNICATIONS

- (a) 5 061, and
- (b) 662, as at 31 January 1983

621

FRIDAY, 11 M

Note The above figures do not include staff in training as technicians (2 391) or artisans (272)

Posts and Telecommunications:  
mechanics/engineers

381 Mr A B WIDMAN asked the Minister of Posts and Telecommunications

Whether a telephone (a) mechanic and (b) engineer is classified as (i) an artisan or (ii) a technician?

The MINISTER OF POSTS AND TELECOMMUNICATIONS

- (a) All persons employed by the Department on skilled trades such as motor mechanic, carpentry and welding (as distinct from work categories such as the installation and repair of telephones, cable jointing, etc performed by Telcom Electricians) who are regarded as having artisan status, are accommodated in the rank of Telcom Mechanic, and
- (b) engineers are classified in the Professional Division of the Department, while artisans, together with Telcom Electricians, are classified in the General Division and technicians in the Technical Division

# Row over PO's <sup>268</sup> 'Subsidy Palace' project <sup>3/4/83</sup>

By **STEPHEN DAVIMES**

PROPERTY developers in Pretoria have condemned the Post Office's intention to complete the last phase of a two-block 'sub-economic' flat complex for its employees in Sunnyside

The R10-million complex has been described as 'palatial' and developers are angry that while other public projects have been shelved due to the recession, work is continuing on the second 15-storey block of the 'extravagant' complex

The developers, who are reluctant to have their names published, pointed out that while the Post Office had recently increased its tariffs and was to do so again, it was providing flats costing R100 000 or R392/m<sup>2</sup> to build at rents as low as R40 a month on average

The completed flats, planned as sub-economic housing, were built from expensive materials and by costly methods

The recreational facilities of the completed first block include a tennis court, swimming pool, billiard tables and playgrounds for toddlers, and about R600 000 was spent on gardening and landscaping

A Post Office spokesman has said rents would be determined by the particular employee's income

But property experts said unsubsidised rent on similar three-bedroomed apartments would be at least R1 200 a month, which meant the taxpayer would be subsidising the Post Office workers by more than R1 100 a month on each flat

X  
268 Hansard Q. 61. 1020 -  
Employees fined 1021  
20/4/83

\*14 Mr D J N MALCOMESS asked the Minister of Posts and Telecommunications

- (1) Whether employees in the telephone maintenance section at Krugersdorp were fined for being late in January this year, if so, in terms of what authority were they fined
- (2) whether they offered any reason for being late, if so, what reason was given,
- (3) whether any attempt was made to establish the validity of such reason, if not, why not, if so, to what effect,
- (4) whether such employees were informed that failure to pay the fines would result in certain action being taken against them, if so (a) by whom were they so informed and (b)(i) what is the nature of the action and (ii) in terms of what authority could the action be taken,

1021

WEDNESDAY

- (5) whether it is normal practice to fine latecomers, if so,
- (6) whether such practice applies to Post Office employees of all race groups?

The MINISTER OF POSTS AND TELECOMMUNICATIONS

- (1) Yes, in terms of Post Office Service Regulation G1 9,
- (2) yes, that they had experienced transport problems,
- (3) no, because other commuters residing in the same area reported for duty on time,
- (4) no,
- (5) yes, in the case of habitual latecomers, because the Post Office, in common with other business institutions must maintain proper discipline,
- (6) yes

268

Postmen

Q Col. 1365 24/5/83

846 Mr S S VAN DER MERWE asked the Minister of Posts and Telecommunications

Whether, with reference to his reply to Question No 538 on 21 April 1982 an agreement has been reached with the White staff association on the use of non-White postmen in the Sea Point/Green Point area, if so, what is the purport of the agreement?

The MINISTER OF POSTS AND TELECOMMUNICATIONS

No, since the availability of White candidates for appointment as postman in the Sea Point/Green Point area has improved to such an extent that the need for the employment of Coloureds has fallen away

## Big rises for Post Office technical staff

# Smiles for many PO workers

W/LE ARGUS 18/6/83 (268)

By PHILIP VAN DER MERWE, Weekend Argus Reporter

MANY of the Post Office's technical staff have received big salary hikes in the past few months in spite of the Government's anti-inflationary pledge of no general increase in public servants' salaries in the first half of 1983

The salary increases have been made in terms of the Government's programme of "occupational differentiation", which is an attempt to keep public sector salaries in line with those in the private sector and stem the flow of trained staff from the public service

The programme is also being implemented in

other Government departments and, together with the recent increase in the public service housing loan subsidy ceiling from R40 000 to R50 000, is said to be costing the State and semi-State institutions millions of rands

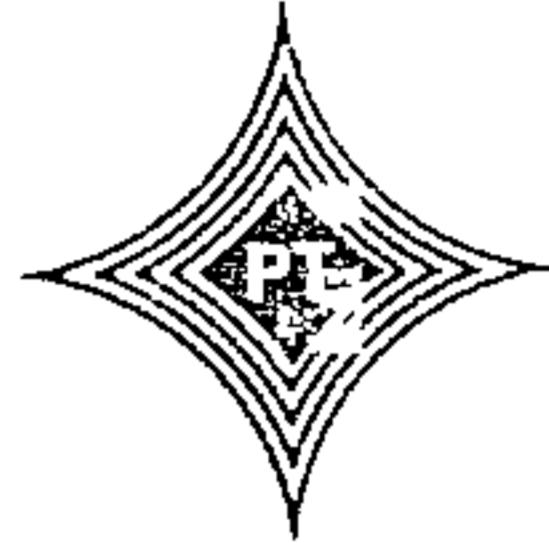
Many Post Office technical staff and engineers in the Western Cape last month received increases of up to 50 percent, backdated to April 1, in accordance with upgrading of their positions

This means that a salary in the region of R1 000 has been increased in some instances to about R1 500

The adjustments will mean an even bigger bill

for the Government if it grants the general salary increase promised for later this year if the economic situation improves. This is because an across-the-board increase — usually a percentage of existing salaries — will have to be based on the revised salary scales

An official who benefited from the recent adjustments can look forward to an even better package by the end of 1983. It will include a larger 13th cheque — the bonus of one month's salary paid to each official at the end of the month in which his birthday falls — and monthly subsidy towards his bond re-



payment in excess of R400 on a mortgage of R50 000

The president of the Public Servants' Association, Dr Colin Cameron, said he was not specifically aware of the Post Office adjustments, although they did not come as a surprise to him

"Once we have the facts available, the association will study the position. If there are major discrepancies between comparable groups in the Post Office and the public service, we will pursue the matter further"

# Post Office *Mercury* workers *14/11/83* 'disgruntled'

Mercury Reporter

TENSION is mounting and threatening to reach breaking point among thousands of Post Office workers who are extremely dissatisfied with the way in which demands for higher salaries are being handled by the Government.

A motion of no-confidence in the Minister of Posts and Telegraphs, Dr L A P A Munnik, as well as Internal Affairs Minister F W de Klerk, is being considered.

Top-level negotiations have apparently reached a deadlock — and many workers claim they have been left out in the cold, struggling to maintain living standards while there is no immediate hope of a recovery in the economic recession.

It is believed that meetings are being planned throughout the country and hundreds of angry workers have threatened to resign.

Spokesmen said yesterday the workers were no longer prepared to wait to hear from the Govern-

ment whether their demands for interim increases would become a reality soon.

'The general feeling is that indications of pay rises and statements regarding this have become promises and more promises while our standard of living is decreasing rapidly,' a spokesman said in Durban.

Meanwhile, the Public Servants' Association is still waiting to hear from Mr de Klerk that they will receive across-the-board pay rises in October after an urgent meeting had been called two weeks ago.

The president of the association, Dr Colin Cameron, said from Pretoria last night that the urgency of salary increases had been emphasised during the meeting and Mr de Klerk had told delegates the matter would be studied by the Government.

He gave no indication when a statement could be expected.



on and asked me to drive slower because his wife was pregnant I slowed down but he came back and told me she was getting pains"

Mr Fortuin then stopped the bus and went to have a look at the woman

"I realised she was in labour and immediately started for the hospital

Other passengers lent a hand in making the woman comfortable and calming the couple

"When we got to Victoria, I jumped out and ran inside to get help I then dashed back to the bus

"When I got there, the baby had just been born"

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By DIANA POWELL  
Weekend Argus  
Reporter

# Bombardier Bounge

AN administrative bungle in the Post Office has resulted in the overpayment of thousands of rands to technical staff who had their salaries upgraded in terms of an "occupational differentiation" programme in April.

Rensburg, confirmed from Pretoria that mistakes had occurred when the increases were handed out as a result of a misinterpretation by the Cape Town pay office of the circular explaining the salary adjustments

He said a small percentage of technicians, senior technicians, electricians and telephone mechanics had been given increases which were too high. As a result their salaries were being re-adjusted and they were being asked to pay back the difference

Some officials required to be away from home who receive subsistence allowances will also have to pay hundreds of rands back. The allowances are based on salary and were automatically adjusted to a higher rate when their pay increased. It has been estimated that some officials on full time construction work out of town will have to pay back R5 a day retro-active to April 1

Officials affected have received letters informing them of the overpayment and asking them to sign documents authorising the department to deduct the money in instalments

With the first increased pay cheques, a computerised message on all pay slips warned that if any mistakes had occurred they would be adjusted later. But, officials complained this week, subsequent slips had said nothing and, after four months, they felt it was reasonable to accept that they were receiving the correct salaries

## Documents

## Mistakes

## Holiday

## Sympathy

Now the Department of Posts and Telecommunications is demanding the money back and angry officials this week passed a motion of no confidence in the management of the Post Office through their union, the SA Telecommunications Association (Sata)

The senior director (personnel), Mr G van

What does a man who has been struggling to make ends meet for years do when he receives a decent salary increase? He goes out and replaces his car, gets a loan to improve his house, promises his family a holiday

Mr van Rensburg said the department was extremely sympathetic to employees who had been caused hardship and as a

They should have been informed sooner but the mistake had been picked up in head office only a couple of months after the increases were handed out, Mr van Rensburg

record of members who could not obtain the right of investigation into grievances, but who flinched from making

W/E Areas 27/8/83

MEANWHILE

350 355

# Civil servants still wait for

# January rises

PRETORIA. — Civil servants in several Government departments are still waiting

stances, and that a short-

mission's emphasis on speed in resolving such grievances.

... ..

268

# Govt facing pay crunch

Mercury Reporter

A TOUGH stand to get general pay rises for thousands of disgruntled Post Office workers is expected from the Post and Telegraphs Association after a decision at a

special meeting to maintain top-level pressure on the Government

The secretary of the association, Mr Frank Gerber, said from Johannesburg yesterday the association was disappointed with the outcome of recent requests and would urgently ask the authorities to reconsider

The association had not heard from the Minister of Posts and Telegraphs, Dr L A P A Munnik, after top-level negotiations in June. Dr Munnik said increases were not possible at that stage and he gave no indication when an answer could be expected

Meanwhile, many workers throughout the country are said to be extremely dissatisfied with the way in which their demands were being handled at Government level. Many are on the brink of resigning because of their struggle to maintain living standards

Committee leaders warned that the Government could not afford to bluntly reject demands for drastically needed increases with the forthcoming constitutional referendum at hand.

The president of the Public Servants' Association, Dr Colin Cameron, said from Pretoria yesterday his association was also waiting to hear from

the Minister of Internal Affairs, Mr F W de Klerk, after urgent requests on the salary question.

The Mercury's Pretoria correspondent writes that public sector workers — more than a million of them — have intensified pressure on the Government for urgent pay rises

And senior public servants warn that the Government will have to submit to the demands being made or face a situation of 'disruptive dissatisfaction' throughout the Public Service

However, the costs to the Government — and the taxpayer — of even limited increases would be high

For every 1 percent rise in the central Government departments alone — they employ nearly 250 000 — the cost would be about R68 million.

The growing clamour for pay increases has been strengthened by the more-than-25-percent rises Members of Parliament and the Cabinet have voted themselves.

This was in spite of repeated appeals from the Government to the private sector to moderate pay hikes

## Salary

The public sector staff associations are now demanding something more than the 'vague undertaking' given by Mr de Klerk that there could be a salary review later in the year

The chairman of the Federal Council of Teachers Associations, Mr John Stomer, said yesterday members of the council would meet the Minister of National Education, Dr Gerrit Viljoen, next month to discuss early salary adjustments

The Federal Council of SATS Staff Associations will meet the Minister of Transport, Mr Hendrik Schoeman, next month to press for immediate financial relief for Railways workers.

# Postman shot by boy in 'game'

24/8/83

268

~~268~~

*Mercury*

BLOEMFONTEIN—A game led to the death of a postman at Wilgehof yesterday when a seven-year-old boy shot him through the head.

Mr P. S. Ndiva, 40, of Batho was delivering a parcel to the boy's aunt when he was shot with a 22 pistol, believed to belong to the child's grandfather.

The child said he thought he would scare the postman with the pistol, according to Lt-Col W. K. Schuld.

This came to light after detectives saw the child still carrying the pistol in his grandparents' kitchen, according to a neighbour.

Mrs. Lena Opperman was first on the scene after the shooting.

My domestic servant told me she saw a man lying on the pavement. I first thought he had fallen and hurt himself.

We called the Post Office, who notified the police, and they couldn't fathom what had happened until they came across the child with the gun. — (Sapa).

# Post Office pay bungle angers workers

*Sunday*  
Tribune Reporter  
28/8/83

AN administrative bungle in the Post Office has resulted in the overpayment of thousands of rands to technical staff who had their salaries upgraded in terms of an "occupational differentiation" programme in April.

Now the Department of Posts and Telecommunications is demanding the money back and angry officials this week passed a motion of no confidence in the management of the Post Office through their union, the SA Telecommunications Association (SATA).

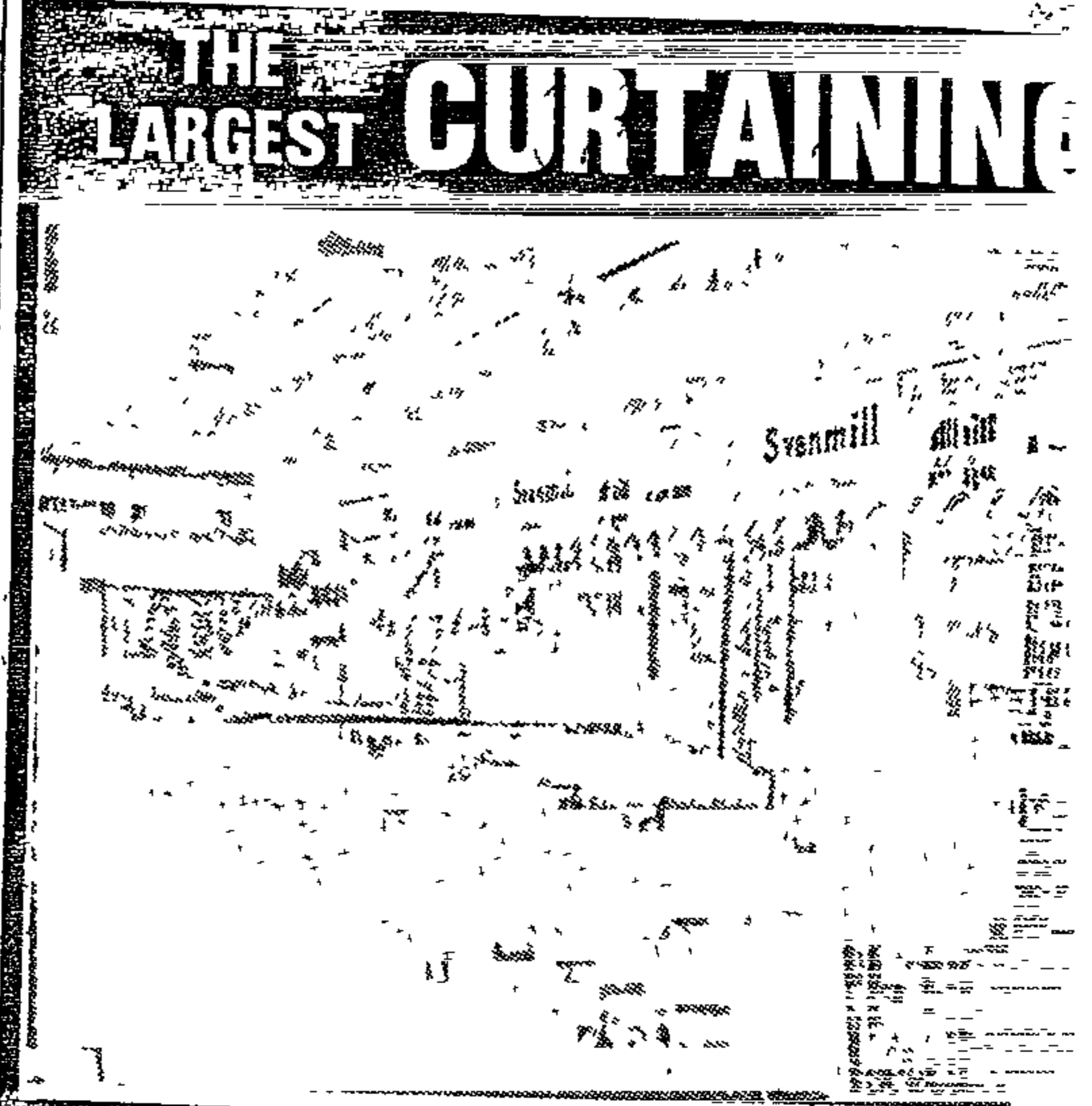
The Senior Director (Personnel), Mr G van Rensburg, confirmed from Pretoria that mistakes had occurred when the increases were handed out as a result of a misinterpretation by the Cape Town pay office of the circular explaining the salary adjustments.

He said a small percentage of technicians, senior technicians, senior telecommunications electricians and telephone mechanics had been given increases which were too high. As a result their salaries were being readjusted and they were being asked to pay back the difference.

Officials affected have received letters informing them of the overpayment and asking them to sign documents authorising the department to deduct the money in instalments.

Some have to pay back hundreds of rands. Officials required to be away from home who receive subsistence al-

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### JACKSON

Dr Boesak said But how could one speak to people about freedom when they suffered oppression under the apartheid system of the South African Government? How could one speak of freedom to people who had to live in a "pigmentocracy", to families who were broken up because of the country's laws, to

South African Government — not because we know we control the situation but because we have received a freedom we shall not give up," he said

It was this that had given Bishop Desmond Tutu the courage to tell the Minister of Law and Order that he was not God, but just a man

There was a freedom that people had still to learn to understand — the freedom to give up their own freedom for others

Dr Boesak received his loudest ovation when he said "The freedom of the people of the United States depends very much on the freedom of the people of the of South Africa and you shall not be free until we are free"

# World record runner's longevity in running business

a brief visit to Cape Town this week  
Two thousand kilometres in 52 official races — that was the bet with fellow Helderberg Harrier runner Robbie Dulles-Orr "I'm not sure what was on that bet, a track-suit top, or a Coke something small Then the story went further, and Robbie said I should go for the world record," says Faan "So hopefully, I will complete this weekend's hundred-miler I have a very stiff September — five standard marathons plus the Karroo race which is 80 km Then I'll be sure of the few kilos left which I'll do at the Bellville race in October  
"On a couple of weekends I have done three races When I exceeded 1 000 km I did the Standerton Marathon on the Saturday morning drove to Witbank to do 21 km, then back to Johannesburg for a 42 km again  
"Another weekend which was quite tough, I drove to Barberton and did 1 000 km from my place, ran a 42 km in the morning, then a 21 km in the afternoon, then I drove to Johannesburg and did another 42 km the next morning  
The running madness costs a bit, too "This is one expensive story, it's going to cost me between R8 000 to R10 000  
"I work under a lot of stress I didn't run for three months at one stage My doctor told me there was only one solution Go back to running  
"If I run myself to death, I will be happy to go that way"

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been estimated that  
some officials on full  
time construction work  
out of town will have to  
pay back R5 a day re-  
troactive to April 1.

### Reasonable

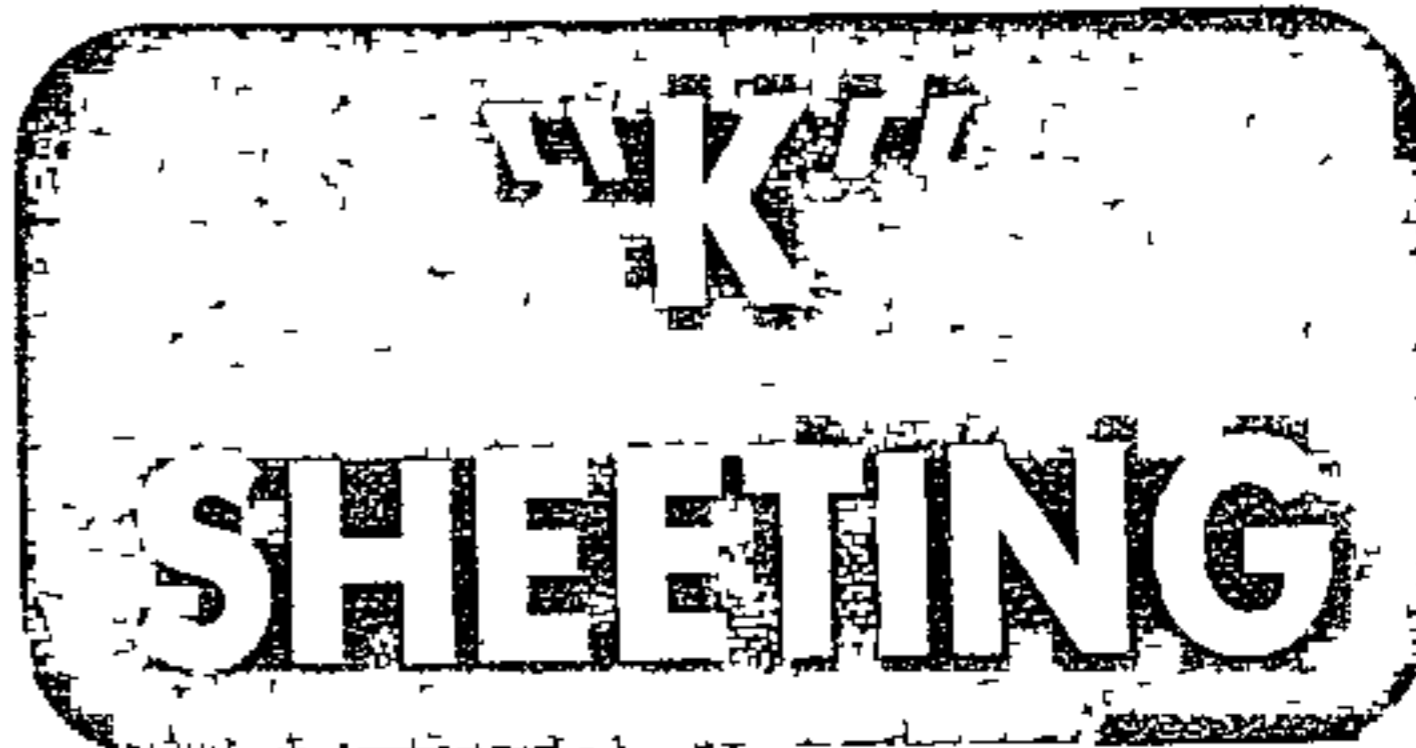
With the first increased  
pay cheques, a compu-  
ter message on all  
payslips warned that if  
any mistakes had oc-  
curred they would be  
adjusted later. Officials  
complained this week  
that subsequent slips  
had said nothing and,  
after four months, they  
felt it was reasonable  
to accept that they  
were receiving the cor-  
rect salaries

Some officials who felt  
they had received ex-  
traordinarily high in-  
creases queried the fig-  
ures with the pay office  
and received replies in  
writing that they were  
in order

This week a local SATA  
committee agreed to  
act on a demand from  
members to communi-  
cate a motion of no  
confidence in the Post  
Office management to  
head office and to call  
for a full inquiry into  
the matter and for the  
results to be made pub-  
lic to all officials and  
the media

Mr Van Rensburg said the  
department was sympa-  
thetic to employees  
who had been caused  
hardship, and as a mat-  
ter of policy leniency  
would be shown to any-  
one required to pay  
money back Officials  
who had been asked to  
repay could appeal  
against the figure and  
if necessary instal-  
ments could be spread  
over a couple of years

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R-

WEDNESDAY, 7 SEPTEMBER 1983

Indicates translated version

For oral reply

Casillo de Beller oil

\*1 Mr R R HULLEY asked the Minister of Transport Affairs

- (1) Whether any oil has been leaking from the submerged stern section of the tanker *Casillo de Beller*, if so, what is the estimated (a) quantity of crude oil trapped in the stern and (b) rate of leakage,
- (2) whether any steps have been taken to (a) dissolve the oil which has leaked out and (b) control further leakages, if not, why not, if so, what steps in each case,
- (3) whether the leaking oil is having any significant effects on (a) marine life, (b) bird life and (c) the West Coast fishing industry, if so, what effects in each case,
- (4) whether any steps have been taken to counteract these effects, if not, why not, if so, what steps,
- (5) whether he will make a statement on the matter?

