

270

PUBLIC SECTOR - Transport -

⊕ Labor

1-1-80, -31-12-80

NM

10/1/80

270

Company

sold

SEA Deliveries, the vehicle ferrying company established by Unicorn Lines during 1971 solely for coastwise operations, has been sold to a consortium of South Africa's major ferry interests

Consequently, Unicorn's 4 057 dwt ro-ro carrier, the Mkuze, which was bought from Japanese owners for about R3 million just over a year ago, will now be operating for that consortium

The shipping line stressed that the Mkuze — capacity 584 medium-sized cars in six decks — was still owned, manned and operated by them

IN PORT

PORT — B/C Exportrader, C Newport, G Aegis Logic, L Adrianos, L/M SA Alphen, M Spero, N Aegis Athenic, O H Capelo, O/P Aludra, P Med Cape, Q Nedlloyd Fushimi

PIER 1. 101 Silver Wind, 102 Korean Pearl, 103 Telamon, 104A Odyssey 10, 106 Baucis, 107 Nedlloyd Frazer

MAYDON WHARF 3/4 S A Skukuza, 6 Galatas, 7A Gamtoos, 8 Psill, 9 Mormacsea, 10A Rogers Trader, 11 Raphaella, 12C Sezela; 15 Phoenix I

CONTAINER TERMINAL 108 Breede, 109 SA Sukumbi, 201 Armadale, 202 Christopher Lykes, S A Constantia, BLUFF 1 Ville de Tulear; 2 Asia Sambho

ISLAND VIEW 3 Cluden SHIP REPAIR JETTY Linde, Berg, Antigoni Tsirir BUOYS Condor GRAVING DOCK Evangelos Lemos DORBYL Melina Tsirir

ARRIVALS Safeocean Weltevreden from Australia; Great Universe from West Africa, Iris from Continent, Ocean Ace from Ellat

DEPARTURES Adrianos, H Capelo and Armandale for East Coast, Christopher Lykes for USA, Telemon for Coast.

MARINE superintendent and trouble-shooter for Zapata Mr Ron Mason (left) with Captain Klaus Maertsch and his charge, the tug-cum-supply vessel Dominion Service during her Durban repair spell in the Prince Edward graving dock

Service praised

MARINE superintendent Ron Mason of the Zapata Marine Services of Houston, Texas, is the most recent foreign expert to have paid compliments to Durban's ship-repair facilities as being on par with the best in the world

"Under my supervision, Zapata has been drydocking vessels around the world I arrived here by air to co-ordinate substantial work by Dorbyl and about 15 sub-contractors on our Dominion Service

"I can best describe what I encountered at Durban as a 'cultural shock' Services were fantastic and efficiency quite unrivalled Charges are very competitive Until my visit to Durban I had forgotten what it's like to get first-class services," Mr Mason, an Australian, told me

Commanded by German Captain Klaus Maertsch, the 6 000shp Dominion Service put into Durban towing the American drill ship Chancellorsville between exploration sites off Brazil and India

Using idle time while the Chancellorsville stopped for replenishment, discharge of redundant gear,

loading of spares and minor voyage repairs, the Dominion Service went through a new loadline certificate, reclassification of both shafts and propellers as an icebreaker, as well as her ballast tanks

The rest of the contract handled by Dorbyl through the tug's local agents, John T Rennie, involved a hull clean-up, replacement of tailshaft stays, overhaul of engines, all electronics including alarm systems and the installation of modified stern towing rails and guides

Captain Maertsch's first transatlantic drill ship tow was a pretty dramatic one a snapped cable just behind the winch, a parting tow wire on at least two occasions, a piston blow-out on the port engine, heavy seas with waves up to 6m high and a tremendous wind resistance from the Chancellorsville's drill derrick, which "converted

the vessel into a sailing boat"

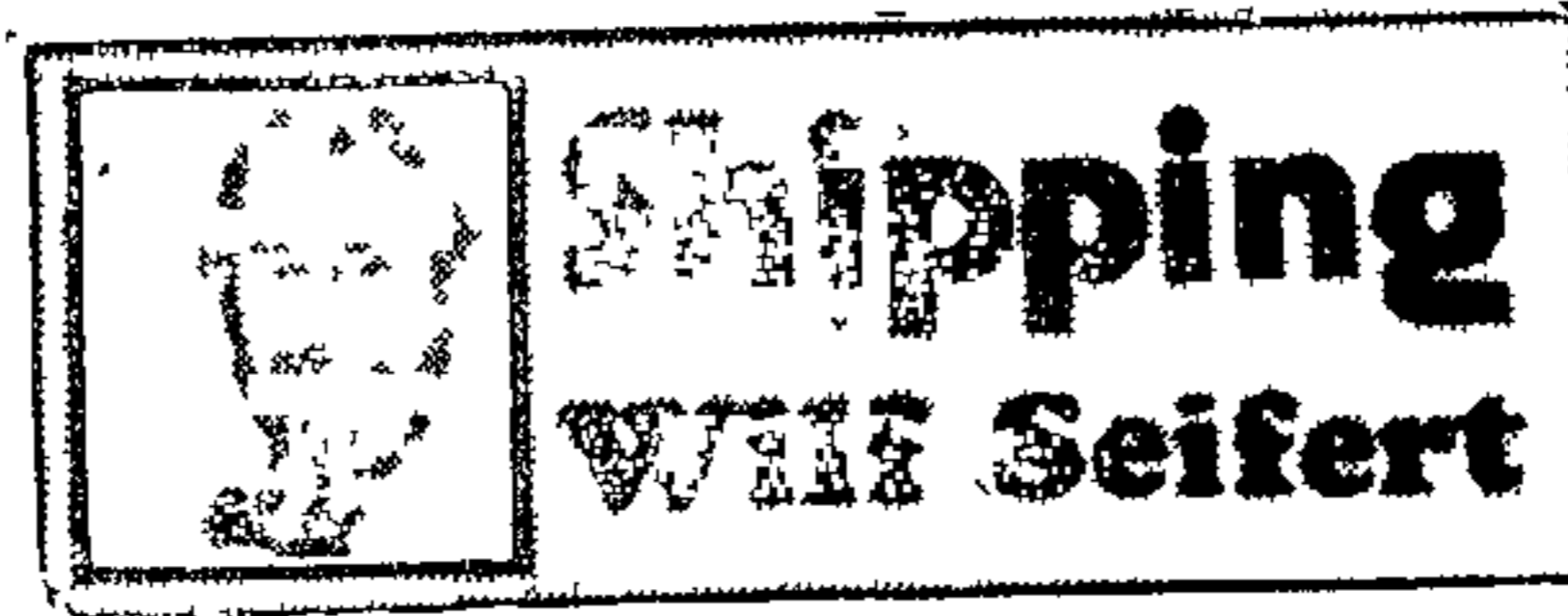
"At times my tug was winding at full power, burning almost 30 tons of diesel a day when steaming against the Agulhas Current," the master told me

While the self-propelled Chancellorsville continued on her second lap to a position off Calcutta, the Dominion Service finished her work at Durban

Being considerably faster than the clumsy drill ship, the tug was scheduled to catch up with her charge en route to resume her support-tow contract

Although the ultimate decision lies with the Indian Government, Zapata were hoping to be granted a continuation of a nine-month service contract to the Chancellorsville

Should it be signed, the



Dominion Service's job would be to run the drill ship's eight 15-ton anchors to put her in position, followed by general support work

Asked what he thought of South Africa's offshore exploration activities, Mr Mason said "Indications are that they are on the increase

"If this country's expansion drive continues, Zapata will be the first to offer its services in offshore support and drill rigs We'd love to work out here"

Zapata Marine Services own and operate 48 supply vessels of different sizes The Dominion Service is one of four identical A1-class icebreaking tugs featuring an ahead bollard pull of 95 tons

In addition, the company owns a fleet of rigs worldwide

TABLE II

| | WHITE | | ASIAN | | COLOURED | | BLACK | |
|------------------------------------|---------------|---------------|--------------|--------------|--------------|---------------|--------------|--------------|
| | Male | Female | Male | Female | Male | Female | Male | Female |
| Rheumatic Heart Diseases (390-398) | 115 1.2% | 121 1.5% | 28 2.5% | 15 1.9% | 120 3.5% | 139 4.4% | 49 2.1% | 56 2.9% |
| Hypertensive Diseases (400-404) | 212 2.2% | 389 4.9% | 115 10.1% | 127 15.6% | 190 6.1% | 276 8.8% | 273 11.4% | 212 11.0% |
| Ischaemic Heart Diseases (410-414) | 5737 58.8% | 3118 39.3% | 537 47.3% | 246 30.6% | 845 27.1% | 566 18.0% | 148 6.2% | 66 3.4% |
| Cerebrovascular Diseases (430-438) | 1587 16.3% | 2181 27.5% | 273 24.1% | 239 29.7% | 939 30.2% | 1278 40.7% | 772 32.3% | 749 39.0% |

Black transport workers get union status

~~233~~
~~270~~
~~235~~
~~111~~

By Sieg Hannig
Labour Reporter

The 2000-strong African Transport Workers Union today became the first black trade union to be registered in terms of the Industrial Conciliation Act

The registration, gives the black union all the rights and privileges previously reserved for white, coloured and Indian unions

Above all this means the right to negotiate agreements which can be made binding through publication in the Government Gazette

The next hurdle, admission to industrial councils, has been partly crossed.

NO OBJECTION

Neither the white and coloured unions nor the employers have any objections to the African Transport Workers' Union joining the Industrial Council for the Motor Transport Undertaking (Goods) — the negotiating body for the industry in which most of the union's members work

This was announced by Mr Geit van der Walt, general secretary of the black union

He said the question of joining the industrial council for the Johannesburg Municipality still had to be investigated

Mr van der Walt expected tremendous growth in membership partly because the union intended to spread its operation throughout South Africa

'Now that we are registered there is nothing to stop us,' he said

'Employers who used to shut their doors to us cannot describe us as illegal any longer'

The Industrial Registrar Mr Neo Hitchcock, said a total of 11 black unions had applied for registration so far

About 17 other unions had sought registration in some multiracial form or other

Mr Hitchcock said it might take "a little time" for the next registration because of objections to registration and because the unions' constitutions had to comply with the requirements of the law

| | | | | |
|-------------|--------------|--------------|--------------|--------------|
| 804 100% | 3114 100% | 3140 100% | 2390 100% | 1921 100% |
| 28 26.9% | 572 26.3% | 161 24.7% | 282 15.1% | 59 18.2% |
| 13 12.5% | 84 3.9% | 18 2.8% | 76 4.1% | 11 3.4% |
| 2 1.9% | 680 31.3% | 167 25.6% | 806 43.1% | 89 27.5% |
| 104 100% | 2175 100% | 652 100% | 1868 100% | 324 100% |

exhaust gas" is a code used in South
Ref. 13.

WILSON CODES FROM L.C.D. (OWN REVISION)

SAA faces airline pilot shortage

ROOM 31-1 50

270

By JEREMY BROOKS

SOUTH Africa's airlines face a critical shortage of pilots by the end of the year — and the aviation industry is worried about the lack of concern shown by the Government over the problem

Sources within the industry lay the blame for the shortage on fuel prices — which, they say, have made flight training inaccessible to all but the wealthy

Spokesmen for smaller airlines said this week the crisis had already hit them

One operator, Magnum Airlines, said bluntly it could not find staff in South Africa and had begun a recruiting campaign overseas

The authoritative World Air news, which circulates throughout Africa, noted that the South African Government was making little effort to solve the problem and could find itself in a hopeless situation

One source said "South African Airways draws most of its pilots from the Air Force — a practice which in the past has caused concern amongst the military

"The Air Force objects to training men at enormous cost only to see them poached by SAA as soon as their contracts expire. The Defence Force is now making it increasingly difficult for any pilot to break his contract

SAA on the other hand argues that it helps maintain a large pool of experienced air men who would be invaluable in the event of a crisis

The reluctance of the De

fence Force to relinquish its men means that SAA is now drawing its pilots from the general aviation sector — to the dismay of smaller airlines

Very few airlines in the world and none in this country undertake training of school-leavers from the very beginning because of the vast expense involved

The potential pilot must therefore put himself through the initial flight training, and must have at least 1000 flying hours experience before he is even considered by an airline

Before the fuel price rise in 1973 flight training itself cost R15 an hour. The figure has now risen to more than R40. The man-in-the-street who wants a private licence is faced with a bill of up to R1 800

Training for a commercial licence would mean an extra R6 500

The problem is also aggravated by the marked swing from surface to air transport since the fuel crisis leaving smaller airlines struggling to cope with the demand

Part of the solution would be concessions on the price of fuel for training pilots as well as a state subsidy, said one airline executive

Other African countries such as Nigeria, Uganda, and Tanzania have government-sponsored training schemes for pilots

In South Africa subsidies granted by the Division of Civil Aviation contribute about 20% of the total cost of obtaining a private licence — still inadequate, according to the industry

Delegates fly in for air safety seminar

Staff Reporter

OVERSEAS delegates will begin arriving in South Africa at the weekend for a three-day international air safety seminar to be hosted by South African Airways in Johannesburg

The seminar which starts on Wednesday will be preceded by the annual International Air Transportation Association Safety Advisory Committee meeting at the same venue

Many of the 18 members on the committee will be speaking at the seminar

This is the first time such an event has been organised by an individual airline, or been staged in Africa

It is also the first time the IATA committee which usually meets in Geneva and occasionally in Montreal or Chicago, will gather in Johannesburg

The seminar is the brainchild of SAA air safety officer, Mr V P J Adlard

Seminar chairman will be Captain J G Schoeman, Director (Flight Operations), SAA

More than 400 delegates from South Africa and 23 other countries are expected to attend. The seminar will be opened by the Minister of Transport Affairs, Mr J C Heunis at a Johannesburg hotel

Subjects covered by the seminar will include airline security, pilot health, air traffic control problems, optical illusions and disorientation, and pilot selection and training

Whisson (*14), Watts (*7) and Holdstock (*15) show that diviners and herbalists continue to practise widely in the town as well as in the country. Westcott (Ch.12) and Holdstock note that problems dealt with extend far beyond the strictly medical, to a wide variety of problematic relationships and material losses or needs. Monica Wilson (Vol.2) and Schweitzer (Vol.2) also regard many prophets and priests in independent churches as indigenous healers; they see healing as a large part of their role and utilise a variety of traditional and religious symbolic processes to this end. They are consonant with the culture and Schweitzer attributes their increasingly

No mention is made of professional jealousy among competing practitioners. It may be that the secure position of the Western-trained medical practitioner is not threatened by indigenous healing, as its manifest effectiveness in certain conditions ensures a demand already in excess of supply. It is probably on the basis of their effectiveness or otherwise that indigenous practitioners will ultimately be recognised by the wider medical profession or not. The papers presented contributed much on this score, although, as Schweitzer says, it is difficult to evaluate the effectiveness of indigenous healing because the 'goals and objects of treatment are not defined within a biomedical idiom'; the definition of 'normality' and

... that indigenous healers on occasion referred patients to mental hospitals. Schweitzer notes that patients returned to the patient if she does not appear satisfied. care of the patient, herself a practising ... to discuss the reasons for this success. (See Ch.13,

of indigenous healers than their Western- the reasons for this ed health personnel medical practitioners stock notes that gists or psychiatrists of social workers'. he and less likely recognition would n attitude less doctors (Watts *7) health service in South 1960. Commissions

belief in personal causation may be, in a sense, inaccurate, causing. divining techniques may be anxiety-relieving as well as anxiety-

Hansard No 2 Quest Col 35

270

12/2/80

South African Railways and Harbours Sick Fund

83 Mr N B WOOD asked the Minister of Transport Affairs

- (1) What was the amount of the subsidy paid to the South African Railways

and Harbours Sick Fund during 1978-79,

- (2) (a) what amount was collected during that year in respect of the levy on prescriptions and (b) what was the Railway Administration's contribution,
- (3) what was the number of (a) members and (b) dependants registered in respect of the Fund,
- (4) whether any non-White employees are entitled to benefits, if so, how many (a) Coloureds, (b) Indians and (c) Blacks?