†The MINISTER OF MANPOWER (for the Minister of Transport Affairs)

- (1) Yes
  - (a) The estimated quantity of crude oil can be anything up to 40 000 tons
  - (b) The rate of leakage is one of five tons per hour
- (2) (a) No, because oil leaking from the stern section disperses ten miles from the wreck in a natural manner

(b) No, because it is not possible

- (3) This matter resorts under the jurisdiction of the Department of Environmental Affairs and Fisheries
- (4) Falls away
- (5) No

Our Country can be most grateful that the direction of the wind and other factors prevented our beautiful West Coast and Beach Areas as well as our vegetation from being polluted, thus far. This is a blessing for which we are sincerely thankful.

*Handwritten: Housend Q.61.2048 7/9/83*

\*2 Mr R A F SWART asked the Minister of Co-operation and Development

Whether the inhabitants of (a) Kamibi Reserve and (b) Moolplaats B of 181 in the Ngqishe District are to be moved, if so, (i) when, (ii) where will they be moved and (iii) how many persons are involved?

The MINISTER OF CO-OPERATION AND DEVELOPMENT

- (a) and (b) According to the consolidation proposals submitted to Parliament during 1973, the members of the Black communities of Moolplaats and Kamibi are to be resettled
  - (i) No hate has as yet been determined
  - (ii) In terms of the 1973 proposals, the people concerned are to be resettled on farms to be acquired in the District of Vryheid
  - (iii) A survey must still be conducted to determine the exact number of people involved

\*3 Dr M S BARNARD—Health and Welfare—Reply standing over

\*4 Mr J J B VAN ZYL asked the Minister of Transport Affairs †

Whether he intends announcing a salary increase for employees of the South African Transport Services within the next two months, if not, why not, if so, when will this increase come into operation?

†The MINISTER OF MANPOWER (for the Minister of Transport Affairs)

I refer the hon member to the statement I made last night

†Mr J J B VAN ZYL Mr Speaker, arising out of the reply of the hon the Minister, can he tell the House why the salary increases will only be paid from 1 January next year and not now already, four months earlier? What is the reason for that? [Interjections]

Salary increases

\*5 Mr J J B VAN ZYL asked the Minister of Posts and Telecommunications †

Whether he intends announcing a salary increase for employees of his Department within the next two months, if not, why not, if so, when will this increase come into operation?

†The MINISTER OF POSTS AND TELECOMMUNICATIONS

Yes I refer the hon member in this regard to my press statement of 6 September 1983 in which I announced that with effect from 1 January 1984 general salary relief will be granted to all members of the staff by means of the payment of a pensionable allowance of 12 percent on basic salary

†Mr J J B VAN ZYL Mr Speaker, arising out of the hon the Minister's reply, can he tell us why the Post Office cannot grant its employees a salary increase from 1 October? Why should it only be done on 1 January next year? [Interjections]

†The MINISTER Mr Speaker, in the negotiations I conducted with the Post Office Staff Association, I received requests to let it commence at the earliest possible date on which the Post Office can afford it. In my opinion and that of the Department 1 January 1984 is the earliest date on which we can afford it.

*Handwritten: Drought-stricken areas Q.61.2050 7/9/83*

How many declared drought-stricken areas were there as at (a) 30 April 1983 and (b) 31 August 1983?

The DEPUTY MINISTER OF AGRICULTURE

- (a) 123
- (b) 163

\*7 Mr C W EGLIN asked the Minister of Foreign Affairs and Information

(1) Whether the South African Government has made requests to the Lesotho Government concerning South African exiles resident in that country, if so, (a) on what date or dates and (b) what was the nature of the requests,

(2) whether any reply has been received from the Lesotho Government, if so, what was the reply,

(3) whether the South African Government is contemplating further steps in this regard, if so, what steps?

†The MINISTER OF FOREIGN AFFAIRS AND INFORMATION

- (1) Yes
  - (a) On various occasions
- (2) (b) (2) and (3) I am of the opinion that there should be no disclosure

# Post office homes <sup>5/11/83</sup> for retired workers <sup>268</sup> ~~300~~ <sup>123</sup> Mercury

## Finance Reporter

THE Department of Posts and Telecommunications is to start building retirement complexes for Post Office pensioners

Postmaster General, Mr Henry Bester, announced yesterday that legislation enabling this is expected to be submitted to Parliament next year

He was speaking in George where he addressed a gathering of post office pensioners living in the southern Cape area

## Facilities

The first of the complexes is planned for Pretoria and a second one for Milnerton in the Cape, provided the necessary funds can be made available, Mr Bester said

Mr Bester also revealed that the post office was investigating the possibility of paying civil pensions directly into Telebank, on request. This would give pensioners the benefit of easy withdrawals and tax-free interest on their current savings accounts

Telebank facilities are currently available at 148 Post Offices and are planned for a further 300 Post Offices during 1984

Mr Bester said this could relieve pensioners of the inconvenience of queuing for their monthly withdrawals at post offices, or of having to pay transfer fees or tax on the interest on their savings at other financial institutions

After collaboration

with post office pensioners clubs, the Department of Posts and Telecommunications has decided to issue an identification card, known as a Post Office Veteran's Card

This will be free of charge and will allow pensioners to make a free telephone call from any official or public telephone in cases of emergency

Commission

V  
F  
F  
z  
1

(268) Mercury  
No leave pay for  
this P O worker  
21/11/83

SIR — Can anyone explain to me why government employees do not enjoy the same protection as people employed by private individuals

My daughter was employed by the Post Office for over a year. During this time she was not allowed to take her leave because the post office was so busy.

Now she has resigned her position and has been told that because she resigned she is not entitled to any leave pay.

Were she not in government service she would be protected by the Factories Act which states

Section 21. An employer shall grant to every employee employed by him in respect of each period of 12 months' employment with him leave absence on full pay and not less than two consecutive weeks.

And it also states that on termination of an employee's employment his employer shall pay to him his full pay in respect of any period of leave which has accrued to him but which was not granted to him before termination of the employment.

Can someone explain to me how the factory inspector can insist that employers enforce rules which his own employer does not enforce? Government employers say that leave is a privilege and not a right.

If this is so, why does

the Factories Act place an obligation on companies to provide leave for their employees?

If it is only a privilege for government employees it must be only a privilege for everyone else.

SIDNEY G DAVIES

34 Greig Road  
MANDINI

FOOTNOTE Mr Calitz, PRO for the Department of Posts and Telecommunications in Durban, says Miss Davies never applied for leave during her employment as a clerk at Mandini post office. On joining the department certain forms are filled in by the employee and one of them states the department's regulations on leave — Post Office Service Act 66 of 1974, Regulation 021 1 'If an officer relinquishes a permanent appointment any accumulated leave standing to his/her credit on the date on which his/her services terminate shall lapse'.  
Editor

Letters emanating from private addresses, i.e. not institutions, corporations or official bodies, must bear a full street address (not P O Box number) otherwise they will not be considered for publication.



# Post staff told: wait for increase

3/1/84 Star  
Pretoria Correspondent

268

Employees of the Department of Posts and Telecommunications have been warned not to anticipate their salary increases, apart from the 12 percent announced in September last year

The January issue of the department's Staff journal, Postal, warns them that salary increases resulting from the new job evaluation system will materialise much later in the year

In the technical division, the journal says, about 19 000 posts have been evaluated and a report is to be considered by top management

This is the procedure for other divisions

● The training of job describers for post and management services, telecommunications, commercial, regional audit and uniformed staff is due to start in Durban on January 9 and elsewhere the next day

● Job describers for the various head office directorates are scheduled for training on February 6

● Job descriptions for the whole clerical/administrative division will be completed by March 9 After the data have been graded and processed a likely target date for this group is May 31 Implementation date will be January 1 1984

● Job evaluation of smaller groups of staff will be undertaken as soon as possible, the journal says

# Strike by Durban Post Office workers

*S. Post 11/11/84 268*

DURBAN — More than 100 employees at the Central Post Office went on strike today

The organiser of the National Post Office and Allied Workers' Union, which represents the workers, Mr Magwaza Maphalala, said workers had three major grievances

- Workers rejected a six-day week, opting instead to work a 40-hour, five-day week

- They were forced to take time off in the middle of the month instead of at the end

- No liaison structures existed between management and workers

Durban's Postmaster, Mr P Noeth, would not comment on the stoppage

He referred inquiries to the Post Office's public relations officer, Mr Tom Calitz, who was not available for comment — Sapa

268  
PO workers  
go on strike  
O. Dispatch 12/1/87

DURBAN — More than 100 employees at the Durban central post office went on strike yesterday in protest against their working conditions

Soon after the stoppage, workers quietly waited at one of the post office entrances in Pine Street

The organiser of the National Post Office and Allied Workers' union, which represents the workers, Mr Magwaza Maphalala, said workers had three major grievances to which management had promised to respond. These were

- Workers rejected a six-day week, opting instead to work a 40-hour, five-day work

- They alleged that management had forbidden them to take holidays at the end of the month and forced them to take time off in the middle of the month

- No liaison structures existed between management and workers

Durban's postmaster, Mr P Noeth, would not comment

Meanwhile, in Johannesburg a strike by Pick 'n Pay staff entered its third day yesterday with between 1 600 and 2 000 workers out, a Pick 'n Pay spokesman said

He said talks were held yesterday with the Commercial Catering and Allied Workers' Union of South Africa but ended in a "stalemate"

— SAPA

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## Parliament

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# Post Office reports fewer resignations

268 E. Post  
9/2/84

By JOHANN POTGIETER  
Political Correspondent

CAPE TOWN — The rate of resignations from the Department of Posts and Telecommunications showed a "marked decrease" in the 1982-83 financial year, according to the Postmaster-General's annual report published here

However, the work of the department is "still being handicapped by a lack of staff — particularly men"

In his report, the Postmaster-General, Mr Henry Bester, said staff expenses amounted to R750 million and currently formed 49% — the largest component — of total operating expenditure

In the year under review the full-time staff complement increased by 10% from 80 087 to 88 183, of which 49 485 were white and 38 698 coloured, Indian and black

A total of 17 739 full-time staff members left the department in the financial year, compared with 21 764 in 1981-82

Mr W Ridgard, Deputy Postmaster-General for Personnel and Postal Ser-

VICES, said the improved position was the result of the unfavourable economic climate, and of the improvement of service conditions

The department's recruiting efforts had "not yet met with the degree of success hoped for"

By March last year 196 technical staff had been recruited abroad

During the financial year 4 968 applications for loans under the department's housing loan scheme were received, of which 681 were approved. A total of R52,5 million had so far been made available for loans

In his introduction to the report Mr Bester said the post office had faced "considerable cost increases" in the year under review

"Capital expenditure per additional telephone, for example, escalated by 46% from R1 600 to R2 342. The total investment in equipment per telephone similarly increased by 12,2% from R837 to R939," he said.

To meet financial requirements a net amount of R491 million was borrowed on the domestic and

foreign capital markets, and the self-financing component of capital expenditure was only 29,3%

"This ratio," the report said, "is totally out of step with our financing policy of a median of approximately 50% from own funds and 50% from loan funds"

A total of 262 789 additional telephones were provided during the year, which was only 4,7% fewer than in the record-breaking previous year.

The total number of telephones came to 3 471 519, and the waiting list grew by 16,5% to 225 321

Other sections of the report reveal the number of licensed citizen band radio stations decreased sharply from 67 906 to 48 284 in the year under review

Post office vehicles were involved in 3 324 accidents during the year, and compensation totalling R381 000 was paid to other parties

The department's vehicle fleet grew to a total of 13 971, a total distance of 169,1 million kilometres was travelled consuming 28,95 million litres of fuel

268 ~~127~~ Hansard  
Flats/housing units  
Q. 601.136 10/2/84  
218 Mr A B WIDMAN asked the Minister of Posts and Telecommunications

(a) How many (i) flats and (ii) housing units are owned by his Department and (b) how many such (i) flats and (ii) housing units have been allocated to non-White employees?

The MINISTER OF POSTS AND TELECOMMUNICATIONS

- (a) (i) 1 073,
- (ii) 1 738, and
- (b) (i) 53,
- (ii) 24

(3) No. ~~270~~ 268 Hammond  
Pensionable service back-dating  
Q 601 161 15/2/84  
\*11 Mr P R C ROGERS asked the Minister of Posts and Telecommunications

- (1) Whether the legislation entitling members of his Department to apply for the back-dating of pensionable service has been amended, if so.
- (2) whether his Department has received any applications for such back-dating from ex-members who retired from his Department without being aware of the legislation in question having been amended, if so, (a) how many such applications have been received to date and (b) what steps have been taken in this regard?

The MINISTER OF POSTS AND TELECOMMUNICATIONS

(1) Yes

(2) Yes

(a) one, and

(b) the application was submitted for consideration to the Department of Health and Welfare, which administers the legislation in question, and was supported by my Department. That Department could not, however, see its way clear to accede to the request

268

Resignations 0 601 221

16/2/84

217 Mr A B WIDMAN asked the Minister of Posts and Telecommunications

(a) How many employees in his Department resigned in 1983 and (b) how many such employees were (i) technicians and (ii) postmen?

The MINISTER OF POSTS AND TELECOMMUNICATIONS

(a) 8 136

(b) (i) 313 and

(ii) 406

#### Telephone services

222 Mr K M ANDREW asked the Minister of Posts and Telecommunications

Whether any applications for (a) residential and (b) business telephone services are outstanding in respect of each specified exchange serving the Cape Town Gardens constituency, if so, (i) how many in each case and (ii) when is it anticipated that the backlog will be eliminated?

The MINISTER OF POSTS AND TELECOMMUNICATIONS

(a) and (b) Yes

(i) Barrack Street exchange 7 residential and 4 business services  
Leeusig exchange 10 residential and 6 business services, and

(ii) the provision of the relative services is dependent upon the completion of various cable works. All the business and 16 of the residential services will be provided during the course of the next three months. The remaining residential service will be provided during the third quarter of this year.

#### Agricultural production/export

237 Mr P A MYBURGH asked the Minister of Agriculture

What was the value of the Republic's agricultural (a) production and (b) exports in 1983?

The MINISTER OF AGRICULTURE

(a) R7 715 million (preliminary figure)

(b) An estimated R1 664 million,

**Maize**

The shortage brought about by unfavourable climatic conditions, will be met through imports

**Oil seeds**

In view of the fact that production is largely dependant on climatic conditions, it is not the Control Board's policy to influence producers regarding their choice and quantity of production. The Department issues permits to the processing industries to import ground nuts, vegetable oils and oil cake where shortages occur. The commodities are imported at price levels which will not have an inflationary effect on the end product

**Agriculture**

*O. G. 1. 215*  
16/2/84  
Mr M A TARR asked the Minister of Agriculture

- (1) What were the total exports of each of the agricultural products falling under the jurisdiction of the various control boards during the latest period of 12 months for which figures are available.
- (2) whether any losses were sustained on the above exports, if so, what was the nature of such losses
- (3) whether any agricultural products were destroyed by the control boards during the latest period of 12 months for which figures are available, if so, (a) why, and (b) what quantities, in each case?

**THE MINISTER OF AGRICULTURE**

- (1) Citrus 25 million cartons  
Dried Fruit 22 128 836 kg  
Deciduous Fruit Total export value—R270 million  
Wheat 157 000 ton  
Rooibos Tea 61 294 kg  
Olseeds 3 ton groundnuts  
Potatoes 108 000 pockets  
Dairy Products 6 449 ton skimmed milk powder

**Bananas**

13 700 kg

**Skimmed milk**

690 000 litre

**Official visits**

138 Dr F A H VAN STADEN asked the Minister of National Education +

Whether he paid any official visits abroad in 1983, if so what (a) were the dates and was the (b) duration (c) cost and (d) purpose of each visit?

**THE MINISTER OF NATIONAL EDUCATION**

- (a), (b) and (d) A break in a private visit from 11 to 13 December 1983 and from 16 to 19 December 1983 was made to honour official obligations arranged by the Embassies in Israel and Italy respectively

- (c) 11 to 13 December 1983—Israel—Nil  
16 to 19 December 1983—Italy—R468 98

*O. G. 1*  
16/2/84  
Mr A B WIDDMAN asked the Minister of Posts and Telecommunications

- (1) How many (a) White, (b) Coloured (c) Asian and (d) Black postmen were employed by the Post Office in the latest specified year for which figures are available.

- (2) whether the salary parity programme has yet reached the stage where the rate of pay is the same for postmen of all population groups, if not, (a) why not and (b) when is it anticipated that parity will be reached, if so, what are the respective rates?

**THE MINISTER OF POSTS AND TELECOMMUNICATIONS**

- (1) (a) 2 012

(b) 1 101

(c) 400

(d) 1 485

as at 1983-12-31.

- (2) only as far as White, Coloured and Asian postmen are concerned. Although the wage gap between the aforementioned groups and Blacks is narrowed from time to time it is unfortunately not possible at this juncture to furnish a date on which full parity is likely to be reached. The applicable salary scales are as follows:

**Whites Coloureds and Asians**

Witwatersrand Pretoria and Durban = R4 446x312-5 070x429-7 644 (Plus 12%)

All other centres = R3 822x312-5 070x429-7 644 (Plus 12%)

Blacks (all centres) = R2 985x243-3 957x336-5 973 (Plus 12%)

**Telephones**

184 Mr A B WIDDMAN asked the Minister of Posts and Telecommunications

How many applications for telephones were outstanding in (a) each departmental region (b) Johannesburg, (c) Cape Town (d) Durban, (e) Port Elizabeth (f) East London, (g) Pretoria and (h) Soweto as at 31 December 1983?

**THE MINISTER OF POSTS AND TELECOMMUNICATIONS**

- (a) Western Cape 28 366  
Eastern Cape 12 292  
Transvaal (excluding the Witwatersrand) 45 749  
Witwatersrand (including Soweto) 84 021  
Orange Free State 10 489  
Northern Cape 2 612  
Natal 47 910





Rhoda Thhoaele — big boss at the Thokoza Post Office

# SA's first black woman postmaster tells us how she found success

268



city press 12/2/84

## BYNANYIKHONZA

THE lady who dared to tread on some men's corns by becoming the first black woman postmaster attributes her achievements to keeping cool.

Mrs Rhoda Ntuthhoaele, 28, a former school teacher, ventured into the male-dominated Department of Posts and Telecommunications in 1976 when she became a counter clerk at the Daveyton Post Office.

According to Mrs Thhoaele, she found herself always on her toes, learning to operate the telegraph of-

face, doing general office work and soon she was assisting the postmaster

"Through being inquisitive wanting to know how things are done the right way, my knowledge increased and I found myself enjoying my work tremendously until I was promoted to the grade of postmaster in October, 1982," she told Home Press

Then in January, 1983, when there was a vacancy at the Thokoza Post Office,

Rhoda found herself boss of two women and seven men

Asked how she copes with being boss to men, she answered frankly "That was not difficult as I was already used to teaching boys and girls at school. Another thing is that the post office has quite a lot of discipline, respect and co-operation

"I always respect my staff and customers alike. And if anyone makes a mistake, I do not become harsh and hysterical.

but in a humble manner, I explain everything

"This is because I believe in the old adage, 'hlonpha omnicane ukuze akhlonphe undala,' she added

Her immediate superior in the Department of Posts and Telecommunications, Mr A R Ratsheunyane, the postmaster at Katlehong, says Rhoda is very reliable and duty-conscious

office and has shown beyond doubt that she has chosen her career without looking back"

Born in Watville, Rhoda went to the Gottsching Combined School where she was a star basket ball player

She passed JC from Ngonana Makhube

High School in Pretersburg's Gamphalele, then proceeded to Rehlahlloe Training College for a teacher's course

At Rehlahlloe she played basket ball and joined the Student's Christian Movement

She taught at the Gottsching school for a year before going

to the Post Office. She is the daughter of travelling agency clerk, Mr Philip Mphahlele and his wife Pauline, a domestic worker

She lives with her husband Mr Edward Moetthoale Thhoale, and her two children, Keduklwe and Dikeledi.

# Decrease in MNR raids reported

The Star's Foreign  
News Service

MAPUTO — There has been a "marked reduction" in the number of guerilla attacks on the Cahora Bassa transmission lines since Pretoria and Maputo began their mutual security talks, says a spokesman for the company running the dam.

The Hidroelectrica de Cahora Bassa (HCB) spokesman's comment, made in an interview with the official Mozambican news agency Aina, appears to be the first indication of results from the past month's negotiations.

The spokesman said there were "high expectations and much optimism" over the latest discussions on the dam, which took place between Portugal, South Africa and Mozambique in Lisbon recently.

Mozambique has repeatedly claimed that South Africa backed the sabotage attacks of the Mozambique National Resistance (MNR) guerillas.



Walmer postman Mr MARIUS GEYSER shows some of the bites he received when attacked by a dog yesterday.

# Dog shot after it savaged <sup>Post</sup> PE postman 268 1/3/84

By RAYMOND HILL  
A WALMER-BASED postman, Mr Marius Geysler, had his wounds stitched in hospital yesterday after he was savaged by a bull terrier while doing his rounds in Charlo

He was bitten on one side, his front, back, left thigh and hand

The dog was destroyed soon afterwards

Mr Geysler, 22, of Davies Street, Sidwell, said he was delivering letters in Gregory Street when the incident happened

He has been a postman for the past six years and has been based at Walmer for the past few months

He has never before been attacked

Mr Geysler said he went into the unfenced grounds of a house to deliver some mail to the owner, who was sitting in a car nearby

"All was quiet and a gate leading to the garage was closed," he said

"But after handing the mail over to the owner, I

looked around and saw the bull terrier rush at me through the same gate

"I had seen the dog while on my rounds before. But this time it looked wild. I got such a fright that I forgot to use my mailbag to ward off the animal

"Instead, I flung the mailbag on to the ground while the dog attacked me. I was in pain and almost lost consciousness," he said

According to Mr Geysler, the owner — a woman — came to his aid. But the dog turned on her and bit her on the leg

He managed to run to a neighbouring house where he was helped before being taken to the Provincial Hospital by car

Later, he was told that the dog had been shot dead by the owner

Mr Geysler has been booked off from duty and is not sure whether he will be delivering mail in the same area again

The owner of the dog was not available for comment

How many (a) technicians and (b) artisans were employed by his Department as at the latest specified date for which figures are available?

The MINISTER OF POSTS AND TELECOMMUNICATIONS

(a) 5 086, and

(b) 767 as at 31 December 1983

*Note* The above figures do not include telecom electricians nor staff in training

**Posts approved/vacant**

220 Mr R R HULLEY asked the Minister of Environment Affairs and Fisheries

What posts (a) had been approved and (b) were vacant in respect of each specified branch of the three Directorates of his Department as at the latest specified date for which figures are available?

The MINISTER OF ENVIRONMENT AFFAIRS AND FISHERIES

The particulars as at 8 February 1984 are as follows

*Handwritten:* *Hours and*  
*Technicians/artisans* *2/3/84*  
*268* *Q 61 457*  
216 Mr A B WIDMAN asked the Minister of Posts and Telecommunications

dent's Council Offices they may travel in accommodation for Whites and also make use of dining-car facilities

(4) No, these circulars are for internal use only

Mr D J N MALCOMESS Mr Speaker, arising out of the hon the Minister's reply, I understand that the circular allocated VIP status to these President's Council members Is that the case, and what precisely does the hon the Minister mean when he says they will be allowed special facilities on commuter trains if the need arises? Does he not consider that the need is currently there?

The MINISTER Mr Speaker, the need will be there next year when we implement the new dispensation As a transport organization we are looking for customers We do not want to hurt people's feelings We look for benefits also for minorities They should also be protected But I have already replied to this question The hon member plays politics with everything [Interjections] He is continually creating embarrassment When we implement and handle this subject next year, we will do it without hurting anybody's feelings and we will do good business with those people They will travel by train

Airports' perishable products

\*18 Maj. R. SIVE asked the Minister of Transport Affairs:

Whether, in view of his reply to Question No 163 on 10 February 1984 on the costs involved in establishing offices at airports for the booking of air-space for perishable products, he will permit such booking to be effected through the head office of the Perishable Products Export Control Board in Cape Town, if not, why not?

The MINISTER OF TRANSPORT AFFAIRS:

No It will serve no purpose, as personal supervision will still be required when cargo is loaded, I think the hon member

has this idea because he wants to make some money [Interjections]

May R SIVE You have no right to make such a statement

The MINISTER Sir, I withdraw that statement

Sport: investigation

\*19 Mr M A TARR asked the Minister of National Education

Whether the Government intends publishing a White Paper on its policy regarding the investigation by the Human Sciences Research Council into sport in the Republic, if not, why not, if so, when?

The MINISTER OF INTERNAL AFFAIRS (for the Minister of National Education)

The report of the main committee of the HSRC inquiry covers a wide field and the recommendations contained in it affect many private and public bodies and in some cases are far-reaching In the light of this, it was decided that the Government would not take decisions about the report immediately, but that the public and interested parties would first be given the opportunity of making a thorough study of the report and its recommendations Consequently all interested bodies in the public sector and interested members of the public—individually and in an organized context—were invited to submit their comments on the report not later than 31 December 1982 Various bodies, however, made representations for the postponement of the date by which comments had to be submitted In order to offer all who still wished to comment the opportunity of doing so, it was decided to extend the closing date Comments were received up to the end of 1983 and are now being studied to enable the Government to formulate its views I also intend having further discussions with representatives of the organized sport. The publishing of a White Paper will be considered at a later stage

*B. G. P. of service 14/3/84*  
\*20 Dr M S BARNARD asked the Minister of Posts and Telecommunications

(1) Whether any employees of his Department had their employment terminated in terms of section 17(5) of the Post Office Service Act, No 66 of 1974, during the period 1 April 1982 to 31 March 1983, if so,

(2) whether any such employees were retained in the service of his Department in terms of the said section of the Act, if not, (a) how many such employees were not retained and (b) why in each case?

The MINISTER OF POSTS AND TELECOMMUNICATIONS

(1) Yes

(2) Yes, 609

(a) 37, and

(b) because the quality of their services and/or attendance for duty was such that their continued employment was not considered in the interests of the Department

Departmental signs: official languages

\*21 Maj R SIVE asked the Minister of Community Development

(1) Whether his Department is responsible for the erection of departmental signs in respect of buildings rented by Government departments, if so,

(2) whether such signs are required to be in both official languages, if not, (a) why not and (b) what is the policy of the Government in this regard; if so,

(3) whether all buildings housing Government departments or sections of such Departments are signposted in both official languages, if not, (a)

why not and (b) what steps will be taken in this regard?

The DEPUTY MINISTER OF COMMUNITY DEVELOPMENT

(1) Yes

(2) Yes

(3) Yes, unless a consumer department specifically requests that signs must not be provided

May R SIVE Mr Speaker, arising out of the reply given by the hon the Deputy Minister, will he ensure that an inspection is carried out at all buildings in Pretoria in particular, to make certain that his reply is correct? This question would not have been asked had this been the case

The DEPUTY MINISTER I would suggest that the hon member bring to my notice any signs that are not in both official languages

*For-written reply*  
*Hennard*  
*Suspects: deaths*  
*225 Mr B W B PAGE asked the Minister of Law and Order*

(1) How many cases involving shooting by policemen resulting in the deaths of suspects were recorded by the South African Police in each province during the period January to December 1983,

(2) in how many such cases in each province (a) were the suspects found to be armed and (b) did the suspects use the arms in their possession?

The MINISTER OF LAW AND ORDER

|                             | (1) | (2) |
|-----------------------------|-----|-----|
| Cape Province . . . . .     | 59  | 20  |
| Orange Free State . . . . . | 11  | 10  |
| Natal . . . . .             | 31  | 22  |
| Transvaal . . . . .         | 110 | 59  |
|                             |     | 36  |

*14/3/84*

Jan Kempdorp, are to be moved, if so, (a) why, (b) when, (c) where will they be moved to and (d) how persons are involved.

- (2) whether his Department has held discussions with the Valspan community regarding the proposed move, if not, why not, if so, (a) when and (b) what was the response of the community,
- (3) whether he or any member of his Department has received any representations from the Valspan community, if so, (a) when and (b) what was (i) the nature of the representations and (ii) his response thereto?

**THE DEPUTY MINISTER OF CO-OPERATION**

- (1) Yes. Rehousing is already taking place.
- (a) Due to the fact that they are Tswana and due to the proximity of Bophuthatswana it was decided to rehouse the people of Valspan on a voluntary basis at Pamperstad. Planning for this took place since 1965
- (b) Since 1979 when the first houses became available
- (c) Pamperstad.
- (d) 2 332 persons have so far been rehoused and 5 697 are still to be rehoused
- (2) Yes
- (a) On various occasions and negotiations are still taking place
- (b) The response varies, but the majority are in favour of rehousing
- (3) Yes, but from some members of the community only
- (a) On various occasions
- (b) (i) They expressed an unwillingness to move.

(ii) Negotiations are being continued

*Ground-nuts Howard*  
\*7 Mr R W HARDINGHAM asked the Minister of Agriculture.

What quantity of ground-nuts was imported into the Republic during the latest specified period of nine months for which figures are available?

**THE MINISTER OF POSTS AND TELECOMMUNICATIONS** (for the Minister of Agriculture)

1 April 1983 to 31 December 1983

|                               |            |
|-------------------------------|------------|
| Edible ground-nuts            | 13 189 ton |
| Ground-nuts for peanut butter | 3 858 ton  |
| TOTAL                         | 17 047 ton |

(A further 24 956 tons ground-nuts were imported during the period 1 January to 31 May 1984)

*Howard Q. 6/1.1756*  
\*8 Mr S S VAN DER MERWE asked the Minister of Transport Affairs

Whether the South African Transport Services intend to take steps to recruit more (a) Blacks, (b) Coloureds and (c) Indians for (i) administrative, (ii) clerical, (iii) professional, (iv) technical and (v) general A posts within the Transport Services, if not, why not, if so, what steps?

**THE MINISTER OF CO-OPERATION AND DEVELOPMENT** (for the Minister of Transport Affairs)

(a), (b) and (c) (i), (ii), (iii) and (iv) The S A Transport Services continuously devotes attention to the employment of Blacks, Coloureds and Indians

The Organisation is, for some considerable time, busy reducing its personnel complement with the result that it is expected that the complement of

all personnel groups will decline over the short term.

(v) No such posts exist in Transport Services

*Howard Q. 6/1.1757*  
\*9 Mr S S VAN DER MERWE asked the Minister of Posts and Telecommunications

Whether his Department intends to take steps to recruit more (a) Blacks, (b) Coloureds and (c) Indians for (i) administrative (ii) clerical, (iii) professional, (iv) technical and (v) general A posts within the Post Office, if not, why not, if so, what steps?

**THE MINISTER OF POSTS AND TELECOMMUNICATIONS**

Yes, in those grades in which vacant posts are filled by means of recruitment and provided that staff needs continue to increase as in the past. No special steps in this regard are contemplated since the Department's existing recruiting machinery, which operates on a well-organized and continuous basis, is considered adequate

Over the past five years the number of Blacks, Coloureds and Indians occupying posts in the divisions referred to increased by 917 (or 57,7%) to 2 506. During the same period the total number of Blacks, Coloureds and Indians employed increased by 11 063 (or 37,16%) to 40 834.

**Founding congress of cultural organization: firearm**

\*10 Mr F J LE ROUX asked the Minister of Law and Order +

(1) Whether a (a) charge and/or (b) complaint has been laid with the South African Police against a person who allegedly carried a firearm at the founding congress on 4 and 5 May 1984 of a cultural organization the name of which has been furnished to the South African Police for the purposes of the Minister's reply, if so,

(a) what is the name of the (i) person and (ii) cultural organization and (b) what was the nature of the charge and/or complaint,

(2) whether the charge and/or complaint has been investigated, if not, why not, if so, what was the result of the investigation?

**THE MINISTER OF CO-OPERATION AND DEVELOPMENT** (for the Minister of Law and Order)

(1) (a) and (b) Yes.

(a) (i) It is neither the policy nor the practice to disclose the name of the person against whom a complaint is lodged with the South African Police

(ii) Afrlanervolkswag

(b) An allegation of a contravention of section 38(1) of the Arms and Ammunition Act, 1969

(2) Yes. The senior public prosecutor declined to prosecute

**Commission of Inquiry into Health Matters**

\*11 Dr M S BARNARD asked the Minister of Health and Welfare

Whether, with reference to his reply to Question No 24 on 8 February 1984, he intends to table the report of the Commission of Inquiry into Health Matters during the current session of Parliament, if not, (a) why not and (b) when is it anticipated that the report will be tabled?

**THE MINISTER OF POSTS AND TELECOMMUNICATIONS** (for the Minister of Health and Welfare)

(a) and (b) Since the Commission has not yet indicated when its report will be

268 Argus 7/8/84

# PO workers to receive pay increases

Argus Correspondent

PRETORIA — About 35 000 post office workers are to receive salary increases of between 10 and 14 percent in the latest phase of the Government's scheme for occupationally differentiated salary adjustments

This boosts the post office's wage bill for its 94 000 employees to a total of R664-million for 1984/85

The Postmaster-General, Mr Henry Bester, has revealed that those who will benefit from the latest adjustments include postmen, telephone exchange personnel, clerical and administrative officials and a number of technical assistants

Their increases will be backdated to January 1

Technicians and professional engineers have already received similar increases

Mr Bester said the evaluation of posts within the post office was started in January with the aim of bringing post office salaries in line with those for similar positions in the private sector

It is understood the latest adjustments represent the final stages of the salary programme in the post office

## Only a few

Only a small number of specialist groups, including statisticians and Press liaison staff, still need attention

The Government's scheme for adjusting public service salaries according to occupation groups has been in full swing for 18 months

Other groups which have benefited this year include police and military personnel, who received generous increases in January, and teachers who are set to receive an estimated 22 percent extra from October

Senior public servants received as much as 33 percent

The 250 000 strong public service has been divided into more than 600 job categories, most of which have received salary adjustments

# 35 000 post office workers in line for salary boost

By Sue Leeman,  
Pretoria Bureau

About 35 000 post office workers are to receive salary increases of between 10 and 14 percent in the latest phase of the Government's scheme for occupationally differentiated salary adjustments.

This boosts the post office's wage bill for its 94 000 employees to a total of R664 million for 1984/85.

The Postmaster General, Mr Henry Bester, has revealed that those who will benefit from the latest adjustments include postmen, telephone exchange personnel, clerical and administrative officials and a number of technical assistants.

Their salary increases will be backdated from January 1.

Technicians and professional engineers have already received similar increases.

Mr Bester said the

evaluation of posts within the post office had been started in January with the aim of bringing post office salaries in line with those for similar positions in the private sector.

It is understood the latest adjustments represent the final stages of the salary adjustment programme in the post office.

## ADJUSTING

Only a small number of specialist groups, including statisticians and press liaison staff, still need attention.

The Government's scheme for adjusting public service salaries according to occupation groups has been in full swing for over 18 months.

Other groups which have benefitted this year include police and military personnel, who received generous increases in January, and teachers, who are set to receive an estimated 22 percent extra from October.



# Post office workers get pay boost

Swetlan  
8/8/84

268

ABOUT 35 000 Post Office workers — mainly the less senior and junior clerical administrative and uniform staff — will get salary adjustments of between 10 and 14 per cent in their August salaries.

The adjustments will be backdated to January 1, and all back pay will be included in the August pay cheques, a spokesman for the Department of Posts and Telecommunications confirmed yesterday.

Among the staff to benefit will be administrative and clerical staff as well as uniform staff such as post deliveries and transport officials up to the rank of control officers.

Included in the new salary deal will be staff such as clerks, secretaries, typists, exchange operators and counter assistants.

The salary adjust-

ments — the spokesman stressed they were not general increases as such — are part of the occupational differentiation programme which has been undertaken in other state and semi-state departments for the past 18 months.

## Adjustments

The spokesman said most of the Post Office's 94 000 employees had now gained salary adjustments, although there were still small specialist groups who had to get adjustments.

At this stage it is unlikely the salary adjustments will affect postal tariffs, as the increased salary payouts have already been included in the Department's R664-million annual salary bill when its budget was tabled in Parliament earlier this year — Sapa

Mercury 8/9/84 (268) 11/11/84

## Post Office workers strike over pay

Labour Reporter

MORE THAN 300 Post Office workers at the New Germany depot downed tools yesterday in a demand for more pay

Mr Christo van der Merwe, Regional Director of the Department of Posts and Telecommunications, told the Mercury the department had given workers a 'one-notch' increase which had been accepted by most, but it seemed some workers were not satisfied

Some of the labourers, telephone workers and senior telephone workers — all blacks — downed tools at the New Germany depot

'We will take the necessary steps if they do not return to work by Monday,' Mr van der Merwe said

Mr Magwaza Maphalala, general secretary of the National Post Office and Allied Workers' Union, said the workers were dissatisfied with

their pay and demanded an immediate increase

The workers said they had not received increases for two years but had been promised a substantial one this year

'Instead, they were given between R16 and R18 per month, which they rejected,' he said

Mr Maphalala said the department had told workers last year that it was unable to grant any increases at that stage because of the 'economic situation' resulting from drought

'Most the workers are earning under R300 per month and are finding it extremely difficult to meet their commitments,' he said

The workers had pointed out that the Post Office had increased tariffs for posts and telephone accounts recently

Mr van der Merwe said the workers had been granted a 12 percent increase in January

Monday 11/19/84 (268)

# Strikers on the march



Striking Post Office workers march along Shepstone Road in New Germany after they were sacked yesterday.

Labour Reporter

MORE than 500 New Germany Post Office workers who were sacked after a strike over pay marched through the town's main street yesterday.

Police in riot vehicles kept a close watch, but no action was taken as the sacked strikers marched in an orderly fashion along Shepstone Road to the Clermont Township where they were addressed by union officials.

Mr Christo van der Merwe, regional director of the Department of Posts and Telecommunications, told the Mercury yesterday that they had been fired for refusing to work.

Those who wished to work could reapply for their jobs today, he said.

Almost the entire black workforce at the New Germany depot downed tools on Friday and continued the strike yesterday, demanding an increase in pay.

Mr van der Merwe said he would decide whether any of the sacked workers who sought re-employment with the GPO would be treated as new workers or not.

**Latest**

He said the department had given workers a 'one-notch' increase in pay which had been acceptable by most, but it seemed some workers were not satisfied. The latest increase was in addition to the 12 percent hike in pay granted in January. Among those sacked were some with 30 years' service, said Mr Magwaza Maphalala, general secretary of the National Post Office and Allied Workers' Union. Mr Maphalala said the latest increase was between R16 and R18 a month which, he said, was totally unacceptable to the workers.

13/9/84  
Merry

# Work now back to normal, says Post Office

## Labour Reporter

THE senior deputy director of the Department of Posts and Telecommunications in Durban, Mr J A Swanepoel, said work at the department's New Germany depot had returned to normal yesterday.

Almost the entire black workforce — said to number more than 500 — was

dismissed on Monday after going on strike over a demand for more pay

A department spokesman said about 130 of the dismissed workers had returned to the depot on Tuesday morning and had been re-employed

This was disputed by the National Post Office and Allied Workers' Union's general secre-

tary, Mr Magwaza Maphalala

Mr Swanepoel said yesterday 'If the union is disputing that some of the sacked workers were re-employed, that's their side of the story

'I got in touch with the depot foreman this morning and was informed that work had returned to nor-

mal There were no illegal gatherings on the premises

'Those who returned to seek employment were given back their jobs,' he said

If any of the remaining sacked workers wished to resume their employment, they were welcome to do so

Mercury 14/9/56 (15/11/56) (2/58) telephone

# Factory workers continue strike

Mercury Reporter

A STRIKE by the entire work force of more than 400 black workers at the Mobeni, Durban, branch of Blaikie-Johnstone continued yesterday.

A statement by the company said employees had been repeatedly urged to return to work.

The workers went on strike for a second time on Tuesday after workers

heard they would not be paid for the time they had downed tools in an earlier dispute the previous day.

The employees had resumed work on Monday following negotiations between the company and the South African Allied Workers' Union.

National treasurer of the union Isaac Ngcobo said although he had met with company management yesterday there had

not been enough time to reach an agreement.

He said he hoped to meet with the company representatives again today to try to resolve the dispute.

Meanwhile, many of the New Germany Post Office workers who were dismissed on Monday following a work stoppage over pay, have been rehired, according to a senior Post Office spokesman, Mr J A

Swanepoel.

'Everything is quiet and as far as we are concerned we are back to normal,' Mr Swanepoel said.

'Many of the dismissed workers have been rehired. If they come back they are welcome to apply for re-employment.'

'Whether they are taken back or not depends on the circumstances and the individual.'

# Fatter pay packets for teachers from today

By Susan Fleming

Teachers in the Transvaal will reap the benefits of the new salary deal today when they receive their first increased pay cheques.

## PO workers not hit by pay freeze — Munnik

Post Office employees will still receive market-related salaries despite Wednesday's announcement of a freeze on across-the-board pay increases for public servants in 1985.

The Department of Posts and Telecommunications would continue to fix and maintain market-related salaries, the Minister of Communication and Public Works, Dr Lapa Munnik, announced last night.

Dr Munnik said he would determine future salary policy after the Postmaster General and top management had met to discuss the annual salary increases with staff associations.

His statement follows the announcement by the Minister of Home Affairs, Mr F W de Klerk, that public servants in central government would not receive an across-the-board salary increase next year.

The annual promotion system, whereby public servants move up a notch at the end of the year and receive a moderate salary increase, was not expected to be affected by the freeze.

Some teachers will receive almost 25 percent more in their pay packets, and better promotion opportunities could mean an extra five percent on top of that, bringing their salaries into competition with the private sector for the first time in years.

All salary increases will be back-dated to October, though back-pay for October and November will be paid out only in April or May in the new tax year, a spokesman for the Transvaal Education Department (TED) said this week.

Some principals who qualify for promotion will, for the first time, be in line for promotion to Post Level 6. This will give them a basic salary of R36 000, plus allowances.

### 3 000 POSTS

Beginners in the teaching profession will get about R175 a month more.

These new increases are almost double those received in previous years.

In addition to the new increases, almost 3 000 new promotion posts have been created in the Transvaal alone, and 1 000 in each of the other provinces.

These new posts, which were advertised in the September extraordinary Government Gazette, were filled at the end of November, according to the TED.

Star 7/12/84 268

Public Sector-Telecomm.- LABOUR

1986

the circumstances pertaining to each case

- (3) Yes, personally by the investigation officer.

Burglaries

229 Mr H H SCHWARZ asked the Minister of Law and Order

How many burglaries were reported to the South African Police in 1984?

The MINISTER OF LAW AND ORDER.

156 289 Burglaries

Blacks (Urban Areas) Consolidation Act

236 Mr K M ANDREW asked the Minister of Justice

(a) How many employers were changed in terms of the provisions of section 10(b) of the Blacks (Urban Areas) Consolidation Act, No 25 of 1945, in (i) each of the main urban areas and (ii) the Republic in 1983 and 1984, respectively, and (b) (i) how many employers were convicted or admitted guilt and (ii) what total amount was collected in fines from them in each such year?

The MINISTER OF JUSTICE.

The required information is unfortunately not readily available. Statistics of this nature have not been kept by the Department up till now. The keeping of statistics of offences in general is at present the subject of an investigation.

*Hansen Q. 6/1 319 Reference books/influx control 26/2/85*

255, Mr S S VAN DER MERWE asked the Minister of Law and Order.

How many Black (a) males and (b) females were arrested by the South African Police for offences relating to reference books and influx control in the Western Cape in 1984?

The MINISTER OF LAW AND ORDER

- (a) 276.
- (b) 127.

Telephones

258 Mr A B WIDMAN asked the Minister of Communications.

- (1) What was the total number of (a) private and (b) public telephones in use in the Republic as at the latest specified date for which figures are available;
- (2) how many new telephones were installed in the 1983-84 financial year;
- (3) how many telephone applications were outstanding (a) in the Republic, (b) on the Witwatersrand, (c) in Pretoria, (d) in Durban, (e) in Port Elizabeth and (f) in Cape Town as at the latest specified date for which figures are available?

The MINISTER OF COMMUNICATIONS.

- (1) (a) 3 804 672 and (b) 33 939,
- (2) 176 176,
- (3) (a) 225 858, (b) 82 387, (c) 21 513, (d) 18 666, (e) 7 982 and (f) 16 610,

as at 31 December 1984

Note. The figures furnished in respect of items (1)(a) and (b) reflect the total number of telephone instruments connected to the system, and those in respect of item (2) represents only net additions to the system.

Telephones

259 Mr A B WIDMAN asked the Minister of Communications

How many applications for telephones were outstanding in (a) each departmental region, (b) Johannesburg, (c) Cape Town, (d) Durban, (e) Port Elizabeth, (f) East London, (g) Pretoria and (h) Soweto as at 31 December 1984?

The MINISTER OF COMMUNICATIONS.

- (a) Western Cape . . . . . 21 097, Eastern Cape . . . . . 14 377, Northern Transvaal (previously Transvaal) . . . . . 44 169, Central Transvaal, including Soweto (previously Witwatersrand) . . . . . 42 340, South Eastern Transvaal (a new region which incorporates the East Rand and a portion of the Transvaal country area) . . . . . 54 647, Orange Free State . . . . . 9 393, Northern Cape . . . . . 2 195, Natal . . . . . 37 640,
- (b) Central Transvaal, excluding Soweto and the East Rand (separate statistics for Johannesburg are not available) . . . . . 21 449,
- (c) Cape Town (Peninsula) . . . . . 16 610,
- (d) Durban . . . . . 18 666,
- (e) Port Elizabeth . . . . . 7 982,
- (f) East London . . . . . 1 300,

as at 13 February 1985.

266 Mr P H P GASTROW asked the Minister of Law and Order

(1) (a) How many policemen of each rank resigned from the Police from 1 January to 31 December 1984 and (b) how many new recruits there during the same period

*Hansen Q. 6/1 319 Resignations/recruits/shortage 26/2/85*

HOA

HOA



the circumstances pertaining to each case.

(3) Yes, personally by the investigation officer

**Burglaries**

229 Mr H H SCHWARZ asked the Minister of Law and Order

How many burglaries were reported to the South African Police in 1984?

The MINISTER OF LAW AND ORDER

156 289 Burglaries

Blacks (Urban Areas) Consolidation Act

236 Mr K M ANDREW asked the Minister of Justice.

(a) How many employers were charged in terms of the provisions of section 10bis (1) of the Blacks (Urban Areas) Consolidation Act, No 25 of 1945, in (i) each of the main urban areas and (ii) the Republic in 1983 and 1984, respectively, and (b) (i) how many employers were convicted or admitted guilt and (ii) what total amount was collected in fines from them in each such year?

The MINISTER OF JUSTICE.

The required information is unfortunately not readily available. Statistics of this nature have not been kept by the Department up till now. The keeping of statistics of offences in general is at present the subject of an investigation

*Hansen and Q. 61. 319*  
Reference books/influx control  
26/2/85

255 Mr S S VAN DER MERWE asked the Minister of Law and Order.

How many Black (a) males and (b) females were arrested by the South African Police for offences relating to reference books and influx control in the Western Cape in 1984?

The MINISTER OF LAW AND ORDER.

(a) 276

(b) 127

**Telephones**

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(1) What was the total number of (a) private and (b) public telephones in use in the Republic as at the latest specified date for which figures are available;

(2) how many new telephones were installed in the 1983-84 financial year,

(3) how many telephone applications were outstanding (a) in the Republic, (b) on the Witwatersrand, (c) in Pretoria, (d) in Durban, (e) in Port Elizabeth and (f) in Cape Town as at the latest specified date for which figures are available?

The MINISTER OF COMMUNICATIONS

(1) (a) 3 804 672 and

(b) 33 939,

as at 31 December 1984;

(2) 176 176;

(3) (a) 225 858,

(b) 82 387,

(c) 21 513,

(d) 18 666,

(e) 7 982 and

(f) 16 610,

as at 31 December 1984

Note  
The figures furnished in respect of items (1)(a) and (b) reflect the total number of telephone instruments connected to the system, and those in respect of item (2) represents only net additions to the system

**Telephones**

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How many applications for telephones were outstanding in (a) each departmental region, (b) Johannesburg, (c) Cape Town, (d) Durban, (e) Port Elizabeth, (f) East London, (g) Pretoria and (h) Soweto as at 31 December 1984?