The MINISTER OF TRANSPORT AFFAIRS

- (1) R19 976 787
- (2) (a) R1 542 395
(b) R2 200 359
- (3) (a) 152 991
(b) 227 032
- (4) Yes
(a) 24 463
(b) 1 833
(c) 124 365

This would represent a shift of 10% of bank deposits — roughly \$70 billion — out of the Fed's control. In the early Seventies, the Fed controlled 85% of the nation's bank deposits. Today, that percentage is 70%. And, if this year's defections take place, the Fed will have a handle on only 64%.

Like Alice in Wonderland, Volcker finds himself running harder and harder just to stay even with his tasks. The new money supply measures, he says, will help the Fed keep better track of cash and credit movements in the economy. Even Euro-dollar deposits will be under close scrutiny for the first time, as will the deposits and reserves of non-bank institutions such as building societies and credit unions.

But Volcker confessed he did not know how long the US consumer would continue to fuel inflation. Nor could he say how and when the Fed would move to end the credit binge that is the cause of it all.

RAILWAYS PAY

Out of steam

The Supreme Court recently squashed hopes of a long-awaited pay increase for some railwaymen. The case put SA's legislation on arbitration of disputes to the test and has important implications for railwaymen, who are prohibited from striking.

Late in 1978 the Footplate Staff Association, a railway union, took the SAR to an arbitration tribunal on a pay dispute. The union wanted a 15% pay increase, as opposed to the SAR's offer of 10%. The only recourse railway workers and civil servants have when negotiations are deadlocked is compulsory arbitration.

The tribunal turned down the union's claim, which then appealed against the findings. This is the first time a railway union has taken a dispute further than arbitration.

The union argued only directly relevant factors should have been considered by the tribunal, such as the SAR's ability to pay. Some of the factors taken into account, such as the pay claim implying increases for all civil servants, and adversely affecting the economy as a whole, were irrelevant, argued the union.

However, the Supreme Court ruled it could not find fault with the tribunal's decision and all reasons given for turning down the claim were relevant.

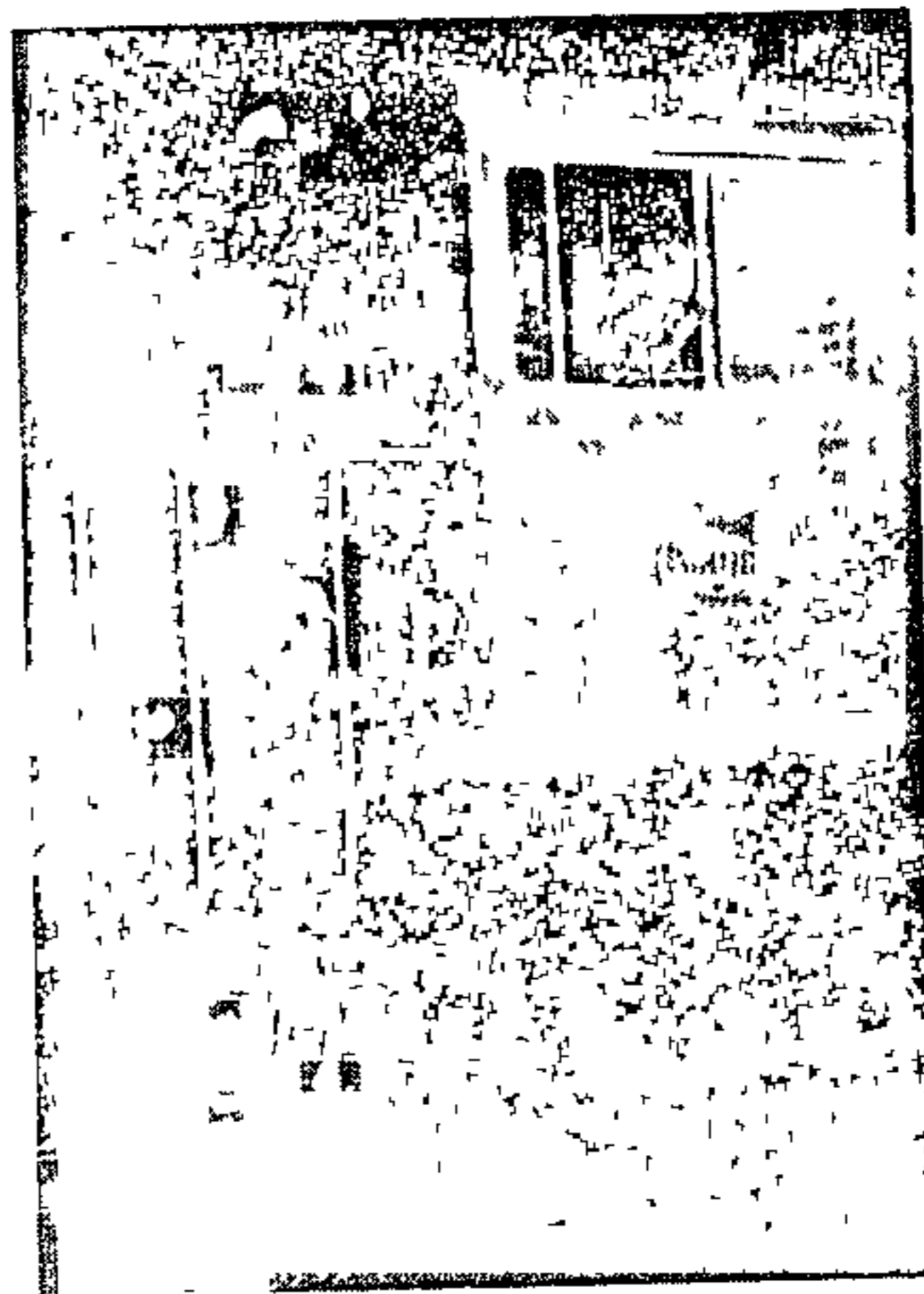
Says the general secretary of the union, Piet Roodt: "At the moment we are considering the appeal. And the Federal Consultative Council of Railway Staff Associations will also be holding a meeting to consider the case and the implications."

The Footplate Staff Association took the dispute further partly to test SA legislation on arbitration. So it was important to

all railway unions, which were looking to this case for clarification on the arbitration mechanism.

But the case has confirmed what unionists have been saying all along about compulsory arbitration. That is, says Roodt, "it confirms we don't stand much chance of success under the arbitration procedure." Not having the right to strike makes the unions fairly impotent.

Roodt says they are now looking at alternatives to arbitration. For instance, they are investigating the possibility of going to the Industrial Court. But the use of some alternative will require an amendment to the Railways and Services Act which unequivocally says arbitration



Railways pay . trouble on the tracks

is the only way out of a deadlock.

Meanwhile, the seven railway unions have put in pay claims this year for 15% and more. But unionists fear the SAR will use the one-month salary bonus scheme, introduced last year, as a reason to cut back on the claims. The scheme is said to represent about a 5% increase. In addition, recent claims by cabinet ministers that government's coffers are not overflowing and that the public must not expect too much from government, are also worrying them.

20/2/80

Hansard 3 (Quest. Col. 149)

270

Railway Police: rate of pay

240 Mr D J N MALCOMESS asked the Minister of Transport Affairs

- (1) What is the rate of pay of a Railway Police (a) constable and (b) sergeant
- (2) what was the average overtime earned by a Railway Police constable during the latest period for which figures are available?

The MINISTER OF TRANSPORT AFFAIRS

(1) (a) R2 748 - R3 357 - R3 660 -
R4 272 - R4 575 - R5 187 -
R5 493 - R5 796 - R6 099 -
R6 483 per annum

(b) R6 861 - R7 320 per annum

(2) Out of a staff establishment of 1 633 units 36 constables worked overtime during the period October to December 1979. The average individual overtime earnings amounted to R236,24

DISEASES OF THE DIGESTIVE SYSTEM

IX

| | W | | A | | C | | B | |
|-------|------|------|------|------|------|------|------|------|
| | M | F | M | F | M | F | M | F |
| 0-1 | 0,17 | 0,08 | 0,10 | 0,21 | 0,78 | 0,29 | 0,49 | 0,48 |
| 1-4 | 0,01 | 0,01 | 0,00 | 0,00 | 0,07 | 0,10 | 0,05 | 0,05 |
| 5-24 | 0,02 | 0,01 | 0,03 | 0,01 | 0,04 | 0,03 | 0,05 | 0,05 |
| 25-44 | 0,11 | 0,09 | 0,39 | 0,10 | 0,41 | 0,19 | 0,23 | 0,22 |
| 45-64 | 0,92 | 0,42 | 1,60 | 0,72 | 1,31 | 0,67 | 0,80 | 0,68 |
| 65+ | 1,80 | 1,16 | 1,61 | 2,44 | 1,91 | 0,75 | 1,44 | 0,91 |
| ALL | 0,31 | 0,21 | 0,33 | 0,16 | 0,33 | 0,17 | 0,25 | 0,20 |
| NO. | 653 | 430 | 116 | 56 | 370 | 201 | 533 | 329 |

X

DISEASES OF THE GENITO-URINARY SYSTEM

| | W | | A | | C | | B | |
|-------|------|------|------|------|------|------|------|------|
| | M | F | M | F | M | F | M | F |
| 0-1 | 0,02 | 0,03 | 0,00 | 0,10 | 0,25 | 0,10 | 0,04 | 0,06 |
| 1-4 | 0,01 | 0,01 | 0,02 | 0,00 | 0,12 | 0,14 | 0,02 | 0,04 |
| 5-24 | 0,02 | 0,01 | 0,04 | 0,04 | 0,02 | 0,04 | 0,03 | 0,02 |
| 25-44 | 0,02 | 0,05 | 0,06 | 0,09 | 0,17 | 0,13 | 0,06 | 0,08 |
| 45-64 | 0,23 | 0,19 | 0,44 | 0,37 | 0,36 | 0,36 | 0,34 | 0,25 |
| 65+ | 1,25 | 1,09 | 1,07 | 1,83 | 1,57 | 1,10 | 0,73 | 0,56 |
| ALL | 0,13 | 0,15 | 0,11 | 0,12 | 0,15 | 0,14 | 0,10 | 0,08 |
| NO. | 276 | 303 | 38 | 42 | 169 | 165 | 203 | 130 |

PRETORIA — Support for the right of railway unions to strike — a right denied them by the Railways and Harbours Services Act — is growing

The unions have called for an investigation into their "disabilities" — including a strike ban — and the Federal Consultative Council of Railways Staff Associations has appointed a committee to review the arbitration machinery available to railway workers.

The consultative council speaks for all seven railway unions. The committee will report back to the first council meeting in March.

The feeling is strong that the unions should break away from the restrictive Act and be subject to the broader provisions of the industrial conciliation legislation like all other unions.

This legislation makes

Railmen want right to strike

provision for a conciliation board in wage disputes. If it fails they can go to arbitration and even to an industrial court.

If that fails the union can take strike action after a ballot.

It is likely to be recommended by the committee that the right to strike be returned to railmen. It was taken

away from them in the 50s

For the past 20 years the Artisan Staff Association ASA and the Footplate Staff Association, FSA have been unhappy about the provisions for settling pay and other disputes in terms of the Railways and Harbours Services Act.

In a pay dispute like those involving the ASA and the FSA last year the Service Act lays down that a three-man tribunal with a judge as chairman should decide on the merits or otherwise of pay claims.

Tribunals rejected claims last year by the ASA and FSA for 15 per cent pay rises, following an administration offer of ten per cent.

The unions say the fact that one of the three members of the tribunal is always a retired senior railway executive gives the issue, as far as they are concerned, a tilt in the wrong direction. — DDC

270

21/2/80

DAILY DISPATCH

| | W | | A | | M | | F | |
|-------|-------|------|-------|-------|-------|-------|-------|-------|
| | M | F | M | F | M | F | M | F |
| 0-1 | 12,46 | 9,07 | 16,92 | 11,55 | 29,22 | 24,78 | 23,16 | 22,23 |
| 1-4 | 0,02 | 0,02 | 0,02 | 0,02 | 0,02 | 0,04 | 0,04 | 0,00 |
| 5-24 | - | - | - | - | - | - | - | - |
| 25-44 | - | - | - | - | - | - | - | - |
| 45-65 | - | - | - | - | - | - | - | - |
| 65+ | - | - | - | - | - | - | - | - |
| ALL | 0,25 | 0,17 | 0,48 | 0,32 | 0,83 | 0,67 | 0,55 | 0,67 |
| NO. | 519 | 359 | 170 | 113 | 942 | 785 | 1143 | 1075 |

Five more unions may quit Sacla

By RIAAN DE VILLIERS
Labour Correspondent

FIVE more trade unions may follow the SA Association of Municipal Employees out of the SA Confederation of Labour

They are the five railways staff associations still affiliated to the confederation with a joint membership of about 50 000

Indications are that the Rightwing faction led by Mr

Arrie Paulus, militant secretary of the Mineworkers' Union, is prepared to drive out all moderate unions in its bid to gain control of the confederation and turn it against Government labour reforms

Unionists and observers believe the break-up of the strife-torn body is inevitable

At the same time a new co-ordinating body for moderate white unions has become according to several leading unionists, a "distinct possibility"

The impending realignment among the white unions was cautiously welcomed by the Government yesterday

The Minister of Manpower Utilisation, Mr Fanie Botha, said it meant much greater support in trade union ranks for the Government's labour reforms

The warning that the five railways unions could follow the 41 000 strong SAAME out of the confederation came from Mr Brian Currie, chairman of the Federal Consultative Council of Railways Staff Associations and president of the Salaried Staff Association

Commenting on SAAME's sudden withdrawal earlier this week, Mr Currie said "I would have thought the radical element should have been removed, leaving us a more moderate body

"But SAAME's withdrawal leaves us in a weaker position to contend with the radical element and the possibility cannot be discarded that we will pull out"

Firmly aligning the railways unions with the moderate camp, Mr Currie said he expected all five to oppose the controversial Paulus report which has triggered off the present crisis

All would probably withdraw if the report, which urges the confederation to revert to complete opposition to Government labour reforms, was accepted

"I think other unions will join us to," he said

"Alternatively, if by some miracle the confederation is rid of its radical element, others could possibly be enticed back to it in a new form"

RDM 22/2/80

~~136~~
270
~~280~~
~~211~~

VERSET teen Paulus-verslag

Meer toe

Deur MARISSA VAN NIEKERK

VERSET teen die radikaal-regse verslag van die Paulus-komitee oor die nuwe arbeidswetgewing is besig om toe te neem onder gematigdes binne die Konfederasie van Arbeid.