The MINISTER OF COMMUNICATIONS

(a) Western Cape 21 097,

Eastern Cape 14 377,

Northern Transvaal (previously Transvaal) 44 169,

Central Transvaal, including Soweto (previously Witwatersrand) 42 340,

South Eastern Transvaal (a new region which incorporates the East Rand and a portion of the Transvaal country area) 54 647,

Orange Free State 9 393,

Northern Cape 2 195,

Natal 37 640,

(b) Central Transvaal, excluding Soweto and the East Rand (separate statistics for Johannesburg are not available) 21 449,

(c) Cape Town (Peninsula) 16 610,

(d) Durban 18 666,

(e) Port Elizabeth 7 982,

(f) East London 1 300,

(g) Pretoria 21 513 and  
(h) Soweto 20 891

260 Mr A B WIDMAN asked the Minister of Communications.

How many posts on the establishment of his Department were vacant as at 31 December 1984?

The MINISTER OF COMMUNICATIONS.

2 136—based on the authorized establishment of the Department

262 Mr A B WIDMAN asked the Minister of Communications

(a) How many (i) flats and (ii) housing units were owned by his Department and (b) how many such (i) flats and (ii) housing units had been allocated to non-White employees as at the latest specified date for which figures are available?

The MINISTER OF COMMUNICATIONS.

(a) (i) 1 131,

(ii) 1 769, and

(b) (i) 53, and

(ii) 26,

as at 13 February 1985

266 Mr P H P GASTROW asked the Minister of Law and Order.

(1) (a) How many policemen of each rank resigned from the Police Force from 1 January to 31 December 1984 and (b) how many new recruits were there during the same period

*Hansen and Q. 61. 322*  
Resignations/recruits/shortage  
26/2/85

Capl Times 27/2/85  
**Perks for  
PO staff** 268

**Political Staff**

**HOUSE OF ASSEMBLY.**  
— Senior post office officials are given free telephones and some free calls, the Minister of Communication and Public Works, Dr Lapa Munnik, disclosed yesterday.

And 19 343 officials benefit from this concession at present.

Dr Munnik said the officials were granted exemption from payment of installation and transfer costs, monthly rentals and "a number of metered call units varying from 50 to 300 per month, depending on the salary level of the official."

Dr Munnik also said that there were 255 858 applications for telephones outstanding throughout South Africa last year.

# Phone calls, letters, parcels to cost more

ARCAS 4/3/85

268

Political Correspondent

ALMOST every mail and telephone tariff will rise on April 1 to increase total Post Office revenue by an average of 14,8 percent.

This bad news for the consumer, coming on top of recent fuel price and transport tariff increases, was announced at a joint sitting of Parliament this afternoon.

The Minister of Communications, Dr Lapa Munnik, presenting his Post Office budget, said he had tried to make the burden for the ordinary consumer as light as possible.

However, he said, capital expenditure to create infrastructure was essential for progress and the tariff increases were therefore "in the national interest".

From April 1:

● Local phone calls will go up from 8 to 10c



● Trunk call rates will increase by as much as 25 percent but by a lesser percentage for long distances

● Overseas calls will cost R4 a minute — up from R3 52 a minute

● Although local calls from payphones will not cost more, dialled trunk calls from such phones will increase by 10c or 20c per three-minute period depending on distance.

● Telephone rentals go up by R2 a month, as do Protea and Disa-type extension rentals



● The cost of mailing a standardised letter to an inland destination goes up from 11 to 12c — and a new 12c stamp has been designed for release on April 1

● The full range of parcel rates goes up. For example, a surface-mail parcel of 100gm, now costing 71c, will cost 85c

● Registering a postal article will cost 55c instead of 45c

● The surcharge for express delivery goes up from R1 10 to R1 50.



● Post office box and private bag rental rises by as much as 25 percent

● Telex calls go up from 8 to 10c a unit

● Inland telegrams will cost 6c a word (previously 5c) and the handling fee goes up from R1 to R1 15

● Overseas telegrams will cost an extra 6c a word

The new increases mean that Post Office services will cost about 50 percent more than they did three years ago.

Dr Munnik told Parliament of more to come. He said "It has been found that tariffs will probably have to be adjusted during 1986-87 as well, to an extent of about 10 percent"



contribution be repaid to the Equalization Fund

- (b) In order to create an improved utilization of local refining capacity thus decreasing production unit costs and to earn foreign exchange for the RSA

(2) (a) No

(b) Yes

(c) No

(1) and (ii) The South African Government has no say in the prices offered which differs from consignment to consignment as offers are made in competition with foreign refineries. Suppliers must, however, certify that exports will not be to the detriment of local consumption and that it would be a foreign exchange gain for the RSA

*Handwritten:* 268 *Hansen* *Q.60/443*  
Telephone electricians 5/3/85

390 Mr A B WIDMAN asked the Minister of Communications:

- (a) How many (i) Coloured, (ii) Asian, (iii) White and (iv) Black learner telephone electricians completed their training in 1984 and (b) how many electricians in each race group are employed by his Department at present?

The MINISTER OF COMMUNICATIONS

(a) (i) 162,

(ii) 104,

(iii) 489,

(iv) 186, and

(b) (i) 809,

(ii) 493,

Hoa

- (iii) 7 743, and  
(iv) 561

Note The figures under (b) reflect the position on 31 January 1985 and include all electrician grades except learners

Commissions/departamental committees

399 Mr K M ANDREW asked the Minister of Defence.

- (1) How many (a) commissions and (b) departamental committees of inquiry were appointed in respect of his Department in 1984,

(2) Whether any of the reports of such commissions and committees have been completed, if so, (a) how many and (b) of which commissions and committees,

(3) whether any of the reports of such commissions and committees have been made public, if so, (a) how many and (b) of which commissions and committees,

(4) what is the total estimated cost relating to each of these commissions and committees?

The MINISTER OF DEFENCE.

(1) (a) None.

(b) One

(2) No (a) and (b) Fall away

(3) Falls away

(4) R74 000

Commissions/departamental committees

407 Mr K M ANDREW asked the Minister of Transport Affairs

- (1) How many (a) commissions and (b) departamental committees of inquiry were appointed in respect of the Department of Transport in 1984,

(2) whether any of the reports of such commissions and committees have been completed, if so, (a) how many and (b) of which commissions and committees,

(3) whether any of the reports of such commissions and committees have been made public, if so, (a) how many and (b) of which commissions and committees,

(4) what is the total estimated cost relating to each of these commissions and committees?

The MINISTER OF TRANSPORT AFFAIRS

(1) (a) None

(b) One

(2) No

(a) and (b) fall away.

(3) No.

(a) and (b) fall away.

(4) R1 450 in respect of subsistence- and travel allowances of officers of the Department of Transport serving on the Committee of Enquiry into Bus Passenger Transport in Kangwane and Adjacent Areas

Field's Hill bypass road: Toll Plaza

441 Mr R M BURROWS asked the Minister of Transport Affairs

(1) Whether the National Transport Commission has secured a loan to finance the proposed Toll Plaza on the Field's Hill bypass road, if so, (a) when was the loan obtained, (b) what was the amount of the loan, (c) what is the period of the loan and (d) for what purpose is the loan intended,

(2) Whether the anticipated revenue from this project will be used to defray the loan and the interest on the loan, if not, (a) why not and (b) in what manner will the said loan and interest be defrayed;

(3) what amount in revenue does his Department estimate will be obtained from this toll road annually?

The MINISTER OF TRANSPORT AFFAIRS.

(1) Yes

(a) Between January 1984 and January 1985

(b) Five separate loans totalling R32 510 673,19. An additional loan for an amount of R1 650 000 will be negotiated at a later stage to complete the project

(c) Various redemption periods extending between 3 and 20 years have been negotiated

(d) To finance the construction of the last road contract of the project namely the section between the Umhlatuzana viaduct and Key Ridge including the toll collection facilities

(2) Yes.

(a) and (b) fall away

(3) R2 400 000 during the first year thereafter increasing gradually

WEDNESDAY, 6 MARCH 1985

†Indicates translated version.

For written reply:

General Affairs

Blacks moved from urban areas to Black

Q.61 446 states 6/3/85

161 Mr R A F SWART asked the Minister of Co-operation and Development

(a) How many Blacks were moved from

Hoa

# Post workers join pay-cut protest

268  
Pretoria Bureau

Opposition to the Government pay and job cuts continues to grow, and postal workers have joined the call for the measures to be reconsidered

The Postal and Telegraph Association said in a statement today that the Government should reconsider its intention to cut bonuses by a third because postal workers had already made a big contribution to improving productivity

"Since 1971, members of the association have worked an extra two hours a week without pay," it said

The association is seeking an urgent meeting with the Minister of Communications and Public Works, Dr L A P A Munnik. Two branches of the Public

Star 7/3/85  
Servants' Association will meet in Pretoria tonight

The decision to meet is an indication of the dissatisfaction of many public servants, who are apparently not prepared to accept the measures without a fight

After the planned cuts, a worker earning R800 a month, who is entitled to a bonus of R796, will receive R528. One in the R1 200-a-month category will receive R792, and one in the R1 500-a-month bracket R990

South African Railways and Harbours Salaried Staff Association (Salstaff) has added its voice to the protest against cuts in transport employees' bonuses by sending a telegram to President Botha

- (2) (a) how many racially mixed registered trade unions were there at that date and (b) how many, (i) White, (ii) Coloured and Asian and (iii) Black members did each such trade union have?

The MINISTER OF MANPOWER.

- (1) (a) 56.  
(b) 35  
(c) 23  
(2) (a) 78

(b) Information concerning total membership of such unions is not available for 1984, since unions are required to furnish information not later than 31 March in terms of the Labour Relations Act. Figures for 1983 are contained in Department of Manpower's Annual Report for 1983. Information in respect of individual unions is treated as confidential in order to maintain mutual trust between individual unions and the Department.

Note The figures are as at 31 December 1984.

*How many health centres*  
*Q. Col. 487*  
*11/3/85*  
500 Dr M S BARNARD asked the Minister of Health and Welfare.

How many community health centres (a) were there in each province as at the latest specified date for which figures are available and (b) were built in each province during each of the latest specified three years for which figures are available?

The MINISTER OF HEALTH AND WELFARE

- (a) Transvaal 2  
Orange Free State 5  
Natal 2  
Cape 6

- (b) From 1982 to 1984

Transvaal 2  
Orange Free State 2  
Natal 2  
Cape 1

Congo fever

501 Dr M S BARNARD asked the Minister of Health and Welfare.

- (1) How many (a)(i) suspected and (ii) confirmed cases of and (b) deaths from Congo fever were there in 1984;  
(2) what steps were taken in the (a) first and (b) last six months of 1984 to combat this disease;  
(3) whether he will make a statement on the matter?

The MINISTER OF HEALTH AND WELFARE:

- (1) (a) (i) 108 suspected cases  
(ii) 15 confirmed cases  
(b) 3 deaths in 1984  
(2) (a) and (b)

(i) surveillance  
(ii) Dissemination of information to medical/paramedical personnel and general public

- (iii) in process of standardization of guidelines to deal with patients  
(3) No.

Airports: thefts of motorcars

510 Mr D J N MALCOMESS asked the Minister of Transport Affairs

How many thefts of motorcars from the official parking areas at the (a) Jan Smuts,

- (b) D F Malan and (c) Louis Botha airports were reported in 1984?

The MINISTER OF TRANSPORT AFFAIRS

- (a) 70 of which 20 were recovered  
(b) 10  
(c) 3

The above figures are in respect of the official parking areas only which are those areas controlled by car parking concessionaires. For the sake of completeness it is mentioned that in the case of D F Malan Airport fur-

ther thefts were reported namely 1 from a position in front of the departure hall and 24 from the parking area occupied by the care hire firms

Blue Train

521 Mr W V RAW asked the Minister of Transport Affairs

How many passengers travelled on each journey of the Blue Train in each direction in respect of the last week of (a) March 1984 and (b) September 1984?

The MINISTER OF TRANSPORT AFFAIRS

|                   | Pretoria—Cape Town | Cape Town—Pretoria |
|-------------------|--------------------|--------------------|
| (a)               |                    |                    |
| 25 March 1984     | 33                 | 82                 |
| 27 March 1984     | 64                 | 49                 |
| 29 March 1984     | 33                 | 49                 |
| 31 March 1984     | 65                 | 65                 |
| (b)               |                    |                    |
| 24 September 1984 | 85                 | 90                 |
| 26 September 1984 | 96                 | 96                 |

*How many technicians/artisans*  
*Q. Col. 489*  
*11/3/85*  
531 Mr A B WIDMANN asked the Minister of Communications:

How many (a) technicians and (b) artisans were employed by his Department as at the latest specified date for which figures are available?

The MINISTER OF COMMUNICATIONS

- (a) 5 296, and  
(b) 852,  
as at 31 January 1985

Note The above figures do not include telecom electricians nor staff in training.

How many tonnes of (a) anchovy and pilchard and (b) non-quota pelagic fish were landed during the 1984 fishing season or during the latest specified period of 12 months for which figures are available?

The MINISTER OF ENVIRONMENT AFFAIRS AND TOURISM

- (a) 296 245 tonnes  
(b) 50 373 tonnes  
*How many solitary confinement*  
*Q. Col. 490*  
*11/3/85*  
568 The LEADER OF THE OFFICIAL OPPOSITION asked the Minister of Defence

(1) Whether any persons serving sentences for refusing to do military service were held in solitary confinement in 1984; if so, (a) how many, (b) for what reasons in each case and (c) for what period has each of them been sentenced to such confinement.

*How many pelagic fish*  
*Q. Col. 489*  
*11/3/85*  
538 Mr R R HULLEY asked the Minister of Environment Affairs and Tourism.

(2) (a) how many racially mixed registered trade unions were there at that date and (b) how many, (i) White, (ii) Coloured and Asian and (iii) Black members did each such trade union have?

**THE MINISTER OF MANPOWER**

- (1) (a) 56
- (b) 35
- (c) 23
- (2) (a) 78

501 Dr M S BARNARD asked the Minister of Health and Welfare

- (1) How many (a)(i) suspected and (ii) confirmed cases of and (b) deaths from Congo fever were there in 1984,
- (2) what steps were taken in the (a) first and (b) last six months of 1984 to combat this disease,
- (3) whether he will make a statement on the matter?

**THE MINISTER OF HEALTH AND WELFARE**

- (1) (a) (i) 108 suspected cases (ii) 15 confirmed cases
- (b) 3 deaths in 1984
- (2) (a) and (b)

Note The figures are as at 31 December 1984  
*Hansard Q. Co 1. 487*  
 500 Dr M S BARNARD asked the Minister of Health and Welfare

How many community health centres (a) were there in each province as at the latest specified date for which figures are available and (b) were built in each province during each of the latest specified three years for which figures are available?

**THE MINISTER OF HEALTH AND WELFARE**

- (a) Transvaal 2
- Orange Free State 5
- Natal 2
- Cape 6

HOA

(b) D F Malan and (c) Louis Botha airports were reported in 1984?

**THE MINISTER OF TRANSPORT AFFAIRS**

- (a) 70 of which 20 were recovered
- (b) 10
- (c) 3

The above figures are in respect of the official parking areas only which are those areas controlled by car parking concessionaires. For the sake of completeness it is mentioned that in the case of D F Malan Airport further their "are reported namely 1 from a position in front of the departure hall and 24 from the parking area occupied by the care hire firms

**Blue Train**

521 Mr W V RAW asked the Minister of Transport Affairs

|     | Pretoria—Cape Town | Cape Town—Pretoria |
|-----|--------------------|--------------------|
| (a) | 33                 | 82                 |
|     | 25 March 1984      | 49                 |
|     | 27 March 1984      | 64                 |
|     | 29 March 1984      | 33                 |
|     | 31 March 1984      | 65                 |
| (b) | 24 September 1984  | 85                 |
|     | 26 September 1984  | 96                 |

How many tonnes of (a) anchovy and pilchard and (b) non-quota pelagic fish were landed during the 1984 fishing season or during the latest specified period of 12 months for which figures are available?

**THE MINISTER OF ENVIRONMENT AFFAIRS AND TOURISM**

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Note The above figures do not include telecom electricians nor staff in training.

**THE MINISTER OF COMMUNICATIONS**

- (a) 5 296, and
- (b) 852, as at 31 January 1985

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**THE LEADER OF THE OFFICIAL OPPOSITION**

568 The LEADER OF THE OFFICIAL OPPOSITION asked the Minister of Defence

- (1) Whether any persons serving sentences for refusing to do military service were held in solitary confinement in 1984, if so, (a) how many, (b) for what reasons in each case and (c) for what period has each of them been sentenced to such confinement,

HOA

# Vow to review PO workers' lot

APR 60 5 15/3/85  
268  
THE MINISTER of Communication and Public Works, Dr L A P A Munnik, said he would go out of his way when the economy improved to compensate Post Office workers for the cuts imposed in their annual bonuses

Replying yesterday to the debate on the third reading of the Post Office Appropriation Bill, he said he realised many Post Office workers were battling to make ends meet

However, Post Office employees had, over the past two years, received considerable improvements in their service packages and the bonus cuts were temporary

"I will go out of my way to compensate them when the economy improves for the sacrifices that we are now asking of them," he said

Post Office workers realised he would not leave them in the lurch, Dr Munnik added.

● The Post Office would not be adversely affected by any boycott of telecommunications equipment imposed by overseas countries, Dr Munnik said

There were many alternatives to the present suppliers and equipment, he said in his reply

South Africa had looked for alternative suppliers in the past after the United States refused to supply equipment it believed the Republic might use for military purposes.

Dr Munnik was responding to questions by Mr Sakkie Blanche (NP Boksburg) on the effect of the disinvestment campaign and possible boycotts of the Post Office

"There are suppliers in other countries that will prevent us getting caught out (in the event of a boycott)," the Minister said. — Sapa



Tuyubuy's comprise and (b) of what (i) amounts and (ii) items is the above-mentioned amount made up?

The MINISTER OF PUBLIC WORKS

Yes

(a) (i) and (ii) General builder's work and restoration of the building to provide a functional office complex for the State President and his personnel with facilities such as a committee room, a Cabinet room as well as a press conference room. The existing banquet hall has been enlarged to meet present day requirements. Structural defects came to the fore when the centuries-old internal structures were exposed and had to be rectified to ensure the preservation of the building. For example, rotten wooden floors and ceilings had to be replaced with steel columns and concrete. Due to the age of the structure and services the facilities had to be upgraded completely to comply with modern requirements. Thus the complete rewiring and upgrading of the electrical system of the complex as well as essential mechanical installations were undertaken

(b) (i) R 1 580 000 Building work and restoration  
 750 000 Essential security installations  
 500 000 Enlargement of banquet hall  
 420 000 Electrical and mechanical work  
 70 000 Purpose-made furniture  
 30 000 Recording equipment

532 Mr A B WIDMAN asked the Minister of Communications

(a) How many employees in his Department resigned in 1984 and (b) how many

such employees were (i) technicians and (ii) postmen?

The MINISTER OF COMMUNICATIONS

(a) 7 285, and

(b) (i) 244, and

(ii) 398  
 Hansard Q. 61. 772  
 School cadets 19/3/85  
 549 Mr R M BURROW asked the Minister of Defence

(1) Whether all (a) White, (b) Coloured, (c) Indian and (d) Black male pupils between the ages of 12 and 17 years are required to undergo training as cadets, if not, why not,

(2) whether any alternative programmes to cadet training are offered, if so, (a) what is the nature of these alternative programmes and (b) at which schools are they offered,

(3) whether any pupil or parent may refuse participation in school cadets, if not, why not, if so, (a) under what circumstances and (b) what procedure must be followed to gain exemption from cadet training,

(4) how many schools in each province (a) do and (b) do not have cadet detachments,

(5) how many (a) male and (b) female pupils are undergoing cadet training in White schools in each province,

(6) whether the Defence Force is responsible for the final discipline of school cadets, if so, which member of the Defence Force is responsible, if not, who is responsible,

(7) how many cadet officers involved in the training of cadets are there in each province,

(8) whether any weekend camps for ca-

cadets (a) were held in 1984 and (b) will be held in 1985, if so, how many in each province in each such year,

(9) whether any schools with cadet detachments do not have shooting ranges, if so, how many in each province?

The MINISTER OF DEFENCE

(1) (a), (b), (c) and (d) Although sec 57 of the Defence Act (Act No 44 of 1957) stipulates that "every person", domiciled in the Republic, if he is a scholar or student at a school or other educational institution, may be required, between his twelfth and seventeenth year, to undergo training as a cadet under specified conditions the principle is maintained that it is the prerogative of each population group to decide on cadet training

At present cadet training has only been instituted for boys at White schools

(2) No, not by the SA Defence Force

(3) Only a parent/guardian may object in writing against the cadet training of his son

(a) The objection can be raised on the grounds of religious convictions or medical reasons

(b) Objections should be addressed to the Principal with whom the decision rests

|     |                   |         |        |
|-----|-------------------|---------|--------|
| (4) | Transvaal         | (a) 262 | (b) 22 |
|     | Natal             | 69      | 1      |
|     | Orange Free State | 90      | 0      |
|     | Cape Province     | 237     | 12     |

|     |                   |         |
|-----|-------------------|---------|
| (5) | (a) Transvaal     | 105 130 |
|     | Natal             | 25 021  |
|     | Orange Free State | 15 349  |
|     | Cape Province     | 47 754  |

(b) Cadets for girls is not compulsory. Schools which permit girls

to take part in cadet activities do so on their own initiative. The SA Defence Force does not provide uniforms or equipment but does on request, assist in the training and adjudication of drill competitions for girls

(6) No. In terms of the Cadet Regulations the senior person, be he an officer, non-commissioned officer or designated cadet present at a parade or meeting of cadets is responsible for the maintenance of discipline. Cadet training is an extra-curricular school activity and as such falls under the disciplinary jurisdiction of the Principal

During a camp or bivouac held out of school context the commander of the camp or bivouac is responsible for the maintenance of discipline

|     |                   |       |
|-----|-------------------|-------|
| (7) | Transvaal         | 1 201 |
|     | Natal             | 214   |
|     | Orange Free State | 593   |
|     | Cape Province     | 934   |

(8) Yes

|     |                   |     |     |
|-----|-------------------|-----|-----|
| (a) | Transvaal         | 122 | 148 |
|     | Natal             | 50  | 59  |
|     | Orange Free State | 38  | 40  |
|     | Cape Province     | 151 | 175 |

(9) Yes

|                   |    |
|-------------------|----|
| Transvaal         | 54 |
| Natal             | 12 |
| Orange Free State | 11 |
| Cape Province     | 59 |

Hansard Q. 61. 774  
 Apprentices 19/3/85  
 563 Mr A B WIDMAN asked the Minister of Communications

(a) How many (i) White, (ii) Asian, (iii) Coloured and (iv) Black apprentices were indentured to his Department, and (b) in which trades were they indentured, as at the latest specified date for which figures are available?

Tuynhuys comprise and (b) of what (i) amounts and (ii) items is the above-mentioned amount made up?

The MINISTER OF PUBLIC WORKS

Yes

- (a) (i) and (ii) General builder's work and restoration of the building to provide a functional office complex for the State President and his personnel with facilities such as a committee room, a Cabinet room as well as a press conference room. The existing banquet hall has been enlarged to meet present day requirements. Structural defects came to the fore when the centuries-old internal structures were exposed and had to be rectified to ensure the preservation of the building. For example, rotten wooden floors and ceilings had to be replaced with steel columns and concrete. Due to the age of the structure and services the facilities had to be upgraded completely to comply with modern requirements. Thus the complete rewiring and upgrading of the electrical system of the complex as well as essential mechanical installations were undertaken.

(b) (i) R (ii)

|           |                                  |
|-----------|----------------------------------|
| 1 580 000 | Building work and restoration    |
| 750 000   | Essential security installations |
| 500 000   | Enlargement of banquet hall      |
| 420 000   | Electrical and mechanical work   |
| 70 000    | Purpose-made furniture           |
| 30 000    | Recording equipment              |

532 Mr A B WIDDMAN asked the Minister of Communications

- (a) How many employees in his Department resigned in 1984 and (b) how many

such employees were (i) technicians and (ii) postmen?

The MINISTER OF COMMUNICATIONS

(a) 7 285, and

(b) (i) 244; and

(ii) 398

549. Mr R M BURROW'S asked the Minister of Defence

- (1) Whether all (a) White, (b) Coloured, (c) Indian and (d) Black male pupils are required to undergo training as cadets, if not, why not,

(2) whether any alternative programmes to cadet training are offered, if so, (a) what is the nature of these alternative programmes and (b) at which schools are they offered,

(3) whether any pupil or parent may refuse participation in school cadets, if not, why not, if so, (a) under what circumstances and (b) what procedure must be followed to gain exemption from cadet training,

(4) how many schools in each province (a) do and (b) do not have cadet detachments,

(5) how many (a) male and (b) female pupils are undergoing cadet training in White schools in each province,

(6) whether the Defence Force is responsible for the final discipline of school cadets, if so, which member of the Defence Force is responsible, if not, who is responsible,

(7) how many cadet officers involved in the training of cadets are there in each province,

(8) whether any weekend camps for ca-

dets (a) were held in 1984 and (b) will be held in 1985, if so, how many in each province in each such year,

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At present cadet training has only been instituted for boys at White schools

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(a) The objection can be raised on the grounds of religious convictions or medical reasons

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|     |                   |     |     |
|-----|-------------------|-----|-----|
| (4) |                   | (a) | (b) |
|     | Transvaal         | 262 | 22  |
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|     |                   |         |
|-----|-------------------|---------|
| (5) | (a)               | 105 130 |
|     | Transvaal         |         |
|     | Natal             | 25 021  |
|     | Orange Free State | 15 349  |
|     | Cape Province     | 47 754  |

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to take part in cadet activities do so on their own initiative. The SA Defence Force does not provide uniforms or equipment but does on request assist in the training and adjudication of drill competitions for girls

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During a camp or bivouac held out of school context the commander of the camp or bivouac is responsible for the maintenance of discipline

|     |                   |       |
|-----|-------------------|-------|
| (7) | Transvaal         | 1 201 |
|     | Natal             | 214   |
|     | Orange Free State | 503   |
|     | Cape Province     | 024   |

(8) Yes

|     |                   |     |     |
|-----|-------------------|-----|-----|
| (a) | Transvaal         | 122 | 148 |
|     | Natal             | 50  | 59  |
|     | Orange Free State | 38  | 40  |
|     | Cape Province     | 151 | 175 |

(9) Yes

|  |                   |    |
|--|-------------------|----|
|  | Transvaal         | 54 |
|  | Natal             | 12 |
|  | Orange Free State | 11 |
|  | Cape Province     | 59 |

563 Mr A B WIDDMAN asked the Minister of Communications

(a) How many (i) White, (ii) Asian, (iii) Coloured and (iv) Black apprentices were indentured to his Department, and (b) in which trades were they indentured, as at the latest specified date for which figures are available?

The MINISTER OF TRANSPORT AND FAIRS

- (1) No
- (a), (b) and (c) Fall away

(2) (a) and (b) This is a matter which falls to be dealt with by the National Transport Commission in terms of the provisions of section 10 of the Air Services Act, 1949 (Act 51 of 1949)

(3) No

*268* Hammond Q. Col. 795  
Postmen 21/3/85

533 Mr A B WIDDMAN asked the Minister of Communications

(1) How many (a) White, (b) Coloured, (c) Asian and (d) Black postmen were employed by the Post Office in the latest specified year for which figures are available,

(2) whether the salary programme has yet reached the stage where the rate

of pay is the same for postmen of all population groups, if not, (a) why not and (b) when is it anticipated that parity will be reached, if so, what are the respective rates?

The MINISTER OF COMMUNICATIONS.

(1) (a) 2 090,

(b) 1 122,

(c) 421,

(d) 1 520, as at 31 January 1985,

(2) only as far as White, Coloured and Asian postmen are concerned. Although the wage gap between the aforementioned groups and Blacks is narrowed from time to time, it is unfortunately not possible at this juncture to furnish a date on which full parity is likely to be reached. The applicable salary scales are as follows

|                                    |   |                                    |
|------------------------------------|---|------------------------------------|
| Whites, Coloureds and Asians       | = | R4 446 × 312 - 5 070 × 429 - 7 644 |
| Witwatersrand, Pretoria and Durban | = | R3 822 × 312 - 5 070 × 429 - 7 644 |
| All other centres                  | = | R2 985 × 243 - 3 957 × 336 - 5 973 |
| Blacks (all centres)               | = |                                    |

Additional to basic salary, a 12% personal pensionable allowance as well as a 12% pensionable occupational allowance is payable to the aforementioned groups

Grahamstown: telephones

617 Mr E K MOORCROFT asked the Minister of Communications

(1) How many (a) applications for tele-

(2) whether there is a backlog for this area at present, if so, (a) what was the backlog as at the latest specified date for which figures are available and (b) when is it anticipated that the backlog will be eliminated,

phones were received and (b) telephones were installed for (i) private and (ii) business purposes in Grahamstown in 1984,

- (3) whether, with reference to his reply to Question No 485 on 14 March 1984, work on the cable has been completed, if not, (a) why not and (b) when is it anticipated that it will be completed?
- (3) yes, and
- (a) and (b) fall away

The MINISTER OF COMMUNICATIONS.

(1) (a) 1 707,

(b) (i) 1 478, and

(ii) 306,

(2) yes,

(a) 209, as at 28 February 1985, and

(b) during the first half of 1986 after completion of a major cable

621 Mr R R HULLEY asked the Minister of Communications

Constantia: telephones/post boxes

Whether any applications for (a) telephone services and (b) private post boxes were outstanding in the Constantia Parliamentary constituency as at the latest specified date for which figures are available, if so, (i) how many in each case and (ii) when is it anticipated that the backlog will be eliminated?

The MINISTER OF COMMUNICATIONS.

(a) Yes

(i)

As at 28 February 1985

Bergville—11

Constantia—4

(ii)

During July/August 1985 on the completion of cable works  
One application will be met during April 1985, two during September 1985 and one during February 1986 on the completion of cable works

(b) Yes

(i)

As at 31 January 1985

Plumstead—29

(ii)

The hired premises housing the post office is unfortunately structurally unsuitable for the installation of additional private boxes

The MINISTER OF TRANSPORT AND FAIRS

(1) No

(a), (b) and (c) Fall away

(2) (a) and (b) This is a matter which falls to be dealt with by the National Transport Commission in terms of the provisions of section 10 of the Air Services Act, 1949 (Act 51 of 1949)

(3) No.

*268* *Harwood Q. Co. 795*  
Postmen *21/3/85*

533 Mr A B WIDMAN asked the Minister of Communications

(1) How many (a) White, (b) Coloured, (c) Asian and (d) Black postmen were employed by the Post Office in the latest specified year for which figures are available,

(2) whether the salary programme has yet reached the stage where the rate

of pay is the same for postmen of all population groups: if not, (a) why not and (b) when is it anticipated that parity will be reached; if so, what are the respective rates?

The MINISTER OF COMMUNICATIONS

(1) (a) 2 090,

(b) 1 122,

(c) 421,

(d) 1 520, as at 31 January 1985,

(2) only as far as White, Coloured and Asian postmen are concerned. Although the wage gap between the aforementioned groups and Blacks is narrowed from time to time, it is unfortunately not possible at this juncture to furnish a date on which full parity is likely to be reached. The applicable salary scales are as follows

|                                    |                                      |
|------------------------------------|--------------------------------------|
| Whites, Coloureds and Asians       | = R4 446 × 312 = 5 070 × 429 = 7 644 |
| Witwatersrand, Pretoria and Durban | = R3 822 × 312 = 5 070 × 429 = 7 644 |
| All other centres                  | = R2 985 × 243 = 3 957 × 336 = 5 973 |
| Blacks (all centres)               |                                      |

Additional to basic salary, a 12% personal pensionable allowance as well as a 12% pensionable occupational allowance is payable to the aforementioned groups

Grahamstown: telephones

617 Mr E K MOORCROFT asked the Minister of Communications

(1) How many (a) applications for tele-

(2) whether there is a backlog for this area at present, if so, (a) what was the backlog as at the latest specified date for which figures are available and (b) when is it anticipated that the backlog will be eliminated,

phones were received and (b) telephones were installed for (i) private and (ii) business purposes in Grahamstown in 1984;

(3) whether, with reference to his reply to Question No 485 on 14 March 1984, work on the cable has been completed, if not, (a) why not and (b) when is it anticipated that it will be completed?

work and an extension to the exchange, and (3) yes, and (a) and (b) fall away

The MINISTER OF COMMUNICATIONS

(1) (a) 1 707,

(b) (i) 1 478, and

(ii) 306,

(2) yes,

(a) 209, as at 28 February 1985, and

(b) during the first half of 1986 after completion of a major cable

Constantia: telephones/post boxes  
621 Mr R R HULLEY asked the Minister of Communications

Whether any applications for (a) telephone services and (b) private post boxes were outstanding in the Constantia Parliamentary constituency as at the latest specified date for which figures are available, if so, (i) how many in each case and (ii) when is it anticipated that the backlog will be eliminated?

The MINISTER OF COMMUNICATIONS

(a) Yes

(i)

As at 28 February 1985

Bergville—11

Constantia—4

(ii)

During July/August 1985 on the completion of cable works  
One application will be met during April 1985, two during September 1985 and one during February 1986 on the completion of cable works

(b) Yes

(i)

As at 31 January 1985

Plumstead—29

(ii)

The hired premises housing the post office is unfortunately structurally unsuitable for the installation of additional private boxes

(b) and (c) The investigation has not yet been concluded

(3) Yes

(a) Two Black detective constables have been suspended from duty

(b) On 20 March 1985

(4) No, not at this stage as I deem it inexpedient

(5) No

*Howard Q. 601 947*  
Housing subsidies/pension funds  
9/14/85

*268*  
\*25 Mr B B GOODALL asked the Minister of Communications

(a) What total amount was expended by the Post Office on (i) housing subsidies and (ii) State pension funds in the 1984-85 financial year and (b) what are the names of the State pension funds concerned?

\*The MINISTER OF COMMUNICATIONS

(a) The final figures are not yet available, but the amount expended on housing subsidies is estimated at R46 000 000 and that on State pension funds at R163 900 000, and

(b) the Government Service Pension Fund, and the Pension Fund for Temporary Employees

\*Mr J H VAN DER MERWE Mr Speaker, arising out of his reply, I should like to ask the hon Minister what chance he thinks Durbanville High School, which is in his constituency, has of winning when they meet Helpmekear High School on Monday? [Injections]

*Q. 601 947*  
*Howard*  
Khayelitsha  
9/14/85

\*26 Mr K M ANDREW asked the Minister of Co-operation, Development and Education

(1) How many core houses at Khayelitsha were (a) completed and (b) occupied as at the latest specified date for which information is available,

(2) whether the announced service sites at Khayelitsha have been completed, if so, on what date, if not, when are they due to be completed?

The MINISTER OF CO-OPERATION, DEVELOPMENT AND EDUCATION

(1) (a) 4 705

(b) 1 704 as at 22 March 1985

(2) 15 April 1985 according to expectations

Khayelitsha

\*27 Mr K M ANDREW asked the Minister of Co-operation, Development and Education

(1) What is the total land area, including internal streets and sidewalks, to be used for the (a) first 5 000 core-house sites and (b) 7 000 to 8 000 serviced sites being developed at Khayelitsha,

(2) whether each of the above areas is (a) bigger or (b) smaller than the land area available at (i) Old Crossroads, (ii) KTC and (iii) the Old Crossroads and KTC sites combined?

\*The MINISTER OF CO-OPERATION, DEVELOPMENT AND EDUCATION

(1) (a) 286,5 ha

(b) 185,3 ha

(2) (a) (i) Yes

(ii) Yes

(iii) Yes

(b) Falls away

\*Renamo organization' financial support

\*28 Mr C W EGLIN asked the Minister of Finance

*Howard*  
*Q. 601.948*  
*9/14/85*

Whether any steps have been taken by his Department in respect of financial support being provided by persons resident in South Africa for the Renamo organization in Mozambique, if not, why not, if so, (a) what steps, (b) when and (c) with what result?

The MINISTER OF FINANCE

My Department has no knowledge of any financial support received by the Renamo organization. In terms of the exchange control regulations no funds were transferred to the organization

(a), (b) and (c) Fall away

\*29 Mr C W EGLIN—Defence [Reply standing over]

Heyshope Dam

\*30 Mr P G SOAL asked the Minister of Water Affairs

(1) Whether construction on the Heyshope Dam has been completed, if not, when is it due to be completed, if so, when was it completed,

(2) what was the water level of the Heyshope Dam as at the latest specified date for which figures are available,

(3) whether the dam has reached its highest level, if not, when is it anticipated that it will reach (a) its highest level and (b) the (i) houses and (ii) graves at (aa) kwanNgema and (bb) Driefontein?

The MINISTER OF WATER AFFAIRS

(1) No, March 1986

(2) On 1 April 1985 the Heyshope Dam had 86,7 million cubic metres of water in storage which represents 19 per cent of its full storage capacity

(3) No

(a) It is impossible to predict when

the dam will reach its highest level since it depends entirely on rainfall and the subsequent inflow into the dam

(b) (i)(aa) and (bb) and (b)(ii)(ad) and (bb) Fall away

*Howard*  
*Q. 601, 950*  
*9/14/85*  
kwanNgema

\*31 Mr P G SOAL asked the Minister of Co-operation, Development and Education

(1) Whether, with reference to his reply to Question No 11 on 5 February 1985, he still intends to remove the community of kwanNgema, if so, (a) why and (b) when; if not, what steps are to be taken in respect of this community,

(2) whether he or any member of his Department has (a) met and (b) held any discussions with the (i) leaders and (ii) members of the kwanNgema community concerning the proposed removal, if not, (aa) why not and (bb) when does he intend consulting them in regard to the removal, if so,

(3) (a) on what dates did he meet and hold discussions with the (i) leaders and (ii) members of this community, (b) where were the meetings and discussions held, (c) what are the names of the (i) leaders of the kwanNgema community and (ii) representatives of his Department involved in (ad) each specified meeting and/or (bb) discussions and (d) what was discussed in each case,

(4) whether all members of the kwanNgema community will be consulted regarding their willingness to move before the removal will take place, if not, (a) why not and (b) what conditions are required to constitute a voluntary removal, if so, in what manner will they be consulted,

(5) whether the kwanNgema community will be allowed to organize and hold elections to choose the leader of their community, if not, (a) why not and

(b) and (c) The investigation has not yet been concluded

cupied as at the latest specified date for which information is available,

(3) Yes

(a) Two Black detective constables have been suspended from duty

(2) whether the announced service sites at Khayelitsha have been completed, if so, on what date, if not, when are they due to be completed?

(b) On 20 March 1985

The MINISTER OF CO-OPERATION, DEVELOPMENT AND EDUCATION

(4) No, not at this stage as I deem it inexpedient

(1) (a) 4 705.

(5) No

*268*  
*Howard Q. G. 1. 9147*  
*Housing subsidies/pension funds*  
*9/4/85*

(b) 1 704 as at 22 March 1985

(2) 15 April 1985 according to expectations

\*25 Mr B B GOODALL asked the Minister of Communications

Khayelitsha

(a) What total amount was expended by the Post Office on (i) housing subsidies and (ii) State pension funds in the 1984-85 financial year and (b) what are the names of the State pension funds concerned?

\*27 Mr K M ANDREW asked the Minister of Co-operation, Development and Education

†The MINISTER OF COMMUNICATIONS

(a) The final figures are not yet available, but the amount expended on housing subsidies is estimated at R46 000 000 and that on State pension funds at R163 900 000, and

(1) What is the total land area, including internal streets and sidewalks, to be used for the (a) first 5 000 core-house sites and (b) 7 000 to 8 000 serviced sites being developed at Khayelitsha,

(b) the Government Service Pension Fund, and the Pension Fund for Temporary Employees

†The MINISTER OF CO-OPERATION, DEVELOPMENT AND EDUCATION

(1) (a) 286,5 ha

(b) 185,3 ha

(2) (a) (i) Yes

(ii) Yes

(iii) Yes

(b) Falls away

†Renamo organization: financial support

(1) How many core houses at Khayelitsha were (a) completed and (b) occupied

\*28 Mr C W EGLIN asked the Minister of Finance

HOA

Whether any steps have been taken by his Department in respect of financial support being provided by persons resident in South Africa for the Renamo organization in Mozambique, if not, why not, if so, (a) what steps, (b) when and (c) with what result?

The MINISTER OF FINANCE.

My Department has no knowledge of any financial support received by the Renamo organization. In terms of the exchange control regulations no funds were transferred to the organization

(a), (b) and (c) Fall away

\*29 Mr C W EGLIN—Defence [Reply standing over]

Heyshope Dam

\*30 Mr P G SOAL asked the Minister of Water Affairs

(1) Whether construction on the Heyshope Dam has been completed, if not, when is it due to be completed, if so, when was it completed,

(2) what was the water level of the Heyshope Dam as at the latest specified date for which figures are available,

(3) whether the dam has reached its highest level, if not, when is it anticipated that it will reach (a) its highest level and (b) the (i) houses and (ii) graves at (aa) kwaNgema and (bb) Driefontein?

The MINISTER OF WATER AFFAIRS

(1) No, March 1986

(2) On 1 April 1985 the Heyshope Dam had 86,7 million cubic metres of water in storage which represents 19 per cent of its full storage capacity

(3) No

(a) It is impossible to predict when

the dam will reach its highest level since it depends entirely on rainfall and the subsequent inflow into the dam

(b) (i)(aa) and (bb) and (b)(ii)(aa) and (bb) Fall away

*Howard*  
*Q. G. 1. 9150*  
*kwaNgema*  
*9/4/85*

\*31 Mr P G SOAL asked the Minister of Co-operation, Development and Education

(1) Whether with reference to his reply to Question No 11 on 5 February 1985 he still intends to remove the community of kwaNgema, if so (a) why and (b) when if not, what steps are to be taken in respect of this community,

(2) whether he or any member of his Department has (a) met and (b) held any discussions with the (i) leaders and (ii) members of the kwaNgema community concerning the proposed removal, if not, (aa) why not and (bb) when does he intend consulting them in regard to the removal if so

(3) (a) on what dates did he meet and hold discussions with the (i) leaders and (ii) members of this community, (b) where were the meetings and discussions held, (c) what are the names of the (i) leaders of the kwaNgema community and (ii) representatives of his Department involved in (aa) each specified meeting and/or (bb) discussions and (d) what was discussed in each case.

(4) whether all members of the kwaNgema community will be consulted regarding their willingness to move before the removal will take place, if not, (a) why not and (b) what conditions are required to constitute a voluntary removal, if so, in what manner will they be consulted,

(5) whether the kwaNgema community will be allowed to organize and hold elections to choose the leader of their community if not (a) why not and

HOA

(2) (a) R4 207,95 in respect of claims lodged during January, 1985, and which were settled out of court

schools is taken as target and compared with the actual average ratios of 41,7:1 and 32,8:1 in 1984, the following shortages exist

(b) None.

**Johannesburg North: bilharzia**

|                               |       |
|-------------------------------|-------|
| (i) Northern Transvaal Region | 1 315 |
| (ii) Highveld Region          | 1 654 |
| (iii) Johannesburg Region     | 360   |
| (iv) Orange Vaal Region       | 1 463 |
| (v) OFS Region                | 1 067 |
| (vi) Natal Region             | 534   |
| (vii) Cape Region             | 1 198 |

820. Mr P G SOAL asked the Minister of Health and Welfare.

(1) Whether the water of rivers, streams and canals flowing through the Parliamentary constituency of Johannesburg North was tested for bilharzia by his Department in 1984; if not, why not, if so,

(2) whether any traces of bilharzia were found, if so, (a) in which rivers, streams and canals and (b) what action is being taken in this regard?

**THE MINISTER OF HEALTH AND WELFARE**

(1) Yes, the water of rivers, streams and canals flowing through the Parliamentary constituency of Johannesburg was monitored for bilharzia in 1984

(2) No trace of Bilharzia host snails was found

*Hansen*  
Q. 601. 1375  
1/5/85

821 Prof N J J OLIVIER asked the Minister of Co-operation, Development and Education.

What was the (a) shortage of teachers, and (b) percentage of inadequately trained teachers, in Black schools in each specified departmental region in the Republic as at the latest specified date for which figures are available?

**THE MINISTER OF CO-OPERATION, DEVELOPMENT AND EDUCATION**

Figures as on 6 March 1984

(a) If a pupil-teacher ratio of 35:1 in primary schools and 30:1 in secondary

*Hansen*

**University of Zululand: violence**

824 Mr K M ANDREW asked the Minister of Co-operation, Development and Education

(1) Whether, with reference to his reply to Question No 148 on 25 February 1985, the report of the commission of inquiry into the violence which occurred at the University of Zululand in October 1983 has been completed; if not, why not; if so, what were the findings.

(2) whether any action will be taken as a result, if not, why not, if so, what action?

**THE MINISTER OF CO-OPERATION, DEVELOPMENT AND EDUCATION**

(1) Yes, the report was handed over on 6 March 1985

(2) The report is still being prepared for to be laid upon the table

*Hansen*  
Q. 601. 1377  
1/5/85

825 Prof N J J OLIVIER asked the Minister of Co-operation, Development and Education

(a) How many colleges of education for the training of Black teachers were there under the control of his Department, and (b) how many students were enrolled in each of these colleges, as at the latest specified date for which figures are available?

**THE MINISTER OF CO-OPERATION, DEVELOPMENT AND EDUCATION**

(a) 7

|   |     |
|---|-----|
| (b) Transvaal Teachers Training College | 813 |
| East Rand Teachers Training College     | 462 |
| Soweto Teachers Training College        | 891 |
| Mphohadi Teachers Training College      | 307 |

|                                    |     |
|------------------------------------|-----|
| Sebokeng Teachers Training College | 549 |
| Indumiso Teachers Training College | 978 |
| Cape Teachers Training College     | 526 |

Figures as on 6 March 1984

THURSDAY, 2 MAY, 1985

†Indicates translated version

For written reply

*Hansen*  
General Affairs

Gainfully employed persons  
Q. 601 1375 2/5/85  
370 Mrs H SUZMAN asked the Minister of Home Affairs

What percentage of gainfully employed (a) Whites, (b) Coloureds, (c) Indians and (d) Blacks were (i) directly and (ii) indirectly in State employ in the Republic as at the latest specified date for which figures are available?

**THE MINISTER OF HOME AFFAIRS**

The information hereunder was obtained from the Bulletin of Statistics of September 1984. The percentages were calculated on the total employment in the Republic as in March 1984 for the population groups concerned

|           |      |      |      |
|-----------|------|------|------|
| (a)       | (b)  | (c)  | (d)  |
| (i) 22,2  | 16,5 | 11,1 | 10,3 |
| (ii) 16,4 | 10,1 | 6,8  | 13,5 |

*Hansen*  
Q. 601 1378 2/5/85  
700 Mr S S VAN DER MERWE asked the Minister of Communications

(1) Whether the establishment of the Post Office has been reduced in terms of the recently announced staff cuts,

*Hansen*

if so, by what number was the (a) actual and (b) authorized establishment reduced,

(2) whether any vacant posts have been frozen, if so, (a) how many, (b) when were these posts last occupied and (c) how many persons in each race group occupied these posts at the time,

(3) (a), (b) and (c) no;

(4) the information furnished covers the period 1 August to 31 December 1984

(3) whether any employees have been (a) made redundant, (b) dismissed and (c) retired prematurely as a result of these staff cuts, if so, how many in each race group in respect of each of the above categories,

Note It should be borne in mind that as the Post Office is still experiencing a steady growth in its activities, there are limits to the staff cuts that can be imposed.

(4) in respect of what date is this information furnished?

773 Mr J J B VAN ZYL asked the Minister of Communications †

The MINISTER OF COMMUNICATIONS

(1) and (2) No posts on the authorized establishment have been abolished. The creation of about 860 posts which are justified in all respects and which would have been provided under normal circumstances, are however being held in abeyance in an effort to keep operating expenditure as low as possible. In addition, officials leaving the service have since last year only been replaced if it was absolutely necessary, which action has resulted in 1 400 less persons (660 Whites, 280 Coloureds and 460 Blacks) being employed on 31 December.

(1) What total number of officials were employed by the Post Office (a) as at 31 March 1979 and (b) in each specified financial year from 1979-80 up to and including the latest financial year for which figures are available,

(2) what amounts were spent by the Post Office on (a) salaries, (b) bonuses, (c) leave money, (d) gratuities, (e) subsidies and (f) other specified forms of remuneration in respect of its staff, in each specified financial year from 1978-79 up to and including the latest financial year for which figures are available?