Hoewel geen sprake bestaan van eenwomige verset onder die gematigde vakbonde nie, is daar aanduidings dat die konfederasie uitmekaar kan spat voordat die uitvoerende bestuur van die konfederasie op 26 Mei 'n besluit oor die verslag neem

Woensdag se besluit van die Suid-Afrikaanse Vereniging van Munisipale Werknemers (SAVVMW) is deur mnr Brian Currie, President van die Vereniging van Gesalarieerde Personeel van die Spoorwee, en mnr Johan Benadie, Hoofsekretaris van die Unie van Treinpersoneel

as „oorhaastig” bestempel

Mnr Sarel van den Berg, Sekretaris van die Johannesburgse Munisipale Werknemersvereniging, het aan RAPPORT gesê sy vakbond kan moontlik op sy April-vergadering besluit om weg te breek

Ons dink as die SAVVMW nie so vinnig opgetree het nie kon ons die saak van binne af reggemaak het. Maar ek dink hulle het om goeie redes besluit om weg te breek en dis moontlik dat die meeste denkende vakverenigings gaan wegbreek.

Mnr J J P Stander, Hoofsekretaris van die SAVVMW, het aan RAPPORT gesê hy dink nie die vakbond het oorhaastig opgetree nie. Ek dink ons het reg opgetree in die omstandighede. Ons het geweet wat ons doen. As daar nou binne die konfederasie minder gematigde verteenwoordigers is om die Paulus-faksie teen te staan is dit maar daartoe.

Mnr Johan Benadie, Hoofsekretaris van die Unie van Treinpersoneel en Bedryfsgrade het gesê die SAVVMW se onttrekking uit die konfederasie kom in 'n tyd van

massahisterie en hoe emosie.

Dit is realisties om te vra waar ons wil staan by die Konfederasie van Arbeid of by die SAVVMW in die woenlyn?

Mnr Benadie het gesê vakbonde wat die SAVVMW volg sal „gekke” wees.

Hy het soos mnr Van den Berg van die Johannesburgse munisipale werknemersvereniging gesê dat 'n verandering van beleid eerder van binne die konfederasie bewerkstellig moet word.

Daar is nemosionele veldtog aan die gang om 'n uittoeg aan die gang te sit, sonder dat enige van die probleme opgelos is. Binne 'n nuwe organisasie gaan almal met dieselfde probleme sit, sê mnr Benadie.

„n Mens maak nie sommer 'n instelling tot niet bloot omdat die arbeidspatroon verby die bestaande konstitusie ontwikkel het nie. Die leiers met die koel koppe moet nou na vore tree.

Mnr Benadie het gesê as die vyf spoorwegvakbonde wat by die Konfederasie van Arbeid geaffilieer is saam met die SAVVMW sou besluit om uit te stap, dit kan lei tot die outomatiese ontbinding van die konfederasie aangesien die konstitusie bepaal dat as die konfederasie bestaan van minder as 100 000-werkers is, hy outomaties ontbind.

Volgens mnr Benadie sal die uitvoerende bestuur van

die konfederasie die Paulus-verslag nooit aanvaar nie.

Dit is 'n mening wat deur mnr Brian Currie, wat ook vise-president van die Konfederasie van Arbeid en voorsitter van die Federale Raadpende Raad van Spoorwegpersoneelverenigings is geuldig word.

Hy het gesê hy het nie verwag dat enige vakbond van die konfederasie sou wegbreek nie. Ons het daarin geslaag om Paulus-hulle se poging om die kongres van die konfederasie waar hulle die verslag wou deurdwing te laat misluk en die kwadrag uit te stel tot in Mei.

Ons het eerder verwag dat die redkales uit die konfederasie sou wegbreek nie die gematigdes nie.

Mnr Currie het gesê sy vakbond gaan minstens tot die volgende vergadering van die uitvoerende bestuur van die konfederasie in Mei binne die konfederasie bly.

Ons het geen mandaat om weg te breek nie. Maar as Paulus hulle hul sin gaan kry met die verslag, bly vir ons geen ander weg oop as om ook uit die konfederasie pad te gee nie.

Maar ek dink nie hulle sal hulle sin kry nie, het mnr Currie gesê.

Mnr Eben Jacobs, Hoofsekretaris van die Spoorbond van die vyf geaffilieerde spoorwegvakbonde, het gesê sy vakbonde neem op 10 Maart 'n finale besluit oor die saak. Ons oorweeg dit sterk om ons aan die konfederasie te

onttrek. Ons is nie gedien met Paulus se houding nie. Dit plaas ons voortdurend in die verleentheid om op konfederasie-vlak vir Paulus se soort publisiteit gebruik te word.

Ons probeer met die land en landsbeleid saamwerk sonder om ons lede te benadeel, het mnr Jacobs gesê.

Handwritten marks: 236, 270, and a signature.

Removal of race bars would ease driver shortage

Municipal Reporter
One way to beat the present and expected shortage of bus drivers in the Johannesburg Transport Department would be to employ drivers of all races, it was suggested last night.

R50 000 grant to university

Municipal Reporter
Despite protests from the Opposition the Johannesburg City Council last night voted to give R50 000 a year for 10 years for a Chair in Municipal Government and Administration at the University of Pretoria.

Mr Sam Moss, MP, leader of the P.P.P., said the council's committee has always been and must remain, with the University of the Witwatersrand and Rand Afrikaans University.

But Mr J. E. Obetholoe, MP, chairman of the management committee, said that because of the predicted growth in the demand for municipal staff the grant would be in the council's favour.

The grant to Wit, had been increased by R10 000 to establish a similar chair but it had not yet been done so. The management committee first thought of reducing Wit's grant by R10 000 to give it to Pretoria, but because of the outcry such a move would have had decided against it.

colours were discussing the employment of part-time drivers in the department at their monthly meeting.

They all welcomed the introduction of part-time drivers as a permanent feature. Following the recent reduction of nearly 100 trips on the Yeoville and Sandton routes.

But the P.P.P. councillors quickly pointed out that the whole question of the shortage in employing staff could be solved if the P.P.P. Nepean party had the chance of staff which had been closed by colour.

RESERVATION

Mr Aleck Jaffe said the staff situation would not improve if the economy failed. More and more drivers would have to work elsewhere. The immediate and long-term answer was to remove job reservation which had been done in the Traffic and Transport Department.

He said he was aware of the problems this could create with the union but that this was no reason to backpedal.

Mr George Berman, MP, chairman of the transport committee, said 14 part-time drivers had been recruited already, but that some of the colour would leave after a few weeks.

He said it had already been agreed with the trade union that when the remaining coloured services are merged with the white services, the coloured drivers would be used.

The last thing he wanted to do was confront the unions.

the farm and working in the town is
le, even if jobs are available, so the
the choice of working for the farmer

1. They are a captive labour force
is wife) and this is reflected in wage
ably lower even than those of most
ities.

particularly those employing relatively
lingness of the women to work in the
irement of the farmer in taking on men
with larger male labour forces, there
the women, even at wage rates as low

The farmer's wife employs two
ok and clean and perhaps two more
ron, and any other women on the farm
more lucrative work than, say, cleaning
it for a few hours.

work done, hours worked per week, cash
d for 57 women workers is listed

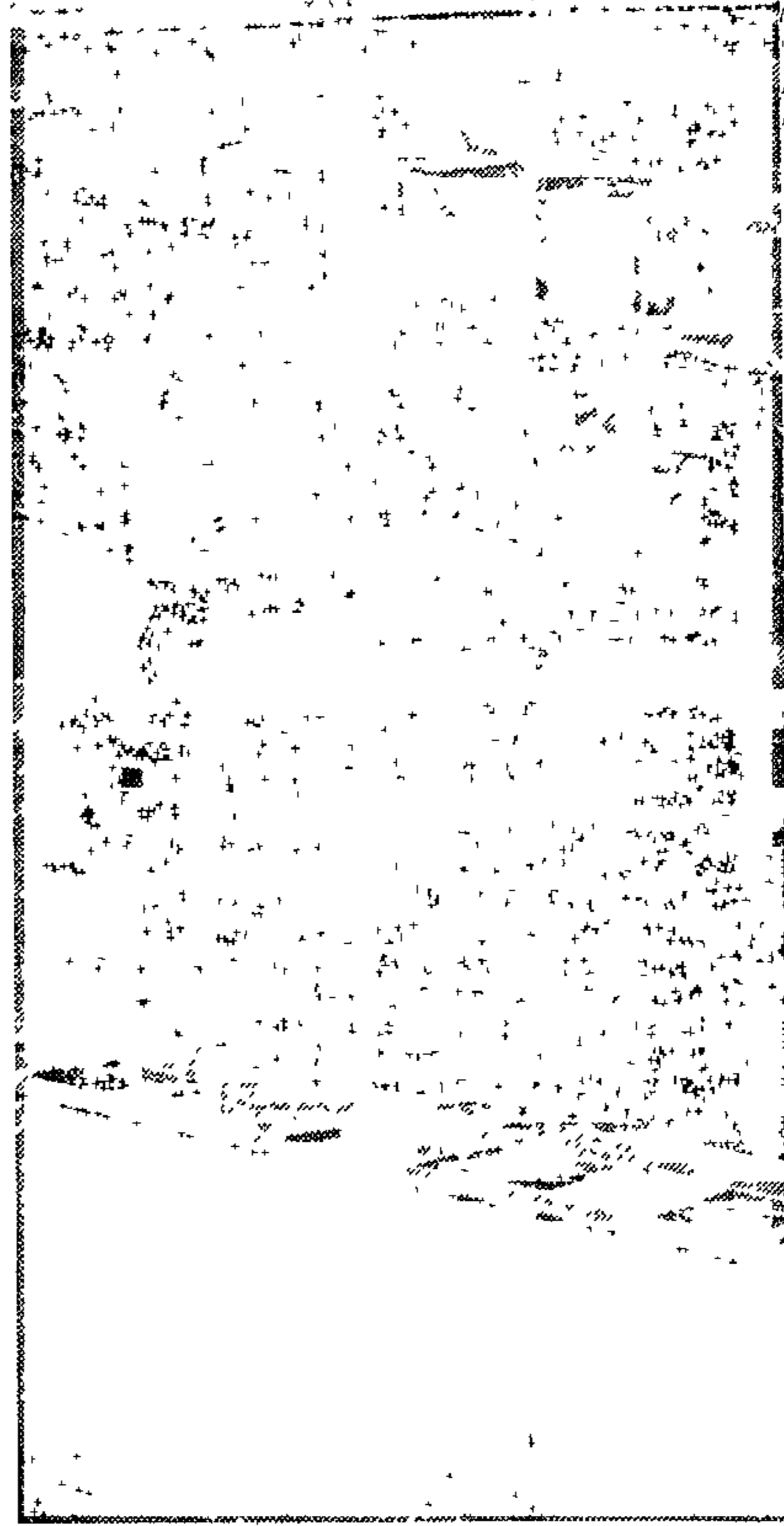
TABLE 30

rs per week, cash wage and payment in kind.

| <u>Type of work</u> | <u>Hours a week</u> | <u>Cash wage (weekly, R)</u> | <u>Payment in kind (daily)</u> |
|---------------------|---------------------|------------------------------|--------------------------------|
| Washing | 8 | 1,15 | 'food' |
| | 4 | 1,15 | 'left-overs' |
| | 4 | 1,20 | 2 meals |
| | 4 | 1,25 | 1 meal |
| | 3 | 1,50 | ? |

Railman's ⁽²⁷⁰⁾ ~~BT~~ arm torn off

SUN TRIP 2/3/80



Wrecked coaches and engines strewn over the torn-up Durban-Johannesburg railway line after the collision

Tribune Reporter

RAILWAY repair crews were working round the clock yesterday to clear the main Durban to Johannesburg line after a goods train ploughed into the side of an empty passenger train near Umlaas Road Station.

The driver's assistant on the goods train, Mr Kevin Milne, had his arm torn off in the collision. He was admitted to Grey's Hospital in Pietermaritzburg where he is said to be in a satisfactory condition.

Train drivers Mr L. Jonk and Mr C. Grobler were also taken to Grey's Hospital where they were treated for shock and bruises and discharged.

The collision occurred about 4am yesterday and blocked the line. Three electric units were derailed and badly damaged and three passenger coaches had their undercarriages ripped off. Considerable damage was done

Repair crews from Durban and Pietermaritzburg were sent to the scene with a 75-ton crane to lift the wreckage from the twisted tracks

A railways official said he expected the lines to be cleared early today. A full bus service has been introduced to relay commuters past the blocked section.

A commission of inquiry has been appointed to investigate the accident

NH

270
121



After the crash the big clean-up begins

Man loses arm in train crash

Mercury Reporter

PIETERMARITZBURG — A driver's assistant on a goods train lost an arm when his train collided with an empty passenger train at Umlaas Road at the weekend.

Mr Kevin Milne, was taken to Grey's Hospital here where he was reported to be in a satisfactory condition.

Two other men, drivers, Mr L. Jonk and Mr C Grobler, were also taken to the hospital but were discharged after being treated for bruises and shock.

The accident apparently occurred when the goods train ploughed into the side of the passenger train, tearing up both Durban-to-Johannesburg lines and scattering debris over several hundred metres

The unit in which Mr Milne was traveling and another two units were derailed and ploughed almost windscreen-deep into the ground before slewing to a halt

Repair crews from Durban and Pietermaritzburg were sent to the scene and worked with a 75-ton crane to clear the lines

Railways inquiry 4/3/80 (270) into R1 000 000 accident (131)

Mercury Reporter

THE Railways has launched a full inquiry into the accident in which an employee lost an arm when a goods train ploughed into the side of an empty passenger train on the main Durban - Johannesburg line at the weekend.

'We have no idea of the cause of the accident but

to look into it as a matter have appointed a three-member board of inquiry of priority,' the assistant system manager of the Railways, Mr B Heckroodt, said yesterday.

He estimated damage at more than R1 000 000

The accident happened early on Saturday at a crossing near Umlaas Road station.

Railmen's pay up as train, air fares soar

STAR 5/3/80

153
269
270

Hugh Leggatt,
Political Correspondent
THE ASSEMBLY —
Soaring increases worth R361-million in rail and air fares, freight rates, and other services were announced by the Minister of Transport, Mr Heunis, today

While rail users took a body blow, rail workers were handed R285-million in wages, salaries, bonuses and pensions

First and second class rail fares will go up on April 1 by 15 percent, and third class by 10 percent

Domestic air fares go up by 20 percent on the same day

Freight rates go up an average of 13 percent and, in a decision that could have consequences for the price of petrol, the cost of transporting fuel inland will increase by 3,8 percent for petrol, and 4,1 percent for diesel

White rail staff's pay will go up an average 12,7 percent and to narrow the wage gap, those of black staff by a higher unspecified amount

Delivering the annual Railway Budget in the

Reef motorists face another fuel increase

By Harvey Thomas

The price of petrol and diesel on the Rand will probably be increased again — by very little — as a result of increased railway transportation costs.

Oil industry sources said today that the industry would be unable to absorb the extra transportation rates for petrol and diesel announced in the Railway budget.

The Government proposes to increase the price of transporting fuel inland by 3,8 percent for petrol and 4,1 percent for diesel

Sources say that if the expected application to the Government for higher prices at the pumps is approved, the increase will be marginal — about 0,2c a litre

They add that the industry works to very tight margins.

Assembly this afternoon, the new Minister of Transport said he had no choice but to increase tariffs from April 1 to balance his books

He reckoned on revenue of R4 028-million this financial year and expenditure of R4 385-million, leaving a shortfall of R357,45-million

The proposed tariff increases would yield an

extra R361-million in revenue to convert the shortfall to a surplus of about R3,55-million

Announcing the pay increase for 263 466 staff, Mr Heunis said that after years of sacrifice on their part it was time "to pay the piper his due"

It had been decided to abolish the holiday bonus and to grant a service bonus from April and

thereafter annually at a rate of one-twelfth of a railman's annual basic salary

The bonus would cost an extra R87-million a year

The Minister also announced an increase in pensions for railwaymen of 10 percent from April 1.

Dealing with the rates increases, the Minister said that in line with the Department's policy of moving the level of rates closer to costs, he was introducing a differentiated tariff increase

Because cost coverage on third class travel was considerably better than on first and second class travel, the increase in third class fares was only 10 percent compared with 15 percent for other classes

Blue Train fares would increase on average by about 25 percent

The increases are

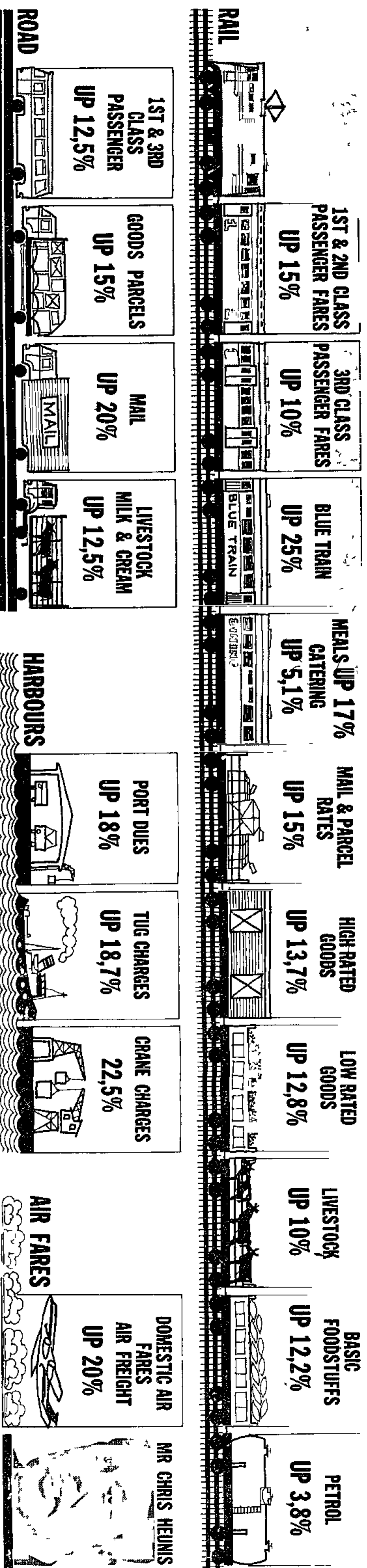
- Rates for mail and parcels traffic up by 15 percent

- High-rated goods traffic up average 13,7 percent

- Low-rated goods traffic up average of 12,8 percent

- Tariff classes for

To Page 3, Col 1



The graphic illustrates the increases contained in the Railways Budget which was tabled in Parliament yesterday.

Up go the rail fares — and the pay

Political Staff

HOUSE OF ASSEMBLY

CAPE TOWN. — Rail fares up, air fares up, freight fares up. That was the bad news for South African commuters announced in Parliament yesterday.

DISCO DANCING THEIR WAY TO EUROPE

Lucky "Boy" Legodi and Kgomotso Maphoso, of Mamelodi, who won a trip abroad in a dancing competition last year, yesterday flew from Jan Smuts Airport, Johannesburg, on their way to Europe. The dancing duo will visit Brussels, Amsterdam and London before flying back to South Africa towards the end of this month.

ADN
6/3/80
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~~269~~

270

6/3/80

EDM

the new Minister of Transport, Mr Chris Heunis.

But the good news for South Africa's 270 000 railwaymen is pay increases — 17% for blacks and 12,7% for whites

All this would cost R361-million, said the Minister

His announcement drew immediate criticism from Opposition spokesmen who accused him of "punishing commuters" and giving a shove to inflation.

It also drew angry reaction from the public, consumer specialists and trade union leaders who claimed it would have two drastic repercussions:

The increases would load the already overburdened needy — black and white — and would, in turn, lead to further increases in all commodities carried by the Railways.

The Progressive Federal Party's Mr Rupert Lorimer said the Railway Budget placed "unnecessary additional burdens" on the South African community, while the New Republic Party's Mr George Bartlett, who said they were the biggest tariff increases in South Africa's history, called Mr Heunis the "Minister of Inflation".

In his budget speech, Mr Heunis had good news for the 153 839 blacks and 114 556 whites working for the Railways when he announced a R285-million increase in salaries, pensions and bonuses.

Black salaries will increase by 17,5%, coloured and Indian salaries by 15% and white salaries will go up by 12,7% on April 1

Mr Heunis said the increases for black employees were higher, percentage-wise, than for whites because this was "in line with the Government's policy of narrowing the wage gap between whites and non-whites"

The holiday bonus paid to Railways employees had been abolished and a service

bonus, which will be one-twelfth of an annual salary, will apply from April 1 and it will be pensionable

In addition to the pension increases announced in July, Mr Heunis said Railways pensions would increase by 10%.

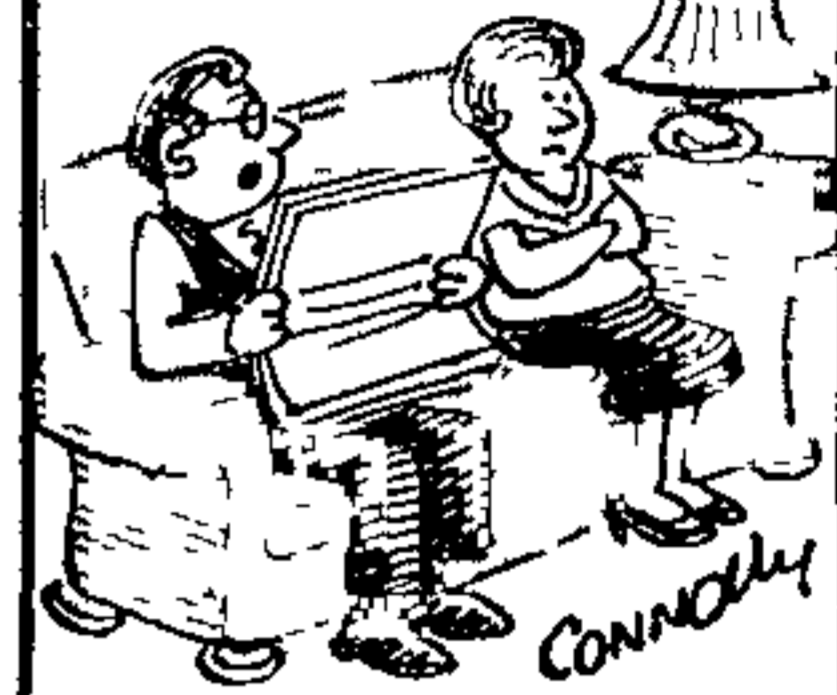
While there was good news for SAR employees, the budget was bad news for consumers

Virtually everything, other than container rates between Cape Town (down 20%), East London and Port Elizabeth (which remain the same), is to cost more

In detail, up go:

- Train fares — first and second class 15%, third class 10%
- Aircraft — domestic fares 20%, air-freight 20%.
- Mail and parcels 20%.
- High-rated goods — 13,7% average.
- Low-rated traffic — 12,8%.
- Basic food stuff — 12,2% average.
- Livestock — all up 10%
- Fuel transport — petrol 3,8%, diesel 4,1%
- Containers — between Durban and Johannesburg — 3,1% (this applies to import and local traffic), export and empty containers up between 10 and 12,5%
- Catering — meals and edibles increased on average by 17% but, in total, catering services are up by 5,1%.
- Road transport — third and first class fares up by 12,7% average, goods and parcels 15%, mail 20%, livestock, milk and cream 12,5% average Average for all road transport services — up 13,5%
- Harbours (averages) — port dues 18%, tug charges 18,7%, wharf and floating crane charges 22,5%, light dues 7,1% Average increase in revenue from all harbour charges is about 4,3%

Breakfast Quip



"The Nats are becoming second rate as predictors of election results"

New rail link with the city

IN the wake of criticism by the Cillie Commission of the train services in Soweto, the Railways yesterday announced steps to alleviate congestion and to construct a R20 600 000 circular commuter service from Soweto to Johannesburg.

In his report on the 1976 riots, Mr Justice P M Cillie said that among complaints investigated by the commission were allegations that there were not enough trains and that passengers had to travel on the roofs of carriages.

● See Page 5

Railways staff union backs confederation

By RIAAN DE VILLIERS
Labour Correspondent

THE Spoorbond, one of five SA Railways staff associations within the SA Confederation of Labour (SACOL), announced yesterday it would not withdraw from the conservative white union co-ordinating body

At the same time it defended the right of existence of black or mixed unions and warned the confederation against trying to infringe on the rights of unions outside it

The union added it would speak out against confederation decisions with which it disagreed

It also urged the confederation to collaborate with other co-ordinating bodies and strive towards creating a confeder-

ation enclosing the total South African work force

"Should this call not be taken heed of we fear that SACOL will be panting its dying breath," the statement said

The union's statement is the latest development in the continuing crisis in confederation ranks which has so far led to the withdrawal of two unions

It has also come in the wake of an announcement by the SA Association of Municipal Employees (SAAME) last week that it would take steps to establish a new co-ordinating body for moderate unions

In a statement issued after an executive council meeting the union said all unions, whether white, black, coloured or mixed, had the right to exist in terms of the Declaration of

Philadelphia, although it felt all unions should be registered

"Should SACOL as a pro-white federation continue to exist, we cannot accept it is its prerogative to come into confrontation with the Minister of Manpower Utilisation about trade unions or federations as that would be interference in their domestic affairs"

Commenting on the controversial "Paulus report" on the Government's labour reforms, which is at the centre of the SACOL conflict, the union said it would not accept it or even discuss it at the scheduled SACOL meeting as it was "untimely" and the Minister of Manpower Utilisation had granted sufficient time for objections before submitting the Wiehahn report to Parliament

270

| STUD NO | SURNAME | FIRST NAMES | COURSE | DESCRIPTION | SYMBOL | AS AT | PAGE |
|---------|------------------|----------------|--------|----------------------------------|--------|----------|------|
| 13010 | HACHELOR OF ARTS | | | | | 29 02 80 | 7 |
| 152163V | VAN NIEKERK | MARIELE DIANNE | 107101 | ENGLISH I (PRE-1980) | 3NX | | |
| 159757Z | VAN WAGENINGEN | ANNEMARIE | 107101 | ENGLISH I (PRE-1980) | 3 | (58) | 1 |
| 155815P | VISSEER | ANNELIZE | 107101 | ENGLISH I (PRE-1980) | 2 | (62) | 1 |
| 153767N | WACHER | | 115102 | FRENCH INTENSIVE | UP | (50) | 1 |
| | | | 107101 | ENGLISH I (PRE-1980) | 3NX | | |
| | | | 909105 | GEOLOGY IA (HALF COURSE) | UP | (58) | 1 |
| | | | 107101 | ENGLISH I (PRE-1980) | 3NX | | |
| | | | 115101 | FRENCH I | UP | (52) | 1 |
| | | | 004101 | SOCIOLOGY I | 3 | (56) | 1 |
| | | | 004101 | PSYCHOLOGY I | 3 | (59) | 1 |
| | | | 103202 | SOCIAL ANTHROPOLOGY I (PRE 1980) | 3NX | (59) | 1 |
| | | | 107101 | ENGLISH I (PRE-1980) | 3NX | | |
| | | | 107101 | ENGLISH I (PRE-1980) | 3 | (58) | 1 |
| | | | 103202 | SOCIAL ANTHROPOLOGY I (PRE 1980) | UP | (55) | 1 |
| | | | 115101 | CULTURAL HISTORY OF N.E. I UP | UP | (50) | 1 |
| | | | 137 | | | | |

REGISTRAR (ACADEMIC)

UJCT



Building orders peak

13/3/80
270

WORLDWIDE shipbuilding orders have reached the highest tonnage for five years. The good news — contained in the latest returns from Lloyd's Register of Shipping — comes after last year's poor construction output, the lowest in 12 years.

At present, the total order book stands at 28,3 million tons gross and includes 17 million tons of new orders placed last year, with a rise of 1,6 million tons in the final quarter.

Fifty-five percent of the tonnage on order is scheduled for delivery by the end of this year.

In terms of tonnage completed, the builders' output has fallen from a peak of 34,2 million tons recorded during 1975 to about 14 million tons in 1979.

Japan still maintains its lead among the world's shipbuilding nations with orders for 9,3 million tons. It received new orders for 1,5 million tons last year.

The next six countries, with total orders in million tons, are Brazil (2,5), Poland (1,7), United States (1,6), Spain (1,5), South Korea (1,3) and France (1).

Nations showing improved order books, in addition to Japan, include Brazil, Spain, South Korea, Sweden, West Germany, Yugoslavia, Taiwan, Denmark, Italy and Belgium.

Britain's largely State-owned shipbuilding indus-

try — once among the leaders in the construction of merchant tonnage — recorded a drop in orders as did Poland, the United States, France, Finland and Norway

Detention surcharge

THE Bank Line of London is to reduce its port detention surcharge at Buenaventura, on the west coast of Colombia, in its service between southern Africa and the west coast of South America

In a notice to shippers, the line's general agents, John T Rennie and Sons, stated that there had been some improvement in the congestion prevailing at Buenaventura, although this had by no means been eliminated.