The MINISTER OF COMMUNICATIONS

|         |             |             |             |             |             |             |
|---------|-------------|-------------|-------------|-------------|-------------|-------------|
| (1) (a) | 73 820,     |             |             |             |             |             |
| (b)     | 1979-80     | 1980-81     | 1981-82     | 1982-83     | 1983-84     |             |
|         | 74 398      | 75 722      | 80 087      | 88 183      | 92 729,     |             |
| (2)     | 1978-79     | 1979-80     | 1980-81     | 1981-82     | 1982-83     | 1983-84     |
|         | R           | R           | R           | R           | R           | R           |
| (a)     | 248 003 001 | 288 158 309 | 341 889 015 | 433 772 997 | 554 453 959 | 662 185 633 |
| (b)     | 16 298 878  | 10 160 254  | 29 224 942  | 29 534 408  | 36 692 517  | 45 066 475  |

|      |                      |            |            |             |             |             |      |
|------|----------------------|------------|------------|-------------|-------------|-------------|------|
| 1381 | THURSDAY, 2 MAY 1985 |            |            |             |             |             | 1382 |
|      | 1978-79              | 1979-80    | 1980-81    | 1981-82     | 1982-83     | 1983-84     |      |
|      | R                    | R          | R          | R           | R           | R           |      |
| (c)  | 2 088 209            | 1 984 747  | 1 910 237  | 2 750 403   | 4 452 078   | 6 367 568   |      |
| (d)  | —                    | —          | —          | —           | —           | —           |      |
| (e)  | 50 928 039           | 62 512 476 | 81 669 831 | 102 542 628 | 134 569 260 | 176 227 386 |      |
| (f)  | 1 778 022            | 3 106 173  | 3 128 199  | 2 911 453   | 3 388 007   | 3 442 100   |      |

\* See note 4

Notes

(1) The amounts reflected under (2)(a) include basic salaries, wages, overtime, pensionable and non-pensionable as well as occupational allowances

(6) The amounts reflected under (2)(f) include payments for allowances to certain officials who—

(2) The amounts reflected under (2)(b) include service bonuses, achievement bonuses and incentive bonuses

are employed in the National States, are employed on the Witwatersrand perform certain responsible duties, perform driving duties in urban areas,

(3) The monetary value of accumulated vacation leave is not paid to officials upon resignation. The amounts reflected under (2)(c) represent amounts paid for leave gratuities to—

widows of deceased officials, contract workers who have fulfilled their contractual obligations, female officials with 5 years or longer service who marry, and officials upon their retirement on pension

(4) It is assumed that question (2)(d) refers to gratuities paid to officials upon their retirement on pension. Such payments are arranged by the Department of Health and Welfare from the respective pension funds administered by that Department and particulars thereof are unfortunately not available in the Post Office

(5) The amounts reflected against item (2)(e) include contributions to the respective pension funds and medical and schemes of which Post Office employees are members, housing subsidies and also subsidies paid in respect of boarding at the hostels of the de-

Subsistence and transport allowances have however not been included because such payments are not of a remunerative nature

Trunk calls

781 Mr P G SOAL asked the Minister of Communications

(1) Whether he or any official of the Post



(1) (a) R1 20/95 in respect of claims lodged during January, 1985, and which were settled out of court

(b) None

**Johannesburg North, bilharzia**

820 Mr P G SCAL asked the Minister of Health and Welfare

(1) Whether the water of rivers streams and canals flowing through the Parliamentary constituency of Johannesburg North was tested for bilharzia by his Department in 1984, if not, why not, if so,

(2) whether any traces of bilharzia were found, if so, (a) in which rivers, streams and canals and (b) what action is being taken in this regard?

**THE MINISTER OF HEALTH AND WELFARE:**

(1) Yes, the water of rivers, streams and canals flowing through the Parliamentary constituency of Johannesburg was monitored for bilharzia in 1984

(2) No trace of bilharzia host snails was found

*Heaven and Col 1375*  
 Prof N J J OLIVIER asked the Minister of Co-operation, Development and Education

What was the (a) shortage of teachers, and (b) percentage of inadequately trained teachers, in Black schools in each specified departmental region in the Republic as at the latest specified date for which figures are available?

**THE MINISTER OF CO-OPERATION, DEVELOPMENT AND EDUCATION:**  
 Figures as on 6 March 1984

(a) If a pupil teacher ratio of 35:1 in primary schools and 30:1 in secondary

schools is taken as target and compared with the actual average ratios of 41,7:1 and 32,8:1 in 1984, the following shortages exist

|                               |       |
|-------------------------------|-------|
| (i) Northern Transvaal Region | 1 315 |
| (ii) Highveld Region          | 1 654 |
| (iii) Johannesburg Region     | 360   |
| (iv) Orange Vaal Region       | 1 463 |
| (v) O.F.S. Region             | 1 067 |
| (vi) Natal Region             | 531   |
| (vii) Cape Region             | 1 198 |

(b) Percentage teachers professionally unqualified

|                               |     |
|-------------------------------|-----|
| (i) Northern Transvaal Region | 20% |
| (ii) Highveld Region          | 17% |
| (iii) Johannesburg Region     | 9%  |
| (iv) Orange Vaal Region       | 17% |
| (v) O.F.S. Region             | 28% |
| (vi) Natal Region             | 26% |
| (vii) Cape Region             | 7%  |

*Heaven and Col 1376*  
 Prof N J J OLIVIER asked the Minister of Co-operation, Development and Education

Whether any pupils were refused admission to schools under his Department in 1985 because of their age, if so, how many in respect of each specified departmental region?

**THE MINISTER OF CO-OPERATION, DEVELOPMENT AND EDUCATION:**  
 No child was because of age refused admission to a school in 1985

**University of Zululand violence**

824 Mr K M ANDRIE W asked the Minister of Co-operation, Development and Education

(1) Whether, with reference to his reply to Question No 148 on 25 February 1985, the report of the commission of inquiry into the violence which occurred at the University of Zululand in October 1983 has been completed, if not, why not, if so, what were the findings,

(2) whether any action will be taken as a result, if not, why not, if so, what action?

**THE MINISTER OF CO-OPERATION, DEVELOPMENT AND EDUCATION:**

(1) Yes, the report was handed over on 6 March 1985

(2) The report is still being prepared for to be laid upon the table

*Heaven and Col 1377*  
 Prof N J J OLIVIER asked the Minister of Co-operation, Development and Education

(a) How many colleges of education for the training of Black teachers were there under the control of his Department, and (b) how many students were enrolled in each of these colleges, as at the latest specified date for which figures are available?

**THE MINISTER OF CO-OPERATION, DEVELOPMENT AND EDUCATION:**

|   |     |  |  |  |
|---|-----|--|--|--|
| (a) 7                                   |     |  |  |  |
| (b) Transvaal Teachers Training College | 813 |  |  |  |
| East Rand Teachers Training College     | 402 |  |  |  |
| Soweto Teachers Training College        | 891 |  |  |  |
| Mphohadi Teachers Training College      | 307 |  |  |  |

|                                    |     |
|------------------------------------|-----|
| Sebokeng Teachers Training College | 549 |
| Indumiso Teachers Training College | 978 |
| Cape Teachers Training College     | 526 |

Figures as on 6 March 1984

THURSDAY, 2 MAY, 1985

Indicates translated version

For written reply

*General Affairs Heaven and Col 1378*

370 Mrs H SUZMAN asked the Minister of Home Affairs

What percentage of gainfully employed (a) Whites, (b) Coloureds, (c) Indians and (d) Blacks were (i) directly and (ii) indirectly in State employ in the Republic as at the latest specified date for which figures are available?

**THE MINISTER OF HOME AFFAIRS:**

The information hereunder was obtained from the Bulletin of Statistics of September 1984. The percentages were calculated on the total employment in the Republic as in March 1984 for the population groups concerned

|      |      |      |      |
|------|------|------|------|
| (a)  | (b)  | (c)  | (d)  |
| 22,2 | 16,5 | 11,1 | 10,3 |

(ii) 16,4 10,1 6,8 11,5

*Staff Establishment Heaven and Col 1378*  
 700 Mr S S VAN DER MERWE asked the Minister of Communications

(1) Whether the establishment of the Post Office has been reduced in terms of the recently announced staff cuts,

if so, by what number was the (a) actual and (b) authorized establishment reduced,

(2) whether any vacant posts have been frozen, if so, (a) how many, (b) when were these posts last occupied and (c) how many persons in each race group occupied these posts at the time,

(3) whether any employees have been made redundant, (b) dismissed and (c) retired prematurely as a result of these staff cuts, if so, how many in each race group in respect of each of the above categories,

(4) in respect of what date is this information furnished?

The MINISTER OF COMMUNICATIONS.

(1) and (2) No posts on the authorized establishment have been abolished. The creation of about 860 posts which are justified in all respects and which would have been provided under normal circumstances, are however being held in abeyance in an effort to keep operating expenditure as low as possible. In addition, officials leaving the service have since last year only been replaced if it was absolutely necessary, which action has resulted in 1 400 less persons (660 Whites, 280 Coloureds and 460 Blacks) being employed on 31 De-

ember 1984 than on 31 July of that year,

(3) (a), (b) and (c) no,  
(4) the information furnished covers the period 1 August to 31 December 1984.

Note It should be borne in mind that as the Post Office is still experiencing a steady growth in its activities, there are limits to the staff cuts that can be imposed

Post Office, officials/service benefits

773 Mr J J B VAN ZYL asked the Minister of Communications †

(1) What total number of officials were employed by the Post Office (a) as at 31 March 1979 and (b) in each specified financial year from 1979-80 up to and including the latest financial year for which figures are available,

(2) what amounts were spent by the Post Office on (a) salaries, (b) bonuses, (c) leave money, (d) gratuities, (e) subsidies and (f) other specified forms of remuneration in respect of its staff, in each specified financial year from 1978-79 up to and including the latest financial year for which figures are available?

The MINISTER OF COMMUNICATIONS

|         |         |         |         |         |         |
|---------|---------|---------|---------|---------|---------|
| (1) (a) | 73 820, |         |         |         |         |
| (b)     | 1979-80 | 1980-81 | 1981-82 | 1982-83 | 1983-84 |
|         | 74 398  | 75 722  | 80 087  | 88 183  | 92 729, |

|     |             |             |             |             |             |             |
|-----|-------------|-------------|-------------|-------------|-------------|-------------|
| (2) | 1978-79     | 1979-80     | 1980-81     | 1981-82     | 1982-83     | 1983-84     |
| (a) | 248 003 001 | 288 158 309 | 341 889 015 | 433 772 997 | 554 453 959 | 662 185 633 |
| (b) | 16 298 878  | 10 160 254  | 29 224 942  | 29 534 408  | 36 692 517  | 45 066 475  |

|     |            |            |            |             |             |             |
|-----|------------|------------|------------|-------------|-------------|-------------|
|     | 1978-79    | 1979-80    | 1980-81    | 1981-82     | 1982-83     | 1983-84     |
| (c) | 2 088 209  | 1 984 747  | 1 910 237  | 2 750 403   | 4 452 078   | 6 367 568   |
| (d) | —          | —          | —          | —           | —           | —*          |
| (e) | 50 928 039 | 62 512 476 | 81 669 831 | 102 542 628 | 134 569 260 | 176 227 386 |
| (f) | 1 778 022  | 3 106 173  | 3 128 199  | 2 911 453   | 3 388 007   | 3 442 100   |

\* See note 4

Notes

(1) The amounts reflected under (2)(a) include basic salaries, wages, overtime, pensionable and non-pensionable as well as occupational allowances

(2) The amounts reflected under (2)(b) include service bonuses, achievement bonuses and incentive bonuses

(3) The monetary value of accumulated vacation leave is not paid to officials upon resignation. The amounts reflected under (2)(c) represent amounts paid to leave gratuities to—

widows of deceased officials, contract workers who have fulfilled their contractual obligations, female officials with 5 years or longer service who marry, and officials upon their retirement on pension

(4) It is assumed that question (2)(d) refers to gratuities paid to officials upon their retirement on pension. Such payments are arranged by the Department of Health and Welfare from the respective pension funds administered by that Department and particulars thereof are unfortunately not available in the Post Office

(5) The amounts reflected against item (2)(e) include contributions to the respective pension funds and medical aid schemes of which Post Office employees are members, housing subsidies and also subsidies paid in respect of boarding at the hostels of the de-

partmental training centres at Olifantsfontein and Soshanguve

(6) The amounts reflected under (2)(f) include payments for allowances to certain officials who—  
are employed in the National States, are employed on the Witwatersrand, perform certain responsible duties, perform driving duties in urban areas,  
perform stand-by duties, perform demanding coding duties, perform duties where they are exposed to danger,  
are qualified in first-aid and regularly attend refresher courses,  
are recruited overseas and who incur settling-in expenses,  
reside in compounds/hostels of local authorities,  
preside over candidates at Departmental examinations and who mark examination papers,  
are specially transferred as instructors to the Post Office Training College at Olifantsfontein, and distinguish themselves or put forward acceptable suggestions

Subsistence and transport allowances have however not been included because such payments are not of a remunerative nature

Trunk calls

781 Mr P G SOAL asked the Minister of Communications

(1) Whether he or any official of the Post

1836  
 HANSDAARD Q. CA 1835-17/6/85  
 Farm schools  
 840 Prof N J J OLIVIER asked the Minister of Co-operation, Development and Education

(a) How many farm schools were subsidized by his Department in 1984 and (b) what was the average subsidy paid per farm school in that year?

The MINISTER OF CO-OPERATION, DEVELOPMENT AND EDUCATION

- (a) 5 331
- (b) Approximately R9 000 per farm school

Amount spent on advertisements

885 Mr D J DALLING asked the Minister of Co-operation, Development and Education

- (1) What was the total amount spent by the Department of Education and Training in 1984 on placing advertisements for any purpose in newspapers in the Republic,
- (2) what amount was paid to each specified newspaper in the above regard in that year?

The MINISTER OF CO-OPERATION, DEVELOPMENT AND EDUCATION

- (1) R51 500,68 in respect of the 1984/85 financial year

- (2) Rapport R  
 Sunday Times 27 516,22  
 SAAN 23 686,56  
 Nasionale Koerante 202,24  
 95,66

Occupational differentiation: employment benefits  
 920 Mr R M BURROWS asked the Minister of Communications:

- (1) Whether, during the process of occupational differentiation in the Department of Posts and Telecommunications, any announcements were made to the effect that salaries and/or fringe benefits would be paid from a date prior to the announcement date, i.e. backdated, if so, (a) in respect of which posts were they to be backdated, (b) on what dates were the increases announced and (c) from what date were the increases paid,

(2) whether payments were made only to persons already in service at the date of the announcement, if not, from what date were employees eligible for such payments,

(3) whether persons who retired between the above-mentioned two dates were able to benefit from the increase; if not, why not;

- (4) whether, during the period of five years which ended on 31 December 1984, any payments of increases were made to persons who were not in service at the date of the announcement of the increase; if so, (a) in respect of which persons and (b) why?

The MINISTER OF COMMUNICATIONS

- (1) Yes, in a press statement released on 21 October 1983 I indicated that in applicable cases salary adjustments that might flow from the investigation into occupational differentiation would be implemented retrospectively from a common date. In a follow-up action members of the staff groups in question were informed through their regional directors that the effective date would be 1 January 1984 and that, in accordance with standing policy, officials who leave the Service prior to the announcement of the salary adjustments would not be entitled thereto;

(a)

- Staff group
- Administrative and Clerical Staff
- Uniformed Staff
- Telephone Exchange Staff
- Typists
- Telcom Assistants
- Drivers
- Lower graded general, Non-classified and part-time employees
- \*Chief Technicians
- \*Chief Draughtsmen
- \*Senior Lecturers
- \*Laboratory Technicians
- \*Control Inspectors of Works
- Printing Staff

(b)

1 August 1984

9 October 1984

- Data Personnel (Programmers, etc )
- Data Typists
- Psychologists
- Psychometrists
- Design Artists
- Assistant Press Liaison Officer
- Journalist
- Editor
- Senior Librarian
- Reprographic Manager
- Photographers
- Lithographic Operators
- Language Officers
- Assistant Statisticians
- Restaurant/Catering Personnel, and

\*Occupational-orientated pay dispensations were introduced for these groups on 1 April 1983 and the improvements announced on 1 August 1984 only entailed adjustments that were necessary to retain relative parity with other comparable groups

- (c) 1 January 1984 or the date of appointment if the official joined the Service after the aforementioned date,
- (2) no, officials who were appointed subsequent to the dates on which the announcements were made were also eligible for the payments with effect from the dates of their appointments,
- (3) no, since in terms of established policy officials who leave the Service for any reason prior to the announcement of any improved pay dispensation are not entitled to a revision of their positions even in the event of such dispensation being introduced retrospectively. As indicated beforehand (1) all staff were informed before-hand of the consequences should they decide to leave the Service prior to an announcement regarding the group to which they belong having been made. In addition, officials who had already given notice of retirement, were approached individually and given the opportunity to postpone their retirement in order to benefit from the increases.

1839

MONDAY, 17 JUNE 1985

1840

(4) yes,

(a) to a few persons referred to in the announcement of 9 October 1984, and

(b) because the persons concerned should have been included in the announcement of 1 August 1984 and it was considered equitable that they share in the same benefits as the officials referred to in that announcement

creases announced and (c) from what date were the increases paid;

(2) whether payments were made only to persons already in service at the date of the announcement; if not, from what date were employees eligible for such payments;

(3) whether persons who retired between the above-mentioned two dates were able to benefit from the increase; if not, why not;

(4) whether, during the period of five years which ended on 31 December 1984, any payments of increases were made to persons who were not in service at the date of the announcement of the increase, if so, (a) in respect of which persons and (b) why?

The MINISTER OF HOME AFFAIRS.

(1) Whether, during the process of occupational differentiation in the Public Service, any announcements were made to the effect that salaries and/or fringe benefits would be paid from a date prior to the announcement date, be backdated, if so, (a) in respect of which posts were they to be backdated, (b) on what dates were the in-

Occupational differentiation: employment  
HANDLED a Cd benefits 17/6/85

922 Mr R M BURROWS asked the Minister of Home Affairs

Occupational class

Administrative and Clerical Line Functionaries

Planning Administration Officer  
Foreign Affairs Administration Officer  
Foreign Affairs Administration Clerk  
Civic Affairs Officer  
Civic Affairs Clerk  
Third Party Insurance Officer  
Third Party Insurance Clerk  
Liquor Affairs Officer  
Factories Control Officer  
Community Services Officer  
Community Services Clerk  
Community Development Officer  
Community Development Clerk  
Health and Welfare Administration Officer  
Health and Welfare Administration Clerk  
Import and Export Control Officer  
Commerce and Industries Clerk  
Justice Administration Officer

Implementa-  
tion  
1 11 83  
Announce-  
ment  
25 11.83

1841

MONDAY, 17 JUNE 1985

1842

Occupational class

Justice Administration Clerk  
Cultural Administration Officer  
Cultural Administration Clerk  
Agricultural Administration Officer  
Agricultural Administration Clerk  
Rural Development Officer  
Rural Development Clerk  
Companies Controller  
Manpower Administration Officer  
Manpower Administration Clerk  
Mineral and Energy Administration Officer  
Mineral and Energy Administration Clerk  
Mineral Laws Administration Officer  
Mineral Laws Administration Clerk  
Industries Development Officer  
Environment Affairs Officer  
Environment Affairs Clerk  
Education Administration Officer  
Education Administration Clerk  
Development Administration Officer  
Development Administration Clerk  
Government Administration Officer  
Government Administration Clerk  
Patents and Trade Mark Registration Officer  
Patents Officer  
Pensions Clerk  
Provincial Administration Officer  
Provincial Administration Clerk  
Security Officer  
Statistics Officer  
Statistics Clerk  
Relations Officer  
Transport Administration Officer  
Transport Administration Clerk  
Appraiser

Administrative and Clerical Staff Functionaries

Training Adviser  
Training Officer  
Organization and Work Study Adviser  
State Administration Officer  
Workstudy Officer

Occupational Safety Personnel  
Inspector Occupational Safety  
Inspector Occupational Safety (Machinery)

Managerial Cadre  
Institution Manager  
Key Administrator  
Specialist Manager

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tion  
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1 10 81  
6 11 81

1 1 84  
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Pressure for public service increases now 'intense'

# Sats and PO workers want 20%-plus rises

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**PRESSURE** on the Cabinet to make a positive announcement about pay increases for public-sector workers next year has become intense, according to Pretoria sources

This week, after a meeting of its executive in Johannesburg the 24 000-strong Artisans' Staff Association sent a telegram to Minister of Transport Affairs, Hendrik Schoeman, demanding an urgent interim pay rise

Post Office staff associations have also lodged a claim with the Postmaster-General for a pay rise, which would amount to an increase in excess of 20%

### Pretoria Bureau

Last month ASA president Jimmy Zurich — also chairman of the Federal Council of Sats Staff Associations — headed a council delegation to Schoeman and submitted a claim for a 25% rise next year on behalf of all 11 railway unions

This was rejected by Schoeman. Zurich said unions appreciated the desperate financial situation of the Railways, but said that the situations of its workers was as desperate. Revenue from both exports and imports was down, and it looked as if Schoeman's forecast of a Sats loss of R400m for the 1985/86 financial year would be

proved correct. Schoeman's 235 000 workers were costing more than R2bn a year

This week Public Servants' Association president Colin Cameron demanded a double-digit pay rise for government workers

The sources pointed out the public sector — Sats, Post Office, government and provincial departments — including teachers and nurses — would be lumped together, and given the same "moderate" pay adjustments

Sats and the Post Office would recover the amount spent on increases by raising tariffs and fuelling inflation, it was stated

Handwritten scribbles and the number '268' in a circle.

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# 200 PO workers stage walk-out protest over pay

The Argus Correspondent

JOHANNESBURG — About 200 black workers employed at the Lewisham Engineering Yard of the post office near Krugersdorp staged a walk-out in protest against poor wages and alleged unfair dismissals.

According to the General and Allied Workers Union (Gawu), those involved in the walk-out included labourers and technicians' assistants. Some were Gawu members, the union said.

"Most of the workers are being paid R216 a month," said Mr Samon Ndou, president of Gawu. He said workers were also protesting against alleged unfair dismissals of colleagues.

A spokesman for the Post Office in Pretoria said some of the work-

ers had returned to work.

"The department has taken note that some people are unhappy about their salaries and is investigating," the spokesman said.

"The workers tried to talk to their management without success for a number of months. They then walked out in protest," said Mr Ndou. "Officials have said the Post Office regarded the matter as a domestic affair and did not wish to talk to the union."

The Post Office spokesman said workers were able to present their grievances through labour committees which represented the workforce.

It is the second time in less than two months that the General and Allied Workers' Union has been involved in a labour dispute concerning government departments.

thereof and the Department is accordingly not in possession of statistics in this regard.

- (3) (a) (1) 135  
(ii) 610  
(b) (i) 1984 41  
1985 75  
(ii) 1984 22  
1985 54

**Ermelo: new railway station**

217 Mr W V RAW asked the Minister of Transport Affairs:

- (1) Whether a new railway station has been built at Ermelo, if so, (a) when and (b) at what cost,

- (2) whether this station has been put into use; if so, when, if not, why not?

**The MINISTER OF TRANSPORT AFFAIRS.**

- (1) Yes.

- (a) Officially opened on 23 April 1979.

- (b) R820 000.

- (2) Yes Since April 1979 the station is being operated as a passenger stop and the station buildings are being utilised for other departmental purposes.

**Medicines Control Council**

219 Mr W V RAW asked the Minister of National Health and Population Development.

and (ii) new medicines not yet in common use?

**The MINISTER OF NATIONAL HEALTH AND POPULATION DEVELOPMENT.**

- (a) 995  
(b) (i) and (ii) Information not readily available

**Gold Reserves**

**HANSARD** asked the Minister of Finance.

- (1) What were the gold reserves of the South African Reserve Bank at the end of 1983, 1984 and 1985, respectively.

- (2) whether any of these gold reserves are kept abroad, if so, (a) why and (b) what percentage in respect of each of these years;

- (3) whether any gold had been pledged at the end of these years, if so, what was the value thereof in respect of each such year,

- (4) whether any gold had been sold in advance at the end of these years, if so, to what agencies in respect of each such year?

**The MINISTER OF FINANCE**

*Value Fine ounce (R million) (million)*

- |                   |       |       |
|-------------------|-------|-------|
| (1) December 1983 | 3 250 | 7,790 |
| December 1984     | 4 047 | 7,365 |
| December 1985     | 3 632 | 4,841 |

- (2) Yes

- (a) To have gold available abroad for prompt delivery in the implementation of the Reserve Banks's gold marketing strategy

- (b) December 1983—26 per cent  
December 1984—21 per cent  
December 1985—4 per cent.