Because of this the port detention surcharge of 15 US dollars a freight ton would be reduced to nine US dollars a freight ton, starting with shipments loaded on Bank Line's next vessel, the Fenbank, which is due to begin loading at Durban on March 17.

| | |
|---------|---------|
| 135526Y | 113790K |
| 134419H | 11207G |
| 096717B | 113763F |
| 139706E | 136962X |
| 133266E | 11207G |
| 1146920 | 113790K |
| 139615F | 137811V |
| 132628U | 113790K |
| 133615J | 113790K |
| 133140T | 113790K |

| STUD NO | SURNAME | FIRST NAMES | COURSE | DESCRIPTION | SYMBOL | PAGE |
|-------------------------------------|------------------|----------------|------------------|---|-----------------|---------|
| 13020 | BACHELOR OF ARTS | | | | | 13020 |
| STU13-9 | | | | AS AT 29 02 80 | | 1 |
| EXAMINATION RESULTS IN FACULTY ARTS | | | | | | |
| YEAR : 2 | | | | | | |
| 134204Z | ADAMS | EADLINE SSA | 110202 | HISTORY II | 3 (52) | 134204Z |
| 137452E | ALLIX | MARK LORAINÉ | 104101 | ARCHAEOLOGY I | ABS | 137452E |
| 140746K | BEAULIE | ANDRÉ ALBERT | 107201 | EVOLUTION II | ABS | 140746K |
| 120414K | COMRADE | ELSA-BE-MARIE | 103301 117201 | SOCIOLOGY III POLITICAL SCIENCE II | ABS ABS | 120414K |
| 1384970 | DE VILLIERS | JEANINE KAREN | 113104 | PHILOSOPHY I | 2- (67) | 1384970 |
| 136110W | ESAU | FAIKA | 103302 | SOCIAL ANTHROPOLOGY II(PRE F | F (48) | 136110W |
| 136962X | ESSIANN | SONJA ORIGITTE | 101103 115103 | AFR LAMB INTENSIVE ITALIAN INTENSIVE | 3- (60) (51) | 136962X |
| 11207G | ELLO-S-SMITH | ELIZABETH ANN | 112105 | DANCE II | F (46) | 11207G |
| 113763F | FILLO | MAUREEN DAWN | 116101 502107 | CULTURAL HISTORY OF W.E. I HISTORY & THEORY OF ART I | 1 ABS ABS | 113763F |
| 137811V | GARSON | CATHERINE MARY | 103202 107201 | SOCIAL ANTHROPOLOGY I(PRE 12- ENGLISH II | 2- (60) (60) | 137811V |
| 113790K | GAZIANI | MARIO GUIDO | 105105 | LATI-ELFACITARY | UP (50) | 113790K |
| 113526Y | HARRIS | | | | | 113526Y |

Railmen must shun doctor they prefer

STAR 15/3/80

270

~~277~~

White railway workers at three North Coast stations are angry at a new ruling that they should discontinue using the services of a local Indian doctor in Verulam and instead travel 30 km to 40 km to a white doctor at Umhlati.

About 30 workers from Ottara, Verulam and Tengaat have made written representations to the Railways sick fund board complaining about the new ruling.

DAY AND NIGHT

One of the workers said they had been attending the Indian doctor for more than four years and were very happy with him.

"We know him personally and regard him as a very good doctor. He is also available the whole day

and at any part of the night.

"I don't see why we should now travel between 30 km and 40 km to see a doctor in Umhlati," he said.

He said most railway workers and their families from Ottara and Verulam would be inconvenienced if they had to travel to Umhlati to visit the new doctor.

COST RISE

"If I have to go to Umhlati by car it will cost me almost R5 in petrol and if I have to go by train I will have to take half a car of."

"On the other hand, if a doctor is on a strike, throw away your money."

"The new railway ruling is all so unnecessary," he said.

Another worker said while

the sick fund board had asked whites not to visit the Indian doctor any more, it still appointed him to attend to "non-whites".

A spokesman for the board in Durban confirmed it had received written complaints from its workers.

He agreed the white doctor had been appointed from December 1, 1979 to attend white railway employees and the Indian doctor in Verulam to attend non-whites.

It was the policy of the sick fund board and he could not comment on that, he said.

He said a committee had been appointed to visit the complainants on Tuesday to explain the policy and sort out their problems.

SUNDAY TIMES, March 16 1980

Rail fund rejects Indian doctor

By G R NAIDOO

WHITE Railways workers are incensed at an instruction that they should consult a white doctor 30 km to 40 km away from their homes instead of an Indian doctor who has served them for several years

The Indian doctor in Verulam, Natal, had been on the panel of the Railways sick fund for 12 years and had been treating both white and black railmen who lived in the Ottawa, Verulam and Mount Edgecombe complex

Last year the sick fund advertised for a doctor to look after white railmen in the district. The Indian doctor applied, but was later told that his application was not successful

He was advised that he could treat white Railways workers in his district, but the sick fund would not pay his fees. He is allowed to treat black railmen

The sick fund board appointed a white doctor at Umhlali to look after the health of white railmen

Understanding

One of them told the Sunday Times yesterday

"He's a very good doctor and we built up a wonderful relationship with him. He was always kind and understanding and gave us the best possible treatment

"He is virtually on our doorstep and is available at any time of night or day. He has become our family doctor"

The worker said that apart from the inconvenience of travelling to Umhlali to consult the white doctor on the panel, he would have to travel by car, spending about R5 on petrol

A spokesman for the sick fund confirmed complaints had been received from the workers and a committee had been appointed to visit the protesting workers on Tuesday to explain the policy of the board

UJET

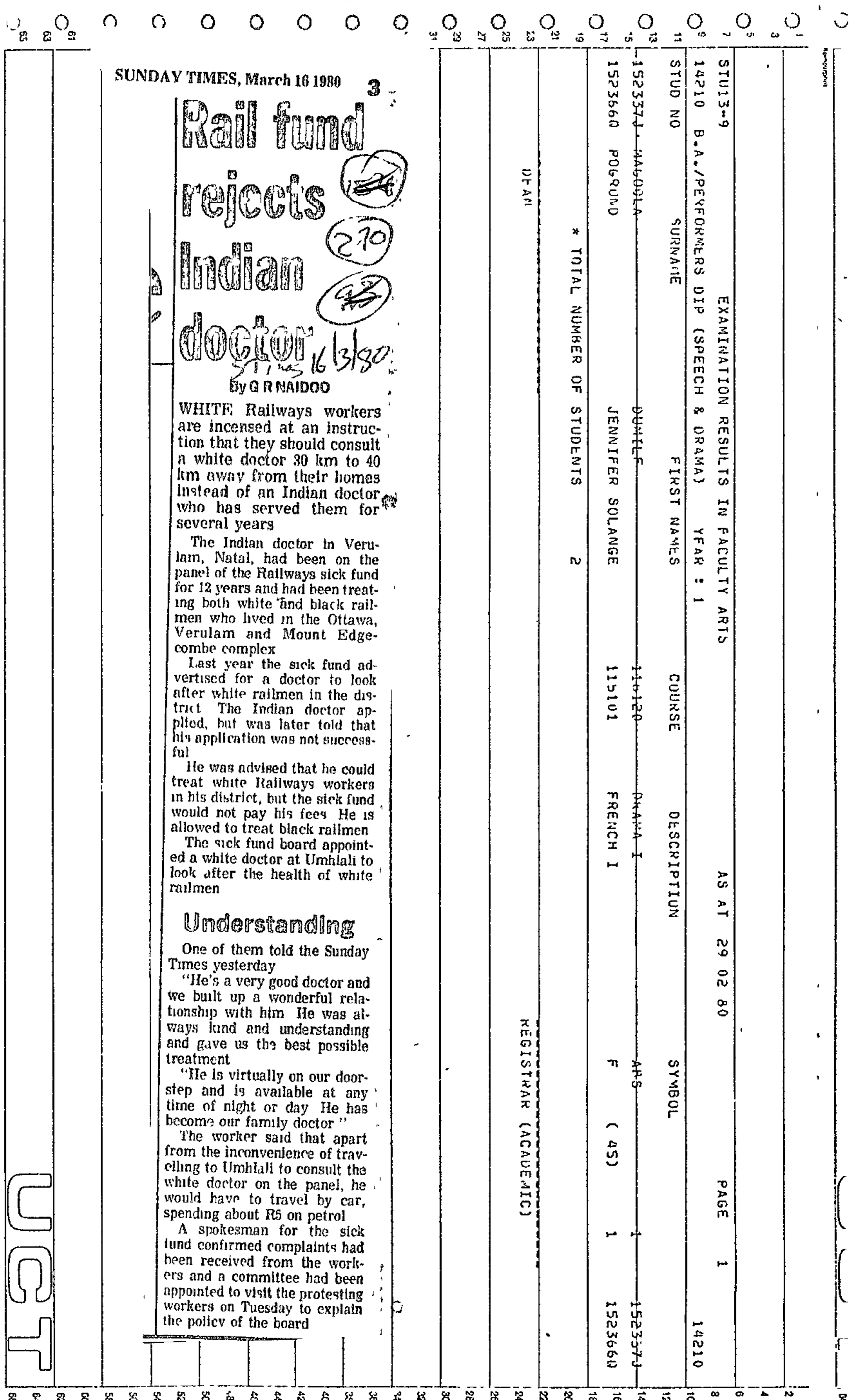
STU13-9 EXAMINATION RESULTS IN FACULTY ARIS AS AT 29 02 80 PAGE 1

14210 B.A./PERFORMERS DIP (SPEECH & DRAMA) YEAR : 1

| STUD NO | SURNAME | FIRST NAMES | COURSE | DESCRIPTION | SYMBOL |
|----------|---------|------------------|--------|-------------|--------|
| 1523377J | MAA09LA | DUMITR | 110120 | ANANA I | ARS |
| 1523660 | POGQUND | JENNIFER SOLANGE | 115101 | FRENCH I | F (4S) |

* TOTAL NUMBER OF STUDENTS 2

DEAN REGISTRAR (ACADEMIC)





shipping

Feast or famine problems for employers

270
19/3/80
CT

By GEORGE YOUNG
Shipping Editor

FEASTS and famines which characterize work at the general cargo wharves in the docks create numerous problems both for the railways and private employers.

The problem is what to do with the staff when berths are empty, and where to find efficient casual labour when the ships flood in. There was a fair flow of traffic last week but there was little happening yesterday.

It is imperative that the railways have on tap adequate trained crane drivers to facilitate provision of eight units to a ship, but when there are long spells without ships these men are idle. And for the casual workers, the situation is even worse, as the docks have long since ceased to be the happy hunting ground for the unhappy unemployed.

This is a worldwide phenomena associated with the changed technique of cargo handling. The boxing of goods, and stowing them in ships which carry 40 000 tons at a single lift has literally put the traditional cargoship off the sea.

Sections closed

The port of London has seen whole sections closed permanently and Liverpool and Glasgow, which for generations poured out cargoes to South Africa, see only a trickle now. Unemployment is formidable and getting worse.

Importers recognize that the cost of sea transport has snowballed consistently with the evolution to containers, but it is certain that without the new vogue costs would have been appreciably higher because labour intensive quayside working in an age of ever higher wages makes for most costly working.

The recent hike in railway tariffs inevitably means that

dock charges also are affected and these have predictably been passed on by the shipping lines to their clients. A big container, which formerly cost R60 to lift, will from next month cost R75. When a ship handles 2 000 of them, this is good money for the administration.

In the final analysis, the takings of the ports have not been seriously influenced by the decline in occupancy of conventional quays because there has been greater use of the container facilities and revenue from these has compensated. In addition, ships with both box and breakbulk have to be shunted from one wharf to the next and this constitutes easy revenue for the tug and berthing services.

Moves at night

Some ships use tugs and berthing staffs four times in the course of a single visit. Tug dues alone run to about R3 000, particularly when the moves are at night when the second tug is on overtime.

The provision of the container facilities have involved enormous capital investment, but this is assured of being paid for within a decade or so, particularly if the volume of business improves.

There is only one sore point in the harbour now—the continuing practice of discharging crude and loading white oil tankers in the Duncan Dock.

It does appear obvious that it will take a serious accident to precipitate a change in this practice, for familiarity has produced substantial contempt for the dangers inherent when volatile cargoes are handled among other ships.

German newcomer riding light

THE German outfit, Maritime Carrier Services (Macs), which has come on the non-conference service formerly plied by the Portuguese managed CTM, will need to find more cargo if it hopes to weather the economic storms along the sea lanes.

The Cosmokrat, which was in Cape Town this week on its first trip, was riding light, had little cargo for Cape Town, and has little more for the rest of the coastal run. But she may pick up something worthwhile northbound, although the time and cost factors of loading breakbulk may eat deeply into revenue.

The final Portuguese carrier, Bernadino Correa, has now loaded

| STUD NO | | SURNAME | | FIRST NAMES | | COURSE | | DESCRIPTION | | SYMBOL | |
|---------|---------|------------|--|----------------|--------|-------------------------------|------|-------------|---|---------|--|
| 7 | 15026 | H.A./LL.B. | | | | | | | | | |
| 11 | 133011C | SCHWEITZER | | ANTHONY GIDEON | 604201 | ROMAN DUTCH LAW I | 2- | (61) | 1 | 133011C | |
| 15 | 134965J | SVITM | | ROBERT TRAYERS | 105104 | LATIN I | F | (41) | 3 | 134965J | |
| 17 | 1351959 | SMUTS | | PETER AFRISIFP | 603202 | ROMAN LAW & JURISPRUDENCE IUP | (54) | | 1 | 1351959 | |
| 19 | 100311J | SMYTHAN | | | 603202 | ROMAN LAW & JURISPRUDENCE IUP | (51) | | 1 | 100311J | |

UUCT

270

CT

19/3/80

service with the Republic. The Germans have taken over most of the Portuguese agency infrastructure in South Africa.

By using ships not much different from the Portuguese, and plying the very route on which the Portuguese lost tens of thousands, the Germans will need to do their homework assiduously.

HARBOUR LOG

IN PORT YESTERDAY:

Aegis Sonic (12 498) Jackson Wall
Beihai Career (15 445), Q 601
Fort Norman (27 384), E Mole
Gamtoos (5 218), Elbow
Heldi Leonhardt (9 406), Q 604
Hellenic Hero (7 068) F Berth
Johan Hugo (7 001), Dry Dock
Khalij J Frost (7 218), K Berth
Khalij Sky (4 903) D Berth
Kinpurmie Universal (7 952), C Berth
Maasrix (318 754) Repairs
Mimosa Trader (5289) S Arm 4
Ondine (5 295) Roadstead
Raphaella (8 074), H Berth
SA Nederburg (12 383), A Berth

EXPECTED:

Al Bahar al Arabi, 21, sea (Cotts)
Alexandropoulis 24 coast (Grindrod)
Aludra 23 coast (Sturrock)
Ango 21 coast (FMS)
Austral Pilot, 19 coast (Rennie)
Berg 22, Walvis Bay (Grindrod)
Breede, 23 coast (Grindrod)
ER Brugge, 23 coast (FMS)

Europa 21, coast (FMS)
European Express, 26, coast (King)
Export Ambassador, 1, US (Rennie)
Frontier 20, coast (Grindrod)
Grand Wisdom 20, Sea
Gulf Banker 29 US (Rennie)
Harmony, 25 Europe (Sturrock)
Hellenic Destiny, 21, Europe (King)
Hellenic Pioneer, 23, coast (King)
Hellenic Sea 20 coast (King)
Horizon, 29 S America (Grindrod)
Hugo Oldendorff, 23, USA (FMS)
Isar, 20 UK (Blue Star)
Kolsnaren, 25 Europe (Transatlantic)
Lancashire, 25, coast (FMS)
Mormacsaga, 20, coast (FMS)
Nancy Lykes, 21, USA (Rennie)
Nedlloyd Kinston 25, US (Nedlloyd)
Nedlloyd Schre 29 coast (Nedlloyd)
Nedlloyd Seine, 20, W Coast (Nedlloyd)
Rotterdam, 22 coast (Nedlloyd)
Safoccean Weltevreden, 29, coast (Nedlloyd)
SA Huguenot, 23, coast (FMS)
SA Sederberg 21, UK (FMS)
SA Winterberg, 23 coast (FMS)
Thorscape, 19, coast (Nedlloyd)
For latest information ☎ 43 2160

Two die as train leaves rails

ARGUS 26/3/80
 (ST) (270)

Argus Bureau

PORT ELIZABETH — The driver and guard of a train were killed last night in a derailment near Joubertina in the Langkloof

Railway police and workers were today clearing and investigating wreckage at the scene

The stoker of the train, which was carrying fruit for Port Elizabeth from Joubertina, was badly burnt.

Those killed were the driver, Mr J H van der Mescht, 33, of Athlone Street Mount Pleasant, and the guard Mr K C Strydom, 30, of Pikkewyn Flats in Algoa Park, both of Port Elizabeth. Mr van der Mescht was married, with three young children and Mr Strydom married with one child.

HOSPITAL

The stoker Mr M G Clarke of Brickmakers Kloof, was first taken to the Joubertina Provincial Hospital, but during the night was transferred to Port Elizabeth Provincial Hospital by ambulance. His condition was today described as 'not serious'.

The systems manager for the Cape Midlands Mr B J Lessing said the train was derailed at 7.50 pm on a mountainous downgrade about eight kilometres from Joubertina. He said the locomotive and seven to eight trucks loaded with fruit had fallen down an embankment. He expected damage to be extensive.

He said the cause of the derailment was not known.

JOUBERTINA

| EXAMINATION RESULTS IN FACULTY R110 | AS AT 29 02 80 | PAGE 1 | | | | |
|-------------------------------------|----------------|-------------------|-------------|----------|--------|---------|
| NO | FIRST NAMES | COURSE | DESCRIPTION | SYMBOL | APPS | 1523373 |
| 1523060 | POURON | DEVELOPER SLAINGE | 115111 | FRENCH I | F (45) | 1523060 |
| * TOTAL NUMBER OF STUDENTS 2 | | | | | | |
| REGISTRAR (ACADEMIC) | | | | | | |

2 4 6 8 10 12 14 16 18 20 22 24 26 28 30 32 34 36 38 40 42 44 46 48 50 52 54 56 58 60

to death

Mercury Report
 A HARBOUR employee was crushed to death yesterday when a pile of logs, which he had been helping to load on to a lorry, fell on top of him. Mr A M Msubu, 50, was taken to King Edward VIII Hospital but was dead on arrival.

An unidentified patient at Clairwood Hospital was found hanging outside the nurses' tea room on Monday morning after staff had noticed he was missing at 4.30 am. The patient, a black man, had been admitted to the hospital on March 7.

UERT

| STUD NO | SURNAME | FIRST NAMES | COURSE | DESCRIPTION | SY 1801 |
|------------------------------|--------------------|----------------|--------|--------------------|------------|
| 152327Y | VAN DER MERWE | BARBARA LOUISE | 91101 | MATHEMATICS I-4102 | F (37) |
| * TOTAL NUMBER OF STUDENTS 1 | | | | | |
| DEAN | | | | | |
| REGISTRAR (ACADEMIC) | | | | | |
| 10000 | MISCELLANEOUS ARTS | | | | |
| | | | | | YEAR : N/A |
| | | | | | 10000 |

Top SAR drivers awarded

1051
270
2/21/80

By LEONARD MASEKO

THREE black railway drivers were awarded trophies and certificates for being the best heavy duty drivers of 1979. The three drivers were in container, cartage and bus services.

This presentation function was held at the railway offices at Kaserne. Among the dignitaries who attended the function were, the chief of the Traffic Department, Mr John Pearce and the director of the Road Transport Services, Mr Hamersma. Mr Lucas Boukanyo, of City Deep, was presented with the C P van Coler floating trophy and a R50 cheque for being the best container services driver in the cartage services category, Mr Vincent Tlape, of Kaserne, was voted the best in the country. The cartage services category, was awarded the Mr John Kgabung of Vereeniging, was awarded the J P Verster floating trophy for being the best bus driver. He was also presented with a R50 cheque. All the drivers are from the Transvaal. Mr Solomon Makhobothane of Vereeniging, was the third best bus driver. And Mr Rommel Hiebala of City Deep, was voted the best driver (container services). They were both presented with certificates. Presenting the trophies, Mr Joubert, the SAR system manager congratulated the drivers.



The three black drivers who were presented with cheques and bronze plates at the function at Kaserne yesterday. They are from left to right: Mr Vincent Tlape, Mr Joubert (system manager), Mr Lucas Boikanyo, Mr John Pearce (the traffic department chief) and John Kgabung.

GROUP LIFE

Misunderstanding

Are railway workers getting a raw deal? Is legislation needed to protect the public against "a glaring inequity" in the life assurance industry?

Reports in last Sunday's press that "several hundred thousand South Africans face severe hardship and even financial disaster" call for a clear answer once and for all. This time it is the railway workers, on previous occasions it was policemen and airmen, and their families, who were said to be suffering.

The problem lies in the very nature of voluntary group life schemes, about which there is considerable ignorance. Most of these schemes have been underwritten by Sanlam, so the FM asked GM Pierre Steyn to comment. Other life offices to which the FM spoke endorsed Sanlam's views.

"There is a fundamental difference," Steyn points out, "between group life schemes and ordinary life assurance. In the case of the former, premiums are cut to the bone — they should be merely enough to meet death claims and administration costs each year — and therefore they are calculated completely differently from the way in which ordinary life assurance premiums are calculated. And, of course, they are much cheaper."

"While ordinary life assurance policies have premium guarantees that prohibit a life office increasing premiums for an existing policy, the same is not true for group life assurance. Should the experience warrant it, a life office underwriting a group life scheme has the right to increase the premiums, or to revise other details of the scheme, at periodic intervals."

In many ways, therefore, voluntary group life is similar to short-term insurance, such as household, motor or fire.

- Premiums are calculated to be equal to the expected claims and administration costs, plus profit
- A member enjoys cover in return for the premiums he pays while the policy is in force. He does not receive a refund of premium if there is no claim
- The insurance company retains the right to vary the terms for future cover

There is also a significant difference between compulsory and voluntary group life schemes. The latter are usually more expensive because people likely to exper-

ience sub-normal mortality rates are more likely to join than people in good health, commission and other administration costs are incurred in canvassing people to join, and, employers often pay part of the contributions under a compulsory scheme, while the assured must bear the total cost under a voluntary scheme.

While compulsory group life schemes are widely used by employers in the private sector, the voluntary schemes have been mainly for the public sector. At present, Sanlam underwrites nine voluntary schemes covering 65 000 members for a total sum assured of R1 400m.

Adjustments made

Last year, the schemes for the Navy and Air Force were terminated following the introduction of the government scheme for the Defence Force. The Public Servants Association scheme was adjusted on October 1 1979. Prior to that, Steyn says, the last major change was in respect of the scheme for salaried staff of the SAR & H in June 1977.

"Of course changes were not in one way only — several changes bringing about improvements in these schemes also came about in recent years, eg at times the rate for younger members was reduced, additional benefits were added, the amount of death cover without proof of insurability was increased, and just very recently benefits under the scheme for teachers were improved."

Explaining why it was necessary to reduce the benefits of older members and especially those retiring, Steyn said that originally all members paid a uniform premium rate irrespective of age (which, of course, is not the case in ordinary life assurance). This meant older members were generally heavily subsidised by the younger, and this, in turn, required a regular flow of new younger members. Due to changes in the insurance market, new competitive products became an attraction to younger members "who were naturally not compelled to join or remain in the scheme."

Members advised

It has been suggested that Sanlam was at fault in not explaining all this adequately to members. Sanlam advises all new members, and members who increase benefits, that these schemes are subject to change. Also, each scheme has a Board of Trustees which informs members via its official publications of changes. But the trouble is probably that the explanations have been given in too technical language for the less educated to be able to grasp the implications.

Since no-one is likely to start any more of these schemes, legislation now would be shutting the gate after the horse has got out. But Sanlam should make sure that the 65 000 members of existing schemes understand their limitations.

| STUD NO | SURNAME | FIRST NAMES | COURSE | DESCRIPTION | SYMBOL |
|---------|--------------------------------------|---------------|--------|-----------------------------------|--------|
| 1623211 | SIERA | JOSELYN NEILA | 116113 | PRACT SH I AFRIKAANS LOWEERKLAAS | |
| 13100 | PERFORMERS DIPLOMA IN SPEECH & DRAMA | YEAR : N/A | 1117 | PRACT ACT I AFRIKAANS LOWEERKLAAS | |

EXAMINATION RESULTS IN FACULTY ARTS

AS AT 29 02 80

PAGE 1

13100

Plain rail link ready in 3 months

CT, 28/3/80 (30)
(33) (81) (270)

Staff Reporter

THE long-awaited R12-million rail link between Cape Town and Mitchell's Plain is progressing smoothly and is expected to be in full operation by the end of June. Train fares have already been decided on.

The railway-line, which extends from Nyanga station, has four stations which have been named Philippi, Lentegeur, Mitchell's Plain and Strandfontein.

An SAR spokesman said a train journey from Cape Town to Mitchell's Plain would take 46 minutes on average.

The train fares will be:

A first-class return ticket — R1,28 and a third-class return ticket — 46 cents.

A first-class weekly ticket — R5,65 and a third-class weekly ticket — R1,71.

A first-class monthly ticket — R17,75 and a third-class monthly ticket — R5,64.

A third-class worker's weekly ticket will cost R1,30.

The two main routes will be from Cape Town via Pinelands and Matieland and from Cape Town via Ysterplaat.

The routes will have 41 trains. Train services will be increased during peak hours.

The general foreman of the construction company building the railway stations, Mr Buster Eacher, said he was confident they would meet the June deadline.

On the Mitchell's Plain station site 250 workers are employed and Mr Eacher said the project cost "over R2-million". The tracks from Nyanga to Strandfontein have already been laid.

There are large parking areas and the station is being built with rustic face bricks and will have slate roofing.

A multi-million rand business and shopping complex containing O K Bazaars, a Pick 'n Pay and a Woolworths, is being built adjacent to the station.

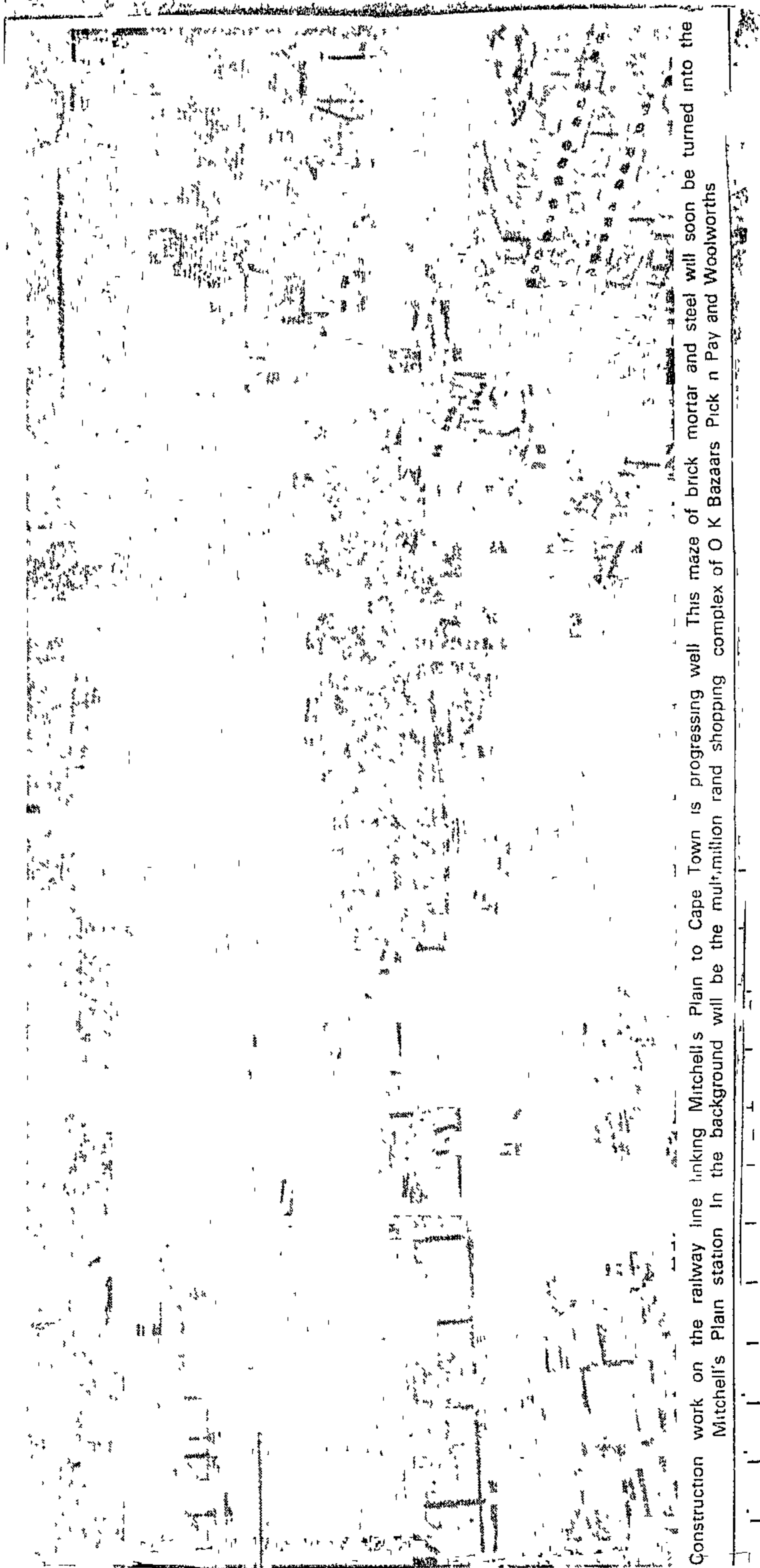
The site is in an advanced state of construction and it is hoped the complex will be opened at the end of September.

The complex will be connected to Mitchell's Plain station by covered ramps.

270

CT

28/3/80



Construction work on the railway line linking Mitchell's Plain to Cape Town is progressing well. This maze of brick mortar and steel will soon be turned into the Mitchell's Plain station. In the background will be the multi-million rand shopping complex of O K Bazaars Pick n Pay and Woolworths.

Visiting sailors' women strike

270 C.V. 29/3/80

By LIZ MCGREGOR

TWELVE SAILORS on a ship docked in Cape Town harbour have gone on strike, claiming that they have not been paid their wages for several months, are forced to eat rotten food and live in unhygienic conditions.

The Greek consulate yesterday agreed not to allow the ship to leave Cape Town till the matter had been settled. The 13 600-ton ship sails under a Cypriot flag but the owner, a Mr Chochoomopoulos, is Greek.

The sailors, who come from Pakistan, Sri Lanka, Bangladesh, India and the Philippines, went on strike as soon as the "M V Sky" reached Cape Town on Wednesday.