- (3) No gold was pledged. The Reserve Bank only engages in direct sales and swap transactions

- (4) No gold was sold forward

**Timetables/advertisements**

Press and magazines R57 696 R76 026  
Television R20 698 R49 170

235. Mr W V RAW asked the Minister of Transport Affairs:

- (1) Whether South African Airways flights are published in (a) South African Development Co-ordinating Conference and (b)(i) Zambian and (ii) Zimbabwean Airways timetables or any other specified publications;

- (2) whether the South African Airways advertisements (a) in the (i) Zambian and (ii) Zimbabwean press and (b) on the (i) radio and (ii) television services of these countries, if so, what amount was spent on such advertisements in each country in respect of each of these categories in each of the latest specified two years for which figures are available;

- (3) whether the offices of the South African Transport Services Travel Bureau in (a) Harare and (b) Bulawayo were closed on instructions of the Zimbabwean Government; if so, (i) when and (ii) what reasons were furnished;

- (4) whether a levy is charged on South African Airways tickets to other countries sold in Zimbabwe, if so, what are the relevant particulars in this regard?

**The MINISTER OF TRANSPORT AFFAIRS.**

- (1) (a) No.

- (b) (i) and (ii) Yes

- (2) (a) (i) No.

- (ii) Yes

- (b) (i) No

- (ii) Zambia—No  
Zimbabwe—Yes

- (3) (a) and (b) No.

- (i) and (ii) Fall away

- (4) No

**HANSARD** Vacant posts 322  
250 Mr A B WIDMAN asked the Minister of Communications: 265  
41386

How many posts on the authorised establishment of his Department were vacant as at 31 December 1985?

**The MINISTER OF COMMUNICATIONS.**

2 055—based on the authorised establishment of the Department.

**Postmen: salaries**

252. Mr A B WIDMAN asked the Minister of Communications

- (1) How many (a) White, (b) Coloured, (c) Asian and (d) Black postmen were employed by the Post Office in the latest specified year for which figures are available,

- (2) whether the salary programme has yet reached the stage where the rate of pay is the same for postmen of all population groups; if not, (a) why not and (b) when is it anticipated that parity will be reached; if so, what are the respective rates?

**The MINISTER OF COMMUNICATIONS:**

- (1) (a) 2 103;

- (b) 1 145;

- (c) 435; and
- (d) 1 578, as at 31 December 1985;

(2) the honourable member's attention in this regard is invited to the position as set out in part (2) of my reply to question 533 of 26 February 1985 which has not changed up to now.

I must, however, add that, as recently announced, the salaries of Post Office personnel are to be adjusted upwards by approximately 10% wef from 1 April 1986 and at the same time existing allowances consolidated into basic salary. It is also the intention to then further narrow the wage gap between Black postmen and the other population groups, but at this point of time it is unfortunately not possible to indicate to what extent this could be effected as the revised salary scales have not yet been finalised.

**HANSARD** 323  
**AGRICULTURAL TRAINING**  
 293. Mr A B WIDDMAN asked the Minister of Manpower.

What amount of financial assistance was made available by his Department to each specified in-service training centre for agricultural trainees in 1985?

The MINISTER OF MANPOWER:

Boskop Training Centre—R215 000

**HANSARD** 323  
**JOB CREATION PROJECTS**  
 303. Mr F J LEROUX asked the Minister of Manpower.

(1) With reference to his reply to Question No 24 on 11 February 1986, how many persons had reported at job creation projects as at the latest specified date for which figures are available;

(2) how much of the amount of R131,5 million spent by 31 December 1985 was applied towards (a) food relief, (b) training unemployed persons, and

(c) creating and/or maintaining job opportunities in the small business sector,

(3) whether his Department now has separate data in respect of the different population groups in the above-mentioned connection; if so, what are the relevant figures in respect of each population group?

The MINISTER OF MANPOWER.

(1) On 31 December 1985, 150 803 unemployed persons were involved in employment creation programmes and in total 10,7 million man days had already been worked

- (2) (a) R2,34 million.
- (b) R12,8 million
- (c) R12,5 million.

(3) No.

**HANSARD** 324  
**PUBLIC/PRIVATE TELEPHONES**  
 315. Mr A B WIDDMAN asked the Minister of Communications

(1) How many new (a) public and (b) private telephones were installed in 1985 in Langa, Guguletu, Nyanga and Khayelitsha, respectively;

(2) how many (a) public and (b) private telephones were there in each of these townships at at 31 December 1985?

The MINISTER OF COMMUNICATIONS.

|             | (1) | (a)   | (b) |
|-------------|-----|-------|-----|
| Langa       | 1   | 257   |     |
| Guguletu    | 3   | 848   |     |
| Nyanga      | nil | 308   |     |
| Khayelitsha | 3   | 12,   | and |
|             | (a) | (b)   |     |
| Langa       | 23  | 1 424 |     |
| Guguletu    | 37  | 3 077 |     |
| Nyanga      | 25  | 1 260 |     |
| Khayelitsha | 5   | 29    |     |

Public telephones

316. Mr A B WIDDMAN asked the Minister of Communications:

How many public telephones were there in Mitchell's Plan as at 31 December 1985?

The MINISTER OF COMMUNICATIONS.

117

Telephones

317 Mr A B WIDDMAN asked the Minister of Communications

How many telephones were installed in 1985 in Lenasia and Soweto, respectively, for (a) private and (b) business purposes?

The MINISTER OF COMMUNICATIONS.

|                   | (a)   | (b) |
|-------------------|-------|-----|
| Lenasia . . . . . | 365   | 175 |
| Soweto . . . . .  | 6 711 | 675 |

Note: The information is in respect of main services only and includes transfers. The available statistics of telephones other than main services do not distinguish between services for private and business purposes.

WEDNESDAY, 5 MARCH 1986

†Indicates translated version

|                                       | (1) (a)     | February to June 1985<br>(First Semester) | August to December 1985<br>(Second Semester) |
|---------------------------------------|-------------|---|--|
| Main Campus . . . . .                 | (b)         | 4 523                                     | 4 309  |
| Owagwa Campus . . . . .               | (i) R750    | 549                                       | 471  |
| Gazankulu external students . . . . . | (ii) R1 140 | 436                                       | 403  |

The MINISTER OF EDUCATION AND DEVELOPMENT AID:

(5) whether any students at this university were expelled in 1985, if so, (a) how many and (b) for what reasons?

**HANSARD** 326  
**UNIVERSITY OF THE NORTH**  
 8. Dr W J SNEYMAN asked the Minister of Education and Development Aid

(1) (a) How many students were enrolled at the University of the North in the 1985 academic year, (b) what were the average (i) tuition and (ii) residence fees per student and (c) how many students in residence were registered at this university in 1985;

(2) whether any unauthorised persons resided in the residences of the university in that year, if so, (a) how many and (b) what steps were taken in this regard;

(3) how many students at this university completed their courses successfully in 1985,

(4) whether the university was closed as a result of irregularities in that year; if so, (a) on how many days and (b) what was the nature of the irregularities,



March 1986

## Yesterday in Parliament

# Post Office workers' rise boosted to 21 pc

Parliamentary Correspondent

CAPE TOWN—The average Post Office worker will be earning a whopping 21 percent more in 1986 — and not the 10 percent announced by the Government last month.

The additional 11 percent windfall will be achieved by a variety of hidden mechanisms such as 'notched increases', 'restructuring' and certain 'adjustments and consolidations' of benefits, Mr Pierre Cronje, PFP's deputy spokesman on public works disclosed yesterday.

This 'bureaucratic jargon' explained the difference between the 'so-called 10 percent' and the real increase in average salaries and benefits — a difference that amounted to an increase of R122,5 million in the total wage bill, he charged.

The shock disclosure is expected to set off series of competing claims from other branches of the civil service, particularly rail workers, whose demand for a 25 percent increase was rejected by the Government only yesterday.

'Who is fooling whom?' Mr Cronje asked during the second reading debate of the Post Office Appropriation Bill in Parliament yesterday.

In a period when inflation is running at the all-time high of more than 20 percent, many people felt a twinge of sym-

pathy for the Post Office when the increase of 10 percent was announced,' he said.

This gave the impression that the average Post Office worker would be 10 percent worse off in 1986, 'but when the figures are studied more carefully it would appear that this sympathy is rather misplaced'.

'The truth of the matter is that purely in cash terms, the average Post Office worker will be earning 21 percent more in 1986 than in 1985'.

Mr Cronje pointed out that in 1985 the average worker earned R7 7000 in salary, while his pension, medical assistance, housing subsidies and overtime brought his total package to R13 114.

In 1986 average salary will be R9 270 (21 percent up on last year), while the total package, including benefits will be R15 705 (19 percent up on last year).

Post Office workers, said Mr Cronje, were having 'a pretty smooth ride through the economic storm caused by their political masters'.

Mr Cronje said 'one can only hope' the 21 percent increase applied equally to workers at both ends of the pay scale.

The Minister of Communications and Public Works, Dr L A P A Munnik, is expected to respond to Mr Cronje's charges when he replies to the debate today.

Handwritten notes and signatures in the top right corner, including the name 'Munnik' and a circular stamp.

|                            | Rand    |                         | Rand    |
|----------------------------|---------|-------------------------|---------|
| Noordwester                | 1 680   | Northern Times          | 1 656   |
| Noord-Transvaler           | 1 850   | Northcliff Times        | 3 439   |
| Namib Times                | 24      | Northern Tribune        | 3 439   |
| Nigel/Heidelberg News      | 228     | Nuwe Afrikaner          | 73      |
| Noordkaap                  | 1 736   | Nigel Herald            | 1 367   |
| Observer                   | 34      | Ons Stad                | 1 474   |
| Oosterlig                  | 10 298  | Overkrum                | 1 869   |
| Oranjenrus                 | 300     | Paarl Post              | 1 948   |
| Pigeon Post                | 2 293   | Rapport                 | 779 922 |
| Pretoria News              | 25 390  | Rustenburg Herald       | 1 801   |
| Rand Daily Mail            | 7 260   | Record                  | 80      |
| Rooopoort Record           | 3 439   | Republiken              | 416     |
| Randburg Sun               | 3 439   | South Coast Sun         | 943     |
| Rosebank/Killarney Gazette | 3 439   | Sowetan                 | 120     |
| Secunda Ridge              | 3 439   | Sowetan Star            | 279 929 |
| Southern Courier           | 3 439   | Stellalander            | 1 763   |
| Sowetan Sunday Mirror      | 44 097  | Sunday Tribune          | 62 634  |
| Sunday Star                | 8 173   | South Coast Herald      | 2 228   |
| Sunday Times               | 841 814 | Sowetan News            | 16 141  |
| Swartland Monitor          | 1 446   | Springs Advertiser      | 3 921   |
| Swartland Chronicle        | 3 439   | The Friend              | 918     |
| Suidwester                 | 248     | Travellog               | 1 000   |
| Tempo                      | 882     | Tygerburger             | 6 628   |
| Transvaler                 | 9 109   | Upington Gazette        | 330     |
| Travel Times               | 1 715   | Vaderland               | 28 752  |
| The Representative         | 1 257   | Volkshad                | 118 478 |
| U D News                   | 197     | Vryheid Gazette         | 1 740   |
| Vaalweekblad               | 2 402   | Vista                   |         |
| Viva                       | 2 852   | Western Tvl /OFS Herald | 2 080   |
| Vervoerdburg-News          | 2 620   | Weekend Burger          | 6 073   |
| Vaal Ster                  | 4 095   | Windhoek Advertiser     | 275     |
| Vrystaat                   | 1 600   |                         |         |
| Worcester Sun              | 1 746   |                         |         |
| W Tvl-Record               | 1 936   |                         |         |
| Worcester Standard         | 250     |                         |         |
| Witbank News               | 2 284   |                         |         |
| Zoeloeland Observer        | 911     |                         |         |

**THE MINISTER OF EDUCATION AND DEVELOPMENT AID.**

| National State | Value of mineral production | 1984         | 1985 |
|----------------|-----------------------------|--------------|------|
| National State | Value of mineral production | 1984         | 1985 |
| Lebowa         | R79 234 165                 | R128 229 099 |      |
| KwaZulu        | R50 074 738                 | R110 282 585 |      |

**6/3/86**  
National states: mineral production  
171 Mr P R CROGGERS asked the Minister of Education and Development Aid

What was the value of the mineral production in each of the national states in 1984 and 1985, respectively?

HOA

|            | R21 733 712 | R 34 158 542 |
|------------|-------------|--------------|
| KaNgwane   | R 4 157 353 | R 1 876 118  |
| Gazankulu  | None        | None         |
| KwaNdebele | None        | None         |
| OwaOwa     | None        | None         |

The values shown are in respect of minerals and metals, including platinum as supplied by the Minerals Bureau, Johannesburg

(3) Yes

|                  |     |
|------------------|-----|
| Captain          | 1   |
| Lieutenants      | 3   |
| Warrant Officers | 3   |
| Sergeants        | 11  |
| Constables       | 176 |

Port Elizabeth: new post office  
305 Mr A SAVVAGE asked the Minister of Communications

- 5/3/86**
- (1) With reference to his reply to Question No 33 on 5 March 1985 concerning the new post office complex in Mann Street, Port Elizabeth, (a) when it is anticipated that it will be completed and (b) what is the current estimate of the total cost of constructing this complex.

- (2) whether this amount is the original estimate for the construction of this complex, if not, (a) what was the original estimate of the cost of the construction of the project, (b) when was the (i) original and (ii) revised estimate made and (c) what was the reason for revising the estimate?

**THE MINISTER OF COMMUNICATIONS:**

**THE MINISTER OF TRANSPORT AFFAIRS.**

- (1) (a) During February 1990, subject to the availability of capital funds,  
(b) R31,2 million plus escalation cost,  
(2) no;

- (a) R12,5 million plus escalation cost,  
(b) (i) March 1980,  
(ii) December 1985; and  
(c) to provide for escalation in building costs

HOA

**5/3/86**  
Police: staff establishment  
280. Mr D J N MALCOMBESS asked the Minister of Transport Affairs

- (1) What is the actual strength of the South African Railways Police in respect of (i) officers and (ii) other ranks,  
(2) how many men were (a) recruited for and (b) discharged from the Force during the latest specified period of 12 months for which figures are available;  
(3) whether any members of the Force purchased their discharge during the above-mentioned period, if so, how many in each rank?

(2) whether any supplementary examinations were held as a result of these leakages; if so, (a) in respect of (i) which subjects and (ii) how many question papers and (b) at what estimated total cost?

The MINISTER OF EDUCATION AND DEVELOPMENT AID.

- (1) No
- (2) Falls away.

University of the North

12. Dr W J SNYMAN asked the Minister of Education and Development Aid:-

(1) Whether any damage was recently done to the restaurant on the campus of the University of the North, if so, (a) when, (b) what was the nature of the damage, (c) who was responsible for and (d) who paid for the repairs,

(2) whether any steps have been taken in respect of any persons in this connection, if so, (a) by whom, (b) in respect of how many persons, (c) what steps and (d) with what result?

The MINISTER OF EDUCATION AND DEVELOPMENT AID

- (1) Yes
    - (a) During November 1985
    - (b) Window panes were broken, merchandise and cutlery looted and the cash tills were damaged
    - (c) Allegedly students
    - (d) From the indemnity component of composite student fees, for such damages.
  - (2) No Incident was reported to the police, but investigations have to date not yielded any clues or identification of the arsonists
- (a), (b), (c) and (d) fall away.

University of the North

14 Dr W J SNYMAN asked the Minister of Education and Development Aid:-

(1) Whether any cases of unrest occurred on the campus of the University of the North in the 1985 academic year, if so, (a) how many cases and (b) on what dates,

(2) whether any slogans of banned organisations were put up on university property during this unrest; if so, (a) of which banned organisation and (b) who was responsible for it;

(3) whether any vehicles of (a) State agencies and (b) private persons were damaged during the unrest, if so, (1) of which State agencies and (ii) who was responsible for it in each case;

(4) whether any steps have been taken in respect of any persons in this connection, if so, (a) by whom, (b) in respect of how many persons, (c) what steps and (d) with what result?

The MINISTER OF EDUCATION AND DEVELOPMENT AID

- (1) Yes
  - (a) Thirteen
  - (b) 18 March  
18-19 April  
21 April  
22-24 April  
9 May  
5 June  
8 June  
16 June  
3 September  
4-20 September  
17 October  
18-21 October  
5 November
- (2) Yes.
  - (a) ANC
  - (b) Presumably students.

(3) (a) Yes

- (i) The University.
- (ii) Allegedly students of the University of the North and pupils of the surrounding high schools and towns.

(b) Yes (i) and (ii) Fall away

(4) No The incidents were reported to the police, but investigations have to date not yielded any clues or identification of the culprits

(a), (b), (c) and (d) Fall away

*Handwritten:* 268  
Mr D J DALLING asked the Minister of Communications.

(1) What was the backlog of telephone applications in Alexandra Township as at the latest specified date for which figures are available;

(2) whether any steps are being taken to alleviate the position, if so, what steps, if not, why not?

The MINISTER OF COMMUNICATIONS.

(1) 2 729 as at 31 January 1986.

(2) Yes, limited relief will be provided by means of an additional transportable exchange which is to be installed in Lombardy and indications are that it will be commissioned during the second quarter of this year if nothing unforeseen occurs. Equipment for a permanent electronic exchange has been ordered and it is anticipated that this exchange which will also be installed in Lombardy will be ready for service during the first half of 1987, whereafter it should be possible to provide most of the applicants with telephone service. The Alexandra township is however being redeveloped at present with the result that

cable works cannot be undertaken in certain areas until the redevelopment scheme has been completed. The remaining applicants will be provided with service when these cable works have been completed

Note The Alexandra Township is presently served by a transportable unit situated in Bramley as well as from the permanent Bramley exchange.

Advertisements

110. Mr D J DALLING asked the Minister of Environment Affairs and Tourism

(1) What was the total amount spent by his Department in 1985 on placing advertisements for any purpose in newspapers in the Republic;

(2) what amount was paid to each specified newspaper in the above regard in that year?

The MINISTER OF ENVIRONMENT AFFAIRS AND TOURISM:

(1) R4 099,14

|     |                                |                  |
|-----|--------------------------------|------------------|
| (2) | EP Herald . . . . .            | R 352,00         |
|     | Oosterlig . . . . .            | 112,00           |
|     | Die Burger . . . . .           | 300,00           |
|     | The Star . . . . .             | 314,00           |
|     | Krystna-Plett Herald . . . . . | 40,00            |
|     | Beeld . . . . .                | 336,00           |
|     | The Argus . . . . .            | 148,00           |
|     | Her Suid Western . . . . .     | 2 497,14         |
|     |                                | <u>R4 099,14</u> |

Advertisements

118. Mr D J DALLING asked the Minister of Administration and Economic Advisory Services.

(1) What was the total amount spent by the Commission for Administration in 1985 on placing advertisements for any purpose in newspapers in the Republic;

- (c) 435; and
- (d) 1 578, as at 31 December 1985;

(2) the honourable member's attention in this regard is invited to the position as set out in part (2) of my reply to question 533 of 26 February 1985 which has not changed up to now.

I must, however, add that, as recently announced, the salaries of Post Office personnel are to be adjusted upwards by approximately 10% wef from 1 April 1986 and at the same time existing allowances consolidated into basic salary. It is also the intention to then further narrow the wage gap between Black postmen and the other population groups, but at this point of time it is unfortunately not possible to indicate to what extent this could be effected as the revised salary scales have not yet been finalised.

41318b  
293 MR W HARDINGHAM asked the Minister of Manpower.

What amount of financial assistance was made available by his Department to each specified in-service training centre for agricultural trainees in 1985?

The MINISTER OF MANPOWER

Boskop Training Centre—R215 000

41318b  
303 MR F J LE ROUX asked the Minister of Manpower:

(1) With reference to his reply to Question No 24 on 11 February 1986, how many persons had reported at job creation projects as at the latest specified date for which figures are available;

(2) how much of the amount of R131,5 million spent by 31 December 1985 was applied towards (a) food relief, (b) training unemployed persons, and

(c) creating and/or maintaining job opportunities in the small business sector;

(3) whether his Department now has separate data in respect of the different population groups in the above-mentioned connection; if so, what are the relevant figures in respect of each population group?

The MINISTER OF MANPOWER

(1) On 31 December 1985, 150 803 unemployed persons were involved in employment creation programmes and in total 10,7 million man days had already been worked.

- (2) (a) R2,34 million
- (b) R12,8 million
- (c) R12,5 million

(3) No

41318b  
315 MR A B WIDMAN asked the Minister of Communications:

(1) How many new (a) public and (b) private telephones were installed in 1985 in Langa, Guguletu, Nyanga and Khayelitsha, respectively.

(2) how many (a) public and (b) private telephones were there in each of these townships at 31 December 1985?

The MINISTER OF COMMUNICATIONS.

|             | (1) | (a)   | (b) |
|-------------|-----|-------|-----|
| Langa       | 1   | 257   |     |
| Guguletu    | 3   | 848   |     |
| Nyanga      | nil | 308   |     |
| Khayelitsha | 3   | 12,   | and |
|             | (a) | (b)   |     |
| Langa       | 23  | 1 424 |     |
| Guguletu    | 37  | 3 077 |     |
| Nyanga      | 25  | 1 260 |     |
| Khayelitsha | 5   | 29    |     |

Public telephones

For written reply.

316 Mr A B WIDMAN asked the Minister of Communications:

General Affairs:

How many public telephones were there in Mitchell's Plan as at 31 December 1985?

The MINISTER OF COMMUNICATIONS

117.

Telephones

317 Mr A B WIDMAN asked the Minister of Communications:

How many telephones were installed in 1985 in Lenasia and Soweto, respectively, for (a) private and (b) business purposes?

The MINISTER OF COMMUNICATIONS.

|         | (a)   | (b) |
|---------|-------|-----|
| Lenasia | 365   | 175 |
| Soweto  | 6 711 | 675 |

Note The information is in respect of main services only and includes transfers. The available statistics of telephones other than main services do not distinguish between services for private and business purposes.

WEDNESDAY, 5 MARCH 1986

†Indicates translated version.

The MINISTER OF EDUCATION AND DEVELOPMENT AID.

| (1) (a)         | February to June 1985<br>(First Semester) | August to December 1985<br>(Second Semester) |
|-----------------|---|--|
| (b) (i) R750.   | 4 523                                     | 4 309  |
| (b) (ii) R1 140 | 549                                       | 471  |
|                 | 436                                       | 403  |

University of the North  
51218b  
8. Dr W J SNYMAN asked the Minister of Education and Development Aid:

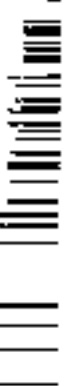
(1) (a) How many students were enrolled at the University of the North in the 1985 academic year, (b) what were the average (i) tuition and (ii) residence fees per student and (c) how many students in residence were registered at this university in 1985,

(2) whether any unauthorised persons resided in the residences of the university in that year; if so, (a) how many and (b) what steps were taken in this regard;

(3) how many students at this university completed their courses successfully in 1985;

(4) whether the university was closed as a result of irregularities in that year, if so, (a) on how many days and (b) what was the nature of the irregularities;

(5) whether any students at this university were expelled in 1985; if so, (a) how many and (b) for what reasons?



Disclosures likely to upset other civil servants

265  
~~254~~

# PO wage increases actually 'up to 21%'

11/3/86 3w DAY

THE average Post Office worker will be earning 21% more in 1986 — and not the 10% announced by government last month.

The additional 11% windfall will be achieved by a variety of hidden mechanisms such as "notched increases", "restructuring" and certain "adjustments and consolidations" of benefits, says PFP deputy spokesman on public works Pierre Cronje.

This "bureaucratic jargon" explained the difference between the "so-called 10%" and the real increase in average salaries and benefits — a difference that amounted to an increase of R122,5m in the total wage bill, he charged.

This disclosure is expected to set off competing claims from other branches of the civil service, particularly rail workers, whose demand for a 25% in-

ANTHONY JOHNSON and  
CHRIS CAIRNCROSS

crease was rejected by government yesterday.

In a statement released in Cape Town yesterday after separate meetings with the Federation of Transport Services Unions and the Foot Plate Association, Transport Affairs Minister Hendrik Schoeman stressed the financial position of Sats and the economy made it impossible for him to grant more than a 10% wage increase at this stage.

But he acceded to requests to appoint a committee to investigate urgently the negotiating structure within Sats, leading possibly to the establishment of an industrial council for railway workers.

The disclosures about the Post Office increases could, however, spark a fresh confrontation.

Cronje's revelations came during yesterday's second reading debate of the Post Office Appropriation Bill in Parliament.

"Who is fooling whom?" he asked. "In a period when inflation is running at the all-time high of over 20%, many people felt a twinge of sympathy for the Post Office."

This gave the impression, he said, that the average Post Office worker would be 10% worse off in 1986. "But when the figures are studied more carefully, it would appear that this sympathy is rather misplaced."

"The truth of the matter is that purely in cash terms the average Post Office worker will be earning 21% more in 1986 than in 1985."

● To Page 2 →

## PO increases 'up to 21%'

11/3/86 3w DAY

265

Cronje said that in 1985 the average worker earned R7 700 in salary, while his pension, medical assistance, housing subsidies and overtime brought his total package to R13 114.

In 1986 the average salary will be R9 270 (21% up on last year), while the total package will be R15 705 (19% up on last year).

Post Office workers, said Cronje, were having "a pretty smooth ride through the economic storm".

Minister of Communications and Public Works Dr Lapa Munnik is expected to respond to Cronje's charges when he replies to the debate today.

← ● From Page 1

# '21 percent' pay rise for PO employees

262 223  
CMT FmtS 11/3/86

## Political Correspondent

THE average Post Office worker will be earning 21 percent more in 1986 — and not the 10 percent announced by the government last month

The 11 percent windfall will be achieved by hidden mechanisms such as "notched increases", "restructuring" and certain "adjustments and consolidations" of benefits, Mr Pierre Cronje, the Progressive Federal Party's deputy spokesman on public works, charged in Parliament yesterday.

## Jargon

This "bureaucratic jargon" explained the difference between the "so-called 10 percent" and the real increase in average salaries and benefits — a difference that amounted to an increase of R122,5-million in the total wage bill, he said

The disclosure is expected to set off a series of competing claims from other branches of the civil service, particularly rail workers, whose demand for a 25 percent increase was rejected by the government only yesterday.

"Who is fooling whom?" Mr Cronje asked during the second reading debate of the Post Office Appropriation Bill.

## 'Misplaced'

"In a period when inflation is running at the all-time high of over 20 percent, many people felt a twinge of sympathy for the Post Office when the increase of 10 percent was announced," he said

This gave the impression that the average Post Office worker would be 10 percent worse off in 1986, "but when the figures are studied more carefully it would appear that this sympathy is rather misplaced"

"The truth of the matter is that purely in cash terms, the average Post Office worker will be earning 21 percent more in 1986 than in 1985"

Mr Cronje said that in 1985 the average worker earned R7 700 in salary, while his pension, medical aid, housing subsidies and overtime brought this to R13 114

## 'Smooth ride'

In 1986 the average salary will be R9 270 (21 percent up on last year), while the total package, including benefits, will be R15 705 (19 percent up on last year)

Post Office workers, said Mr Cronje, were having "a pretty smooth ride through the economic storm caused by their political masters"

"When one considers that in fact not a single employee was laid off during this recession, whereas in the private sector lay-offs and bankruptcies and even wage reductions rather than increase are the order of the day," he said

Mr Cronje said "one can only hope" the 21 percent increase applied equally to workers at both ends of the pay scale

"But if any worker who is on a fixed scale should find that he gets only the 10 percent increase, he must realize that one of his colleagues is better off by 30 percent

"Or, can the minister assure us that increases for those at the bottom end, who suffer most under inflation, makes up for this discrepancy between the announced 10 percent and the real increase"

The Minister of Communications and Public Works, Dr L A P A Munnik, is expected to respond to Mr Cronje's charges today

L  
S

## 21 pc Post Office rise 'totally untrue'

THE Minister of Communications, Dr L A P A Munnik, has rejected as 'totally untrue' a report that postal workers would be granted a 21 percent increase this year.

Replying to the second reading debate on the Post Office budget, Dr Munnik emphasised that the average increase would be 10 percent.

He was referring to newspaper reports which said postal workers would be earning 21 percent more in 1986 and not the 10 percent announced by the Government recently.

The statement was made in Parliament on Monday by the Progressive Federal Party's deputy spokesman on public works, Mr Pierre Cronje.

Dr Munnik said Mr Cronje had not taken into account the cost of bringing about parity between members of the department, certain adjustments and restructuring when he made his 21 percent calculation — (Sapa)

12/3/85 B. D. M.  
248

# Munnik rejects 21% claim

MINISTER of Communications Dr Lapa Munnik yesterday rejected as "totally untrue" claims that the average postal worker would be 21% better off this year. The average increase would be no more than the 10% announced by government, Munnik said when replying to the second reading debate on the Post Office budget.

He said calculations by the Progressive Federal Party that indicated that the average Post Office worker was 21% better off this year had not taken into account the cost of bringing about parity

between members of the department, certain "adjustments and restructuring".

However, the PFP's deputy spokesman public works, Pierre Cronje — who made the "21%" claim in Parliament on Monday — yesterday stood by his original position.

After the debate, Cronje accused Munnik of "playing around with words" and said there was "absolutely no doubt" the average worker would indeed be better off in cash terms by 21% this year.

Political Correspondent



CMT 17/12/86  
17/12/86

# Munnik rejects 21pc pay claim

Political Correspondent

THE Minister of Communications, Dr Lapa Munnik, yesterday rejected as "totally untrue" claims that the average postal worker would be 21 percent better off this year.

The average increase would be no more than the 10 percent announced by the government, Dr Munnik said when replying to the second reading debate on the Post Office budget.

The minister said calculations by the PFP that indicated that the average Post Office worker was 21 percent better off this year had not taken into account the cost of bringing



about parity between members of the department, certain "adjustments and restructuring".

However, the PFP's deputy spokesman on public works, Mr Pierre Cronje — who made the "21 percent" claim in Parliament on Monday, yesterday stood by his original position.

After the debate, Mr Cronje accused the minister of "playing around with words" and said there was "absolutely no doubt" the average worker would indeed be better off in cash terms by 21 percent this year.

He stuck to his original statement that the minister was attempting to disguise the actual increase through a series of "hidden mechanisms" which included "restructuring, adjustments and consolidation of benefits".

14/3/86 STA  
**PO workers 'will  
not be in danger'**

Political Staff

268

PARLIAMENT Post Office technicians and officials would not go into areas where they were attacked or where equipment was destroyed, the Minister of Communications and Public Works, Dr Lapa Munnik, has said in the House of Assembly.

Dr Munnik was speaking in yesterday's debate on the post office budget after announcing that about 14 000 telephones would be installed in Soweto.

He was replying to Mr Peter Soal (PFP, Johannesburg North) who had urged that the installation in Soweto be speeded up.

# Grenades injure 4 cops

FOUR council police were attacked with hand grenades while guarding the Moroka North house of councillor Z H Madikane, said Major J H S Meintjies, head of the Soweto City Council police yesterday.

They are constables Brian Mtshali, Isaac Rampai, Isaiah Nhlapo and Clement Khanyile, who are all recruits from

outside Johannesburg, according to Maj Meintjies

They were rushed to Baragwanath Hospital where Constable Mtshali was treated for sharpnel wounds and Constable Rampai for injuries to his arms, ribs, eyes and nose

Constable Nhlapo was treated for back and lower leg injuries while Constable Khanyile was

treated for shock and later discharged

Maj Meintjies said the constables were attacked by people who hurled four hand grenades in the backyard and cut the telephone line

• Two Standard 8 pupils were each sentenced to seven strokes with a light cane in the Pietersburg Regional Court yesterday after being

found guilty of public violence

They cannot be named because of their ages. They appeared with Mr Elias Molepo (19), Mr Solly Masinya (19) and a 16-year-old youth who were all discharged

Their appearance arises from disturbances at Manoshi High School at Ga-Molepo on October 2 last year.

# Selebogo

A BOPHUTHA  
TSWANA civic leader,  
Mr Joe Selebogo, has re-  
signed from the Mabo-  
pane Community Coun-  
cil.

Mr Selebogo, who has served as councillor since 1977, told the *Sowetan* yesterday that he resigned because he has now realised that community councils were "useless institutions that are unacceptable to the community"

Mr Selebogo sent this message to other black councillors in other parts of the country. "Please resign now and wait for the day the South African Govern-

# quits

ment allows blacks to elect acceptable councillors who will represent us at management committees in all the cities"

His resignation letter was read at the council's monthly meeting on Tuesday Mr Selebogo is the second councillor to resign from the Mabo-pane community council this year Mr Manley Ntile, a local businessman, resigned early this year because of family pressure

3/7/86 STAR.

# Fired Tembisa employees seek reinstatement

268

Five Tembisa municipal employees, who claimed to have been dismissed in May after an alleged strike, yesterday applied to the Rand Supreme Court for reinstatement

An urgent application was brought by Mr Shadrack Mkize, Mrs Miriam Phalane, Mr Lawrence Pokela, Mr Tembisa Sthembele Bheshe and Mr Victor Masonganye against the Tembisa Town Council and the town clerk, Mr P L Harmse, for a court order declaring their dismissal on May 24 unlawful and invalid and for their reinstatement

On May 19, a large number of municipal employees gathered outside the gates of the municip-

pal offices when certain demands were made to the council, the court heard

On May 23 a letter terminating the services of the black workers at the municipality was read out

### 970 DISMISSED

Mr D A Kuny, SC, for the five, said this was a test case for all the Tembisa municipal employees who were dismissed — about 970 people

He submitted that the general notice of dismissal was invalid

Mrs Phalane was away on a course from May 19 to May 23 and Mr Bheshe was on leave from the beginning of May to June 2, the court heard

Mr Masonganye had been away and was the only person to report for work on May 19. He could not carry out his duties and did not go to work out of fear, Mr Kuny told the court

Mr Kuny submitted that Mr Mkize and Mr Pokela had not been on strike but that, even if they had been on strike, they should have been given the chance to be heard

Mr Hancock, for the council, conceded that the notice of dismissal dated May 23 was invalid

But, he said, the court ought not to reinstate the five people

Mr Justice J J Strydom reserved judgment

# FAMILIES ARE TORN APART

*Sowetan 12/18/76*

*208*

**FAMILIES** who were evicted from Dobsonville have been forced to live apart.

Parents now no longer live with their children as a result of last week's evictions.

The story of the broken families was told yesterday by a number of families who were camping at the township's Methodist Church hall after being forcibly ejected by the council

**By LANGA SKOSANA**

from houses they illegally occupied

Mrs Jessie Ndlela and Mrs Dinah Msibi said they were not living with their children whom they last saw when they were evicted from council houses last week.

"I have asked relatives to look after my children, while I stay here," said Mrs Ndlela.

Others said the strain

of homelessness was leading one family to a divorce as the husband said he could not stand living in a church hall and has decided to live in the township apart from his wife

A total of 24 heads of families who were arrested for squatting and other offences were released on bail of between R300 and R500. One man is charged with terrorism and is out on

R500 bail while another is out on R100 bail for public violence. They are to appear in court on August 15 and August 18.

Dobsonville's town clerk, Mr Alex Conn, yesterday explained the council's attitude to squatters.

He said his council had a long list of people waiting for houses and could not allow people to hijack the council's houses. The waiting list was a result of a backlog in housing which has been accumulating from 1962 to October last year. In that period no house was built in Dobsonville, he said.

Last year the council

obtained a loan to build 400 houses to offset a waiting list of more than 1 800 families.

On allegations that corruption existed in the allocation of houses, Mr Conn said people should report such allegations to the police or give him affidavits. If the allegations were true, he would deal with the officials concerned.

Squatting, he added, was not the way to solve the housing problem. He said some people squatted because they wanted to elicit sympathy and publicity and hold local authorities to ransom to provide them with houses.

# NEW UNION TO FIGHT

268

## Potwa's pledge at 1st congress

THE Newly-formed Post and Telecommunication Workers Association will fight for better working conditions for all its members, Mr Vusi Khumalo, the association's first national president said yesterday.

Mr Khumalo said this at the first national congress of Potwa held at the Methodist Youth Centre, Soweto

The congress, which started on Saturday and ended yesterday, was attended by more than 300 delegates from all over South Africa

A new national executive committee was elected at the congress

Mr Khumalo appealed for unity among post office employees and members of Potwa

"We must work hand in hand with labour and community organisations to achieve our goals. We cannot do without these organisations," Mr Khumalo said

He added that Potwa would fight for its members who have been "exploited and misused" in the past

"This has got to come to an end. Potwa will also fight for a decent living wage for its members

"We will also fight for women to get higher positions like their male colleagues. This is our land, our birthright and we will fight for equal rights

The time has come for our working conditions to be improved by the Department of Post and Telecommunications," Mr Khumalo added

A television-crew from SABC was ordered out of the meeting as it was "practising apartheid"

DELEGATES at Potwa's congress in Soweto



All organisers

except Mr Moahluli and Mr Ndihlule are from the Transvaal. Mr Moahluli is from the Orange Free State and Mr Mdluli from Eastern Transvaal

Members of the new

executive committee are Mr Khanyile, national president, Mr Bob Mabaso, vice-president, Mr Kgabisi Mosenkutu, secretary, Mr Floyd Mashele, assistant secretary, Mr Mahlomola Seate, treasurer, Mr Monwabisi Duna, Mr Thahlang Sekano, Mr M S Moahluli and

# THE BIRTH OF A UNION

THE newly-launched Post Office Union is a culmination of low-key organising dating back to 11 years ago. **SOWETAN** 268

However, the move to form the Post and Telecommunication Workers' Association (Potwa) only gained momentum in October last year, Potwa president Mr Yusi Khumalo told the *Sowetan*. 22/11/86

The union has already recruited over 7 000 members throughout the country and hopes to eventually recruit all 30 000 African workers in the Department of Posts and Telecommunication.

Among Potwa's aims are:

- To negotiate wage agreements for its members, and protest and further their interests in this sector;
- To encourage the settlement of disputes by conciliatory methods; and
- To campaign for the abolition of discriminatory practices such as job reservation and pay disparity in scales of black and white staff.

The bulk of African workers in the Post Office earn as little as R200 a month, according to Mr Khumalo.

"In principle we accept non-racialism," said Mr Khumalo. "But because of the existence of discriminatory practices in the Department, membership is open to Africans only."

The Potwa national executive committee is due to meet Post Office management next Monday to seek recognition.

Potwa's executive, elected by the seven regions of the union at its inaugural congress last weekend, comprises: Mr Khumalo (president), Mr Bob Mabaso (vice-president), Mr Kgabiši Mosunkutu (acting general secretary), Mr Mahlomola Seate (treasurer); Mr Thlalfang Sekano, Mr M S Moahluh, Mr T D Mdluli, Mr Mondwatrise Duro and Mr Mashele.



By MONO BADELA

POSTS and Telecommunication Department workers can now communicate with their bosses with one, united voice - they formed a union at a national congress in Soweto last weekend

Post and Telecommunication Workers' Association president Vusi Khumalo said the union has a potential membership of nearly 30 000

He told *City Press* that Potwa had been "born out of exploitation" He said Potwa believed in unity and strength

"Our unity and strength will force open the doors of Posts Minister Lapa Munnik There is no question about it - he has to recognise Potwa"

Khumalo said that after registration Potwa will embark on a campaign for better wages and working conditions

"Our colleagues are among the worst paid in the

## Postal workers form union for communication

country with the bulk of them earning something like R200 a month," he said

Potwa's launch was attended by about 300 delegates from throughout the country The formation of its regional structures dates back to 1975, said Khumalo But it was only last year that proper regions were formed and the formation of a national body became urgent

Besides establishing a national executive committee, the meeting also adopted a draft constitution

There are eight regional bodies including Northern Transvaal, Witwatersrand, Western Cape, Eastern Cape, Free State, Northern Cape, Natal and South

Eastern Transvaal

Khumalo said Potwa will work with all progressive organisations - including community bodies - as well as other trade unions

"We will throw our full weight behind the campaign to make May Day and June 16 public holidays," he said Potwa's members participated in the May Day stayaway as well as June 16

About 7 000 workers had already signed up and about 24 000 are expected to follow in the next two weeks

The rest of Potwa's national executive is vice-president Bob Mabaso, secretary Kgabiso Mosunkutu, assistant secretary Floyd Mashele, treasurer Mahlomola Seate, and regional organisers Monwabisi Duna, Thlahfang Sekano, MS Moahluli and T Mdluli

**2 ex-PAC men detained**

'We are willing to share local government'

# Sandton wants Indian councillor

SDAR  
26/8/86  
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By Toni Younghusband

The Group Areas Act came under discussion at the Sandton Town Council meeting last meeting when councillors debated the inclusion of the Indian settlement of Marlboro Gardens as a ward

An empty chair draped with a red and black councillor's robe stood in the middle of the chamber to symbolise those who because of their colour could not be represented on the council

A plaque on the wall outside the chamber door read: "The empty seat within this chamber has been created to symbolise the people within our community who are denied representation, and to serve as a token of our willingness to share in local government"

The seat and the plaque will remain there until the Government allows Marlboro Gardens to become a ward of Sandton

Last night the council agreed to petition the State President to amend legislation to allow for

Marlboro Gardens to become a ward of Sandton

A recent poll in Sandton showed that 90 percent of the community wanted Marlboro Gardens to be a ward of Sandton, and to be represented by a councillor of their own choice, irrespective of race

This suggestion was previously rejected by the Government because "the proposals contained in the petition were not in accordance with government policy and could therefore not be considered favourably"

Town Councillor Mr Willem Hefer last night supported the management's committee's recommendation that the State President be petitioned

"I am happy to note that this council is united in its opposition to the Group Areas Act," he said

The chairman of the management committee, Mr Ricky Valente, said the Group Areas Act "must go"

"It is an evil Act, and we have to take a stand on it," he said

● See Page 6

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PO recognises first  
black workers union

Dispatch Correspondent

JOHANNESBURG — The first fully-fledged trade union for black post and telecommunication workers has been officially recognised by the Post Office, the acting Post Master General, Mr Johan van Rensburg, announced yesterday

The new union, the Post and Telecommunication Workers Association (Potwa), brings to seven the number of organisations representing Post Office employees

The other employee bodies are segregated according to the race and occupation of their members, but none are open to blacks

Black postal workers were previously represented by a liaison committee — which did not have the same powers as the new union

According to a press statement from the Post Office, the national president of Potwa, Mr V. A. Khumalo, expects membership of the new association to grow to 24 000.

The association is open to black post office workers of all ranks and in all work spheres, the statement said

Mr Van Rensburg said "the door of top Post Office management will be open to Potwa" and described the establishment of the new association as "a step in the right direction"



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## Latest PO staff association open to all black staff

AP/10/76

A seventh Post Office staff association, Potwa (Post and Telecommunication Workers Association), has been officially recognised, the acting postmaster general Mr Johan van Rensburg announced in Pretoria this week

The national president of Potwa, Mr V A Khumalo, said he expected membership of the new association to grow to 24 000 in the near future. This includes black post office workers of all ranks, and in all work spheres.

Mr van Rensburg said, as in the case of the other six staff associations, the door of top post office management would be open to Potwa.

"The establishment of this new association is a step in the right direction," Mr van Rensburg said — Sapa

# First official meeting for Potwa (268)

PRETORIA — About 30 000 black Post Office workers will have official representation for the first time at today's annual meeting of Post Office management and its staff associations, the Department of Post and Telegraphs said in a statement yesterday

The president of the Post and Telecommunication Workers' Association (Potwa), Mr Alpheus Khumalo, will attend the meeting with the heads of the other six staff associations. Matters of common interest will be discussed, said the statement. — Sapa

# Post office doesn't have enough money for training

JOHANNESBURG — The Post Office is no longer financially able to train technicians to meet the needs of the entire country.

According to the deputy postmaster general for personnel and postal services, Mr Johann de Villiers, rapid technological development placed a responsibility on all employers to train their own technical staff, a statement from Posts and Telecommunications Press liaison, Pretoria, said

Opening the annual congress of the SA Telecommunications Association in East London, Mr de Villiers said the field of electronics was no longer exclusive to the post office

## DEMAND HIGH

He appealed to major employers in the electronics industry to do something about technical training requirements

Mr de Villiers said despite the recession, the demand for communications services remained high

Mr de Villiers called on the post office to improve productivity and

pointed out that staff expenditure on 96 000 people would amount to 44 per cent of the post office's total operating cost of R3 400-million in the current financial year

## TELEPHONES

Although 168 000 additional telephones were added to the network in the past financial year, bringing the total to 4,05 million, the waiting list decreased by only 38 000 to 185 400

"This sustained demand places continuous pressure on post office staff whose ranks have on average increased by a mere 1,6 percent over the past two years," the statement said

"Considering the ever-increasing workload being handled, considerable demands are made on management to ensure that its staff potential is applied optimally," Mr De Villiers said

"As one of the largest employers in the country, the post office is however in a position to make a positive contribution towards increasing productivity" — Sapa

Company's equipment is impounded

# 'No' to private telex services

Business Day 11/2/86  
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THE Department of Posts and Telecommunications has no intention of allowing commercial telex networking services, although it has said it is amenable to the privatisation of several of its operations.

This was stressed to *Business Day* in response to a request for clarification after at least one company's telex operations had been summarily closed down and its equipment impounded.

The company concerned, a Cape Town-based offshoot of a UK organisation, had been providing cut-rate communication services to Gilbeys and the University of Cape Town on the understanding that this was permissible.

The intention was to eventually become a fully-blown commercial operation. Other large independent telex users have also in the past indicated a desire to follow the same route - if only to ensure an economic utilisation of costly equipment.

A Posts and Telecommunications

CHRIS CAIRNCROSS

spokesman said that the handling of "third-party telex traffic is prohibited, except in cases where a person has been specifically authorised by the Postmaster-General to operate a telex bureau service".

Such authority is granted subject to the following restrictions:

- No means other than the public switched telex network may be used for transmitting and receiving messages,
- The telex service may not be used for sending and receiving messages for retransmission, with a view to evading the end-to-end telex route,
- No privately-owned equipment shall be connected to PO telex services without prior approval.

The spokesman said the department could not permit telex refiling on behalf of third parties with the object of bypassing the traditional public telex network and evading charges on national and international routes.

## Market stays on even keel

Business Day 11/2/86

THE SA freight shipping market remained steady last week.

There was little change in rates for handy-sized vessels, but larger vessels felt an easing in both demand and rates.

Afromar reports that with the holiday season approaching there is likely to be some last-minute bargaining as charterers clear out year-end requirements and owners try to avoid vessels standing idle over the holiday period.

In the coal sector, Korean charterers took two vessels out of SA last week. One was a 33 000-35 000-ton cargo from Richards Bay to Mokpo at \$8,15 for a late December position, and the other a 35 000-tonner at \$8,25 from Richards Bay to Inchon or Ulsan for a January cargo.

A trading house was talking of a 50 000-ton cargo from Richards Bay to Iskenderun, Turkey, with loading during

### SHIPPING

December. SA charterers arranged a 40 000-ton cargo of maize to South Korea, for loading in the first half of December, at \$12. London traders had an inquiry for lifting 17 500 tons of bulk sugar from Maputo or Durban to London for mid-December, at a likely rate of about £12,50.

Turkish charterers were seeking indications for the movement of 250 000 tons of steel slabs from Port Elizabeth to Ereğli, in the Black Sea, in 25 000-ton lots, with shipment during 1987.

There was interest in several other cargoes to both the Mediterranean and Japan. Local operators came into the market for a Panamax-sized vessel for a trip from SA to the Continent, with delivery on a mid-December position.



# Alleged misuse of Thokoza council funds is denied

By Abel Mabelane

Thokoza Town Clerk Mrs Doris Thinane has blamed some officials and councillors for being behind the "bad publicity given to her council"

She was reacting to reports which said Thokoza Town Council officials had allegedly misused about R700 000 in buying houses in "posh" Johannesburg suburbs

"This is a total onslaught against me as the first black female town clerk in South Africa. This whole thing is the work of certain elements who want to oust me for wanting to bring improvements in Thokoza and stamp out corruption within the council"

Commenting on a previous report that R900 000 had been misappropriated, Mrs Thinane said. "When councillors' houses and furniture were destroyed in the township, we accommodated them in hotels and paid part of the money. We have never bought houses for councillors in town or in Thokoza"

## LAWYERS BEING CONSULTED

She claimed that the auditors' report which said R900 000 had been misappropriated was incorrect. There was an inefficient administration of funds rather than a misappropriation.

Council lawyers were being consulted to determine what steps should be taken against those responsible for "unfounded allegations".

She said that since 1983 only 35 houses had been built in Thokoza. "When I took over, I stepped up the housing programme, and about 500 houses will have been built by early January"

Mrs Thinane said the council would spend about R2 500 000 on electricity for homes. It was also building a R3 million community centre to replace the one burnt out in 1976.

"Since I took over, I have promoted blacks into higher senior positions which were previously occupied by whites," Mrs Thinane said.



# Potwa strike over

12/12/68  
S. W. A. N.

THE first strike by members of the Post Office and Telecommunication Workers' Association has been resolved.

This follows the reinstatement of twenty-nine Potwa members, dismissed after partici-

pating in a work stoppage in East London recently.

The 29 workers downed tools in protest against the dismissal of three Potwa shop stewards.