They sent a telegram to the International Transport Workers' Federation (ITF) in London asking for help. The ITF contacted

the Western Cape General Workers' Union in Cape Town, which has arranged for a lawyer to represent the sailors. Some of their grievances are

- They have not been paid for several months, some for as long as 17 months
- Some of the food they are given is rotting and the water is rust-coloured because the water tank is filthy.
- Their bed linen is changed only once a month
- There is no ventilation in their cabins, as a result of which they are forced to sleep on deck
- The lifeboat reserved for the crew is inadequately equipped
- The ship's generator, the boiler and one of the pistons are not in proper working order. The sailors maintain that this is unsafe



One of the striking sailors on the 'M V Sky', Mr A K M Jainalabedin from Bangladesh, centre, tells a Cape Times reporter of their grievances. Fellow crewmen listen.

EXAMINATION RESULTS IN FACULTY ARTS YEAR : 1

| FIRST NAMES | COURSE | DISCRIPTION |
|-------------------------|----------------------------|--|
| MARGARET JANE | 103202 | SOCIAL ANTI |
| RAE DEVORA | 107101 | ENGLISH I |
| SONYA IRENE | 115102 | FRENCH INT |
| DIANIE SYHELLE | 905101 911101 | CHEMISTRY MATHEMATIC |
| BENITA | 109102 | MEDICAL INTI |
| ASPASTA | 115101 | FRENCH I |
| CHRISTEL KAROLA | 117101 | POLITICAL S |
| JUDITH MARY | 107101 | ENGLISH I C |
| JOANNE ATHERSTONE | 115101 | FRENCH I |
| JANET FAY | 004101 | PSYCHOLOGY |
| KIRSTIN CHARLOTTE HERDA | 106102 | ECONOMIC HI |
| SUZANNE COLLETTES | 106103 | ECONOMICS I |
| EDWILA ANNE | 107101 | ENGLISH I C |
| GWYNETH JULIA MARY | 114101 114100 | RELIGIOUS S Drama I |
| TIMOTHY JAMES GRAHAM | 004101 107101 | PSYCHOLOGY I ENGLISH I (F |
| MARGARET JOANNE | 911101 | MATHEMATICS |
| SUSAN MARGARET | 102101 114101 | AFRIKAANS RELIGIOUS ST |
| TREVOR RONALD | 117101 | POLITICAL SC |
| RONALD ALAN | 115101 | FRENCH I |
| UTE | 115101 | FRENCH I |
| VALLY | 116120 | Drama I |
| JOSEPHINE ALEXANDRA | 004101 107101 115101 | PSYCHOLOGY I ENGLISH I (P FRENCH I |

270

Investigating team will study goods delays

Port speed-up is SAR'S aim

By JACK BRICKHILL

DELAYS in truck turnaround and goods handling at Durban Harbour are to be scrutinised by the Railways investigating team.

Tienie Crous, senior planning engineer at Railways headquarters in Johannesburg, says the reports of delays will be verified and then the team will analyse the problem.

He says this type of difficulty develops as the system grows.

This project is one of several which should lead to improved capacity and efficiency on the country's most vital rail artery between Germiston and Durban.

Work, costing R250-million, on improving the congested link is progressing well and the central marshalling yard at Bapsfontein should further improve the handling and turnaround of traffic on the Witwatersrand.

The first section of this yard, costing R300-million comes into operation in September, 1982. John Walls, project co-ordinator, says that when the second section comes into operation in about 10 years, the yard should be the biggest in the world.

Better truck control at

the yard will mean less damage to goods, which will also reach their destinations sooner than at present.

Walls says there should be some relief to the congestion on the Durban link in the next year or two, and by 1983 the line should be able to handle everything that is offered.

The Railways Budget this year provides for work costing R4,5-million between Booth and Cato Ridge R5-Ridge and Ladysmith, R7,4-million between Ladysmith and Newcastle and R22,4-million between Newcastle and Volksrust.

This section involves construction of a new line and tunnels. Another R11,4-million is being spent on the remainder of the line.

Because of delays caused by maintenance, the engineers regard 80 percent use of the line as full occupation. The section from Volksrust to Newcastle, at 67 percent, is not under any great pressure and will not be fully occupied for

Durban harbour . . . speeding up turnaround time

six or seven years. Newcastle to Glencoe will be fully occupied in six years but the Glencoe to Ladysmith stretch is already at 78 percent occupation. The most congested part of the line is from Pietermaritzburg to Durban with 81 percent usage. Walls says there will be relief from April 1981 to July 1982 with

the introduction of centralised traffic control and the lengthening of stations at Booth, Mount Vernon, Burlington, Shallcross, Mariannhill, Dassenhoek, Umshongweni, Klipdale, Hammarisdale and Geordedale. The station extensions will allow longer trains to pass each other and the CTC will allow better train control.

Warner pledge to act on bus moan

(270) (233) DD
2/4/80

EAST LONDON — All substantiated complaints made against employees of the city's transport department would be investigated if brought to the department's notice, the councillor in charge of transport in the City Council here, Mr Glen Warner, said yesterday

Mr Warner was reacting to a complaint which appeared in a letter from Mrs C B Raywood, of Jameson Street, Quigney

The letter appeared in the Daily Dispatch on March 24 and carried a complaint about a bus driver who was rude to passengers boarding a bus to the Quigney on March 4

She said the driver told an elderly woman on board 'Lady, you must

look, buses don't wait for you"

Another passenger who had put the correct fare in front of the driver and waited for her ticket had been told "Praat man, praat Moenie daar staan met 'n bek vol tande" ("Speak man, speak Don't stand there with a mouth full of teeth"), Mrs Raywood claimed in her letter

She said the case was not an isolated one and added "Racist motivated employees, whether government, municipal, or civic, dealing with the public, irrespective of skin colour cannot be tolerated and East London has never had to tolerate it"

Asked about the incident yesterday, Mrs

Raywood said she could identify the driver and had known him for many years for his behaviour. She said the driver was a "short dark fellow, very surly and never smiles"

"I feel as a ratepayer I am paying to keep this man in a job and he should not treat the public in this manner," Mrs Raywood said

It was revealed in a memorandum yesterday that the transport department had investigated the matter and checked on all but one driver who worked on the route on March 4

The driver left out was on leave and all the others had denied being involved in the incidents mentioned by Mrs Raywood

In this lies the main reason for the development of formal education and adjustment of material resources, a way that it is accepted at the same time all times

1 the underdeveloped (rail), and two most important The search for the farming sector in To apply manager

CONCLUSIONS

Every possibility should be investigated and the one which enjoys a preference amongst the local population should then be implemented on a large scale

Within this broad framework of possibilities there are many differences especially in the collective and/or co-operative methods in connection with the structure of the organization and the degree of co-operative practices

According to Hartzenberg "The most important limiting factor lies in the human being and his managerial ability", and herein lies the main task of farm management, namely the motivation and development of human potential and its use in farming systems (state, collective or private), when modern management practices are applicable. The choice of the farming system is not so important as the scale of its implementation and of its management

The same is the case with the progressive private farmers, whose numbers are increasing, but slowly

The promotion of co-operatives in the South African traditional sector was recommended by the Tomlinson Commission (1955) and some progress has been made, but the impact thereof is far too small to produce the abovementioned demonstration effect for general economic development

The co-operative movement has nevertheless, had a colour-ful history throughout Africa. In Botswana, Zambia, and Kenya, for instance, substantial progress has been made (Digby, et al)

Chemical fertilizers and complex expensive implements were introduced in an underdeveloped area, with the hope of closing the gap between the primitive agricultural sector and modern methods in a few months, collapsed after a large number of foreign experts left the country, mainly because the scale and high pace of the scheme prevented the large-scale involvement of the local community (Dwolatzky)

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REFERENCES

Handwritten notes at the top of the page, including a circled number '270' and some illegible scribbles.

Black bus drivers
 EAST LONDON — The Municipal bus service here may soon have black drivers on its city routes. For some time now the service has employed two black drivers on the blacks only buses to Collondale, the Councillor in charge of transport, Mr Glen Warner, said yesterday. A decision had been taken to open jobs on buses to all races and the two men on the Collondale route would be the first to be taken onto the city's main routes when vacancies occurred. Mr Ray Robinson, of the transport department, said they had the two men training on the main routes and they would start when vacancies occurred — DDR

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Mass walk-out by air ^{STAR} hostesses likely soon ^{10/4/80} 270

An exodus of South African Airways air hostesses is expected at the end of the month after they have received their promised "thirteenth" cheque

Official figures were not available, but sources today said as many as 135 hostesses on international flights could resign at the end of April because of unsatisfactory working conditions

However, the chairman

of the SAA Staff Association (Salstaff), Mr F Becker, said he did not believe there would be many resignations because of recent "salary adjustments" and a pay increase this month

There had also been improvements in hotel arrangements for hostesses while they were away and "slipping" arrangements had been altered to come in line with cockpit crews

He said hostesses had accepted this new arrangement although it meant they would be away from home for longer periods

Slipping is the system of servicing flights for a certain part of a journey, then staying for about two days at the stopover point before continuing on the next leg of the journey

Mr Becker admitted there was a shortage of hostesses which had led to difficult service conditions. He said instead of training them in groups of 50 to 60, hostesses were now being trained in smaller groups whenever they joined

One hostess on the international service said although hostesses were not happy with their pay, their main complaint was the extended hours they had to work because of staff shortages

SAA denies
SIAK 11/4/80
abnormal
270
resignations

- 3 -

South African Airways
claims to have had a nor-
mal turnover of staff this
month and no knowledge
of mass resignations by
air hostesses

An SAA spokesman
today said there was no
expectation that an abnor-
mal number of staff might
leave at the end of April
and denied a claim that
as many as 135 hostesses
had handed in a month's
notice. SAA has 1300 air
stewards and stewardesses

A source told The Star
yesterday that as many as
175 hostesses had handed
in their resignations
because of working condi-
tions.

HUMANITY TO MAN - Part 1 5 Evening Lectures
February 8.15 pm

his existence man has demonstrated his inability to live in
his neighbour. Education, experience, and the advent of
war have not lessened the degree of his aggressive spirit
of this course of five lectures is to identify the causes of this
and thereafter to seek positive approaches towards harmonious

will be co-ordinated by Professor Louis Ahrens who conceived
among the lecturers will be Dr Zac de Beer, John Barratt and
Campsty, Gillis and Wilson

HUMANITY TO MAN - Part 2 5 Evening Lectures
February 8.15 pm

part of this course is designed to illustrate the various issues
1. Films dealing with Nuclear War, the conflict in Northern
ethics of man in conflict situations will be screened during
these will be accompanied by discussions led by invited
The course will close with a panel discussion dealing with the
possibility of setting up programmes relating to "education for peace."

5. PHUN WITH PHYSICS 3 Evening Lecture-demonstrations
28 January - 1 February 8.15 pm

In these five lecture-demonstrations Dr Fairall and Professor Juritz will
seek to show that Physics can be as entertaining as it is educational. The
title indicates "that the going will not be heavy"

The main themes to be covered are Mechanics, Light, Electricity, Heat and
Sound. Intending first year physics students are encouraged to attend this
preview, as well as those teachers who do not have ready access to labora-
tories for demonstration purposes.

Both lecturers are on the staff at U.C T

6. FROM PLATO TO 1984 - UTOPIAS 10 Late Afternoon Lectures
28 January - 8 February 5.30 pm

Professor M T W Arnheim, Professor and Head of the Department of
Classics, University of the Witwatersrand, will present this course of ten
lectures

"Whatever is, is good" was the slogan of a contented thinker in a con-
tented age But thinkers have more often tended to be disenchanting with
the age in which they live To escape the presumed evils of their own day
they have journeyed into a dream world of their own creation, an ideal
society - or a utopia

The course will concentrate on a number of very different utopias, some
of them more like nightmares than benign dreams! There is the
totalitarian dictatorship of Plato's *Republic*, St. Augustine's *City of God*,
as well as Thomas More's *Utopia* - the book which first popularised the
word, which actually derives from a Greek root meaning "No-Place".

R6-M GOUMPLEX FOR 1000

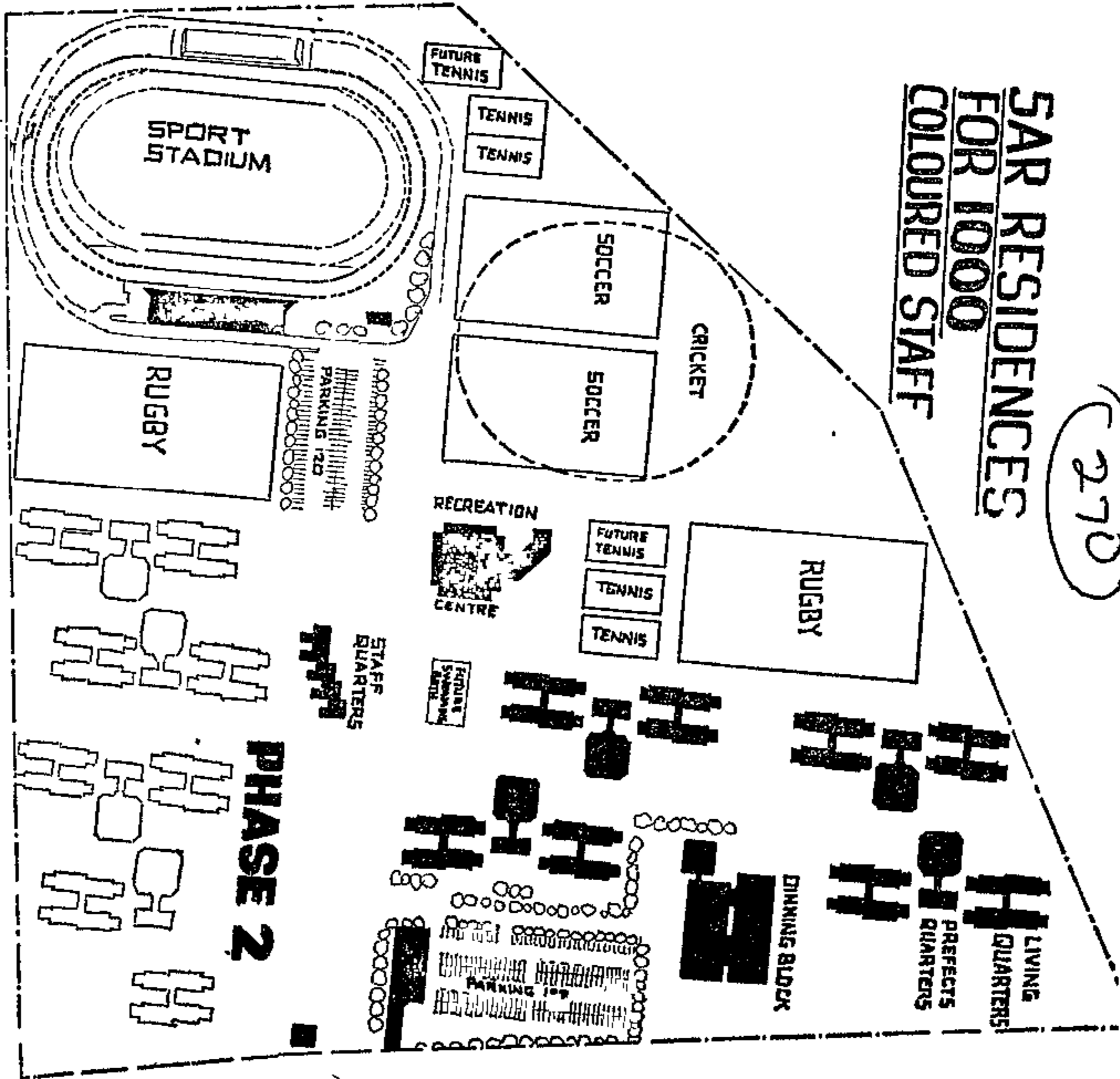
12/4/80

(270)

ALAN COOPER, Property Editor

12/4/80

SAR RESIDENCES FOR 1000 COLOURED STAFF



THIS SKETCH shows the planned SAR housing complex for 1 000 single coloured staff to be built at Philippi. The first phase with the regional sports centre for the Western Cape adjacent to it will cost R6-m. A second phase to house a further 1 000 men is planned for the south of the site as this sketch shows. Phase one is divided into four complexes, each of four three-storey blocks to take 240 men — 60 in a block — while a further 10 will live in the 'prefects' block. Each complex will use the dining block, which will be divided into four. There will also be an indoor sports centre and extensive outdoor sports facilities.



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A COMPLEX to house 1 000 single coloured railway staff is being planned at Philippi near Mitchell's Plain. Eventually, it will accommodate 2 000, while nearby will be a massive sports centre for the Western Cape. In all, the first phase will cost R6-million.

182 flats to rent

LOOKING for a flat? The City Council has 182 flats for white occupation — at Rugby and Ottery. But you have to earn less than R540 a month to qualify for them.

Albow Gardens in Rugby, has at present 138 vacant flats and many have been standing empty for some time despite the enormous pressure at the moment on rented accommodation.

If you earn less than R250 a month you will pay rents from R49,10 to R75,50 for single, two or three bedroomed flats. If you earn from R251 to R540, you will pay rent from R63,45 to R97,50.

The complex will give the men the most up-to-date and comfortable accommodation, said a railway spokesman. It will be built on 23 hectares of railway land opposite the planned Philippi station on the new Mitchell's Plain spur which is due to come into operation in June this year.

Designed by SAR architects, the complex emphasises the domestic and not the institutional design in such buildings. Uniformity has to a large extent been avoided.

There will be four units in Phase 1. Each will consist of four three-storey dormitory blocks housing 240. These blocks will be designed with varying lines to avoid uniformity. Between each pair will be a 'social unit' with quarters for senior staff who will act as 'prefects'.

The social unit will include lounges and TV rooms and other amenities.

In all, 250 will be housed in each unit, making a total of 1 000 in the four units.

In the centre will be a dining room block divided into four sections for each of the four living blocks. There will also be an indoor recreation centre. Staff quarters will be sited to the south of the complex while there will be parking for 189 cars.

To the south of the scheme will be built Phase 2 which again will house 1 000 staff.

Adjacent to the complex will be built the regional sports centre for the Western Cape. This will include soccer, rugby and cricket grounds, tennis courts and a sports stadium with running and cycle tracks.

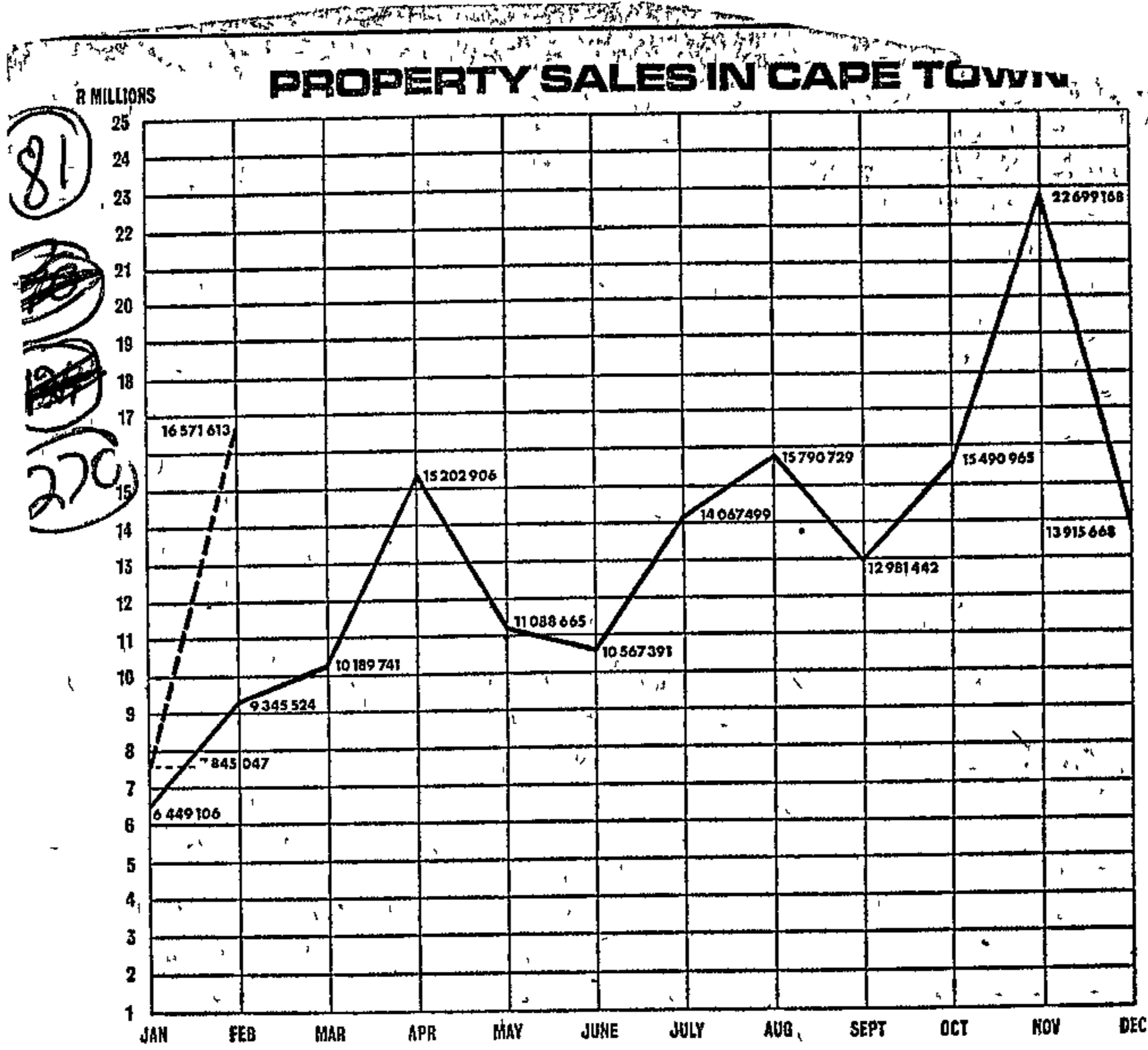
The SAR has already spent R200 000 on acquisition of land for the complex. In this new financial year, R1,1-m has been allocated for earthworks for the project while some R6-m will be spent on phase 1. It is hoped to complete phase 1 by 1983.

High prices

HIGH prices were recently fetched for two plots off Alexandra Avenue, Sea Point. They were a 1 092 sq m plot (ext 1263) which was sold by public auction for R28 500, and a 1 648 sq m plot (ext 1433) which was sold by private treaty for R29 650. Both the auction and sale were negotiated by John Marcus and Sons.

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PROPERTY transfers in Cape Town in February rose to the phenomenal height of R16-m as this chart shows, 80 percent higher than in February last year. The peak exceeds all previous peaks last year, with the exception of November, a record month with R22,6-m of transfers.

Transfers up 80 percent

PROPERTY transfers in Cape Town rose by 80 percent in February this year compared to last.

The 676 property transfers recorded by the Cape Town City Council in February were valued at R16 571 613, with valuation at R10 930 233 — a differential of 51,61 percent

In February last year transfers totalled R9 345 524 with valuation at R7 001 863, a differential of 33,47 percent.

There were 534 transactions in property and vacant land. Thus not only did the value of transfers nearly double in February this year compared

to last but the number of sales increased and more important, the obtaining prices increased in comparison to valuation from 33,47 to 51,61 percent. Selling prices should be at least half again of the valuation figure, according to this.

SA Spoorweë soek werkers

RAPPOORT

13/4/80

MET die onlangse verhoging in salarisse vir spoorwegwerkers is daar talle nuwe poste beskikbaar.

In vandag se Sake-Rapport word dringend gesoek na aansoekers vir opleiding as stasievoormanne, seinwagters, kondukteurs, laaimeesters, stokers en ander poste.

'n Groot verskeidenheid van ambagsmanne word ook gesoek. Daar is ook vakatures vir klerke. Die Suid-Afrikaanse Spoorweë gee ook erkenning vir diensplig.

Nasionale dienspligtiges wat hulle binne 90 dae ná voltooiing van hulle aanvanklike militêre opleiding by die Spoorweë aansluit, kry volle krediet vir die tydperk dat hulle diens gedoen het.

Dié erkenning word gegee deur middel van 'n beter beginsalaris en voorrang vir die tydperk dat hulle militêre diensplig verrig het.

consumption of his goods and risk-bearing more independently of his goods, a person can select his ownership of future service potential of that house. By renting having so much of your wealth depend on the a house monthly instead of owning one, you avoid creational, personally preferred basis. By renting and the risks to bear on them on a selective, dis- can exchange ownership entitlements to goods ing, optimistic people—the new owners. People system, risks can be transferred to the most will- avoid the hazards of changing values (profits and losses) of those goods. With a private-property By choosing not to own certain goods, you he gets the profit.

the buyer bears the loss, not you, if it lasts longer people expect is there. If the oil well does dry up, will get the present value of that oil that other to someone else just sell the well to him. You well's unexpectedly drying up can be transferred of these events. For example, the risk of an oil- against these risks, yet you can insure for some or marital infidelity. You can't buy insurance from your services, or divorce, or dull children, other people's tastes and demands shift away dry, or not finding gold on your land, or having can't buy insurance against your oil well going other methods are used to escape the risks. You. Though many hazards are not formally insurable,

Risk Allocation by
Ownership Allocation

the insurance premiums an insurance company could get from voluntary insurees.

Claims for indemnity against losses would exceed hazard diminishes the feasibility of insurance "influence the chances of the loss." This "moral" increased shirking. He could too easily and covertly ing on the insurance to indemnify him for his in- entice a retailer to be less productive while rely- against bad business or loss of customers would cause they are not accidental enough insurance Some accidental losses are not insurable be- accident losses.

reduction of anxiety may exceed the increase in avoidance of precautionary resource-use and the insurance than without (as they may well be), the losses. Yet even if total losses are greater with decrease or increase total social accidental to protection than with it. So insurance may either may devote more resources and care and anxiety duced with insurance; for without insurance, we Otherwise, precautionary incentives might be re- precautions as a condition of getting insurance. sured person is often required to take special the probability of the contingent event. Each in- insurance also may induce people to change insurance premium.

large loss for the certainty of a small loss—the insurance trades each person's small chance of a sufferers of any insured, actual losses. In general, mtims are supposed to be large enough to pay insurance premium. These accumulated pre- the form of sure, regular, small fees, called the ing them over the group that bears the losses in people often insure. They share losses by spread- cal damage (such as from fire or flood or theft), Because of risks of losses of wealth from physi-

Insurance: Pooling Risks

M 17/1980 (270)

Rail rates may hurt says official

EAST LONDON — Industries which have been paying the lower tariff rate stand to feel the pinch more on the new rates released recently by the South African Railways

This was said here yesterday by Mr Norman Payne, the executive for Inland Transport in the Border Chamber of Industries

Mr Payne was outlining the effect of the new rates which show a general increase of 20 per cent on old tariffs

He said companies which conveyed heavy material like bricks and fertilisers would find their payout would be higher on a percentage basis than companies on the high tariff rate

"What has been done is to increase the lower tariff rates more than the high tariff rates," he said

Container charges remained the same but the surcharge on cartage was up by 20 per cent

As border industries — concessions which apply to all manufacturing concerns in the Border area — enjoyed a 30 per cent

rebate on the total charge, the cost increases here would be lower than in other major areas

On containerisation he said companies that used big boxes would benefit on the new container rates but those that conveyed lighter material would be better off if they used the ordinary cartage

Mr Payne said East London also enjoyed the privilege of the port rate which is lower than the normal goods rate

He pointed out, however, that this applied only to goods being sent to an inland town on the Reef

"If we want express goods we have to pay an extra 15 per cent but we have the advantage of a fast normal goods service to the Reef and as such we do not need an express goods service," Mr Payne said — DDR

PFP opposes special powers for SAR police

STAR 25/4/80

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THE ASSEMBLY — The Railways and Harbours Amendment Bill yesterday elicited divergent views on the role of the South African Railways Police in emergency situations

The Bill provides among other things that the State President may in wartime or other emergencies assume command of the railways police and deploy it to assist in the defence of the Republic, even beyond its borders

Mr Rupert Lorimer (PFP Orange Grove) moved amendments in the committee stage that the railways police only be deployed in a state of declared emergency and that the force's activities be restricted to regions adjacent to South Africa's borders

The official Opposition agreed with the principle that the police could be called on in certain situa-

tions to perform duties not normally expected of them

But there were many day-to-day emergencies which did not warrant the Railways police being called away from their normal duties. Only emergency situations declared by the State President required such action.

The Railways police had a more restricted role than the regular police force

Existing legislation allowed the South African Police force to go anywhere in the world in the execution of their duties. But the PFP believed the same provision should not apply to the Railways police.

In hot-pursuit operations the Railways police should be restricted to adjacent border areas, Mr Lorimer said.

Mr Chris Heunis, Minister of Transport Affairs, who piloted the Bill

through the House, said situations could arise which necessitated the assistance of the Railways police in restricted areas without an emergency being declared in terms of the Public Security Act

The functions of the Railways police were identical to those of the SAP.

The purpose of the Bill was to bring into line in all respects legislation governing the Railways police with that of the SAP. It would be a disservice to South Africa if the Railways police were prevented from assisting their colleagues in the SAP.

Certain circumstances might require the Railways police to serve in countries which did not border on South Africa in order to protect investments.

The official Opposition's amendments were rejected and the Bill was read a third time. — Sapa.

Railmen to talk on all-race body

Pretoria Bureau

THE establishment of a multi-racial body to represent coloured, Indian and white railway workers is to be discussed by a special committee of the Federal Consultative Council of Railway Staff Associations in Johannesburg on May 5

At present there are two coloured railway staff associations, one Indian, and seven white.

The chairman of the committee, Mr Brian Currie, said in Pretoria yesterday that with the advancement of black, coloured and Indian railway workers into more skilled jobs, there was a logical place for an umbrella body to speak for all of them.

And taking into account the political directions in which South Africa was moving, it was appropriate that there be closer co-operation between workers of different races.

The council investigation also meshed with the recommenda-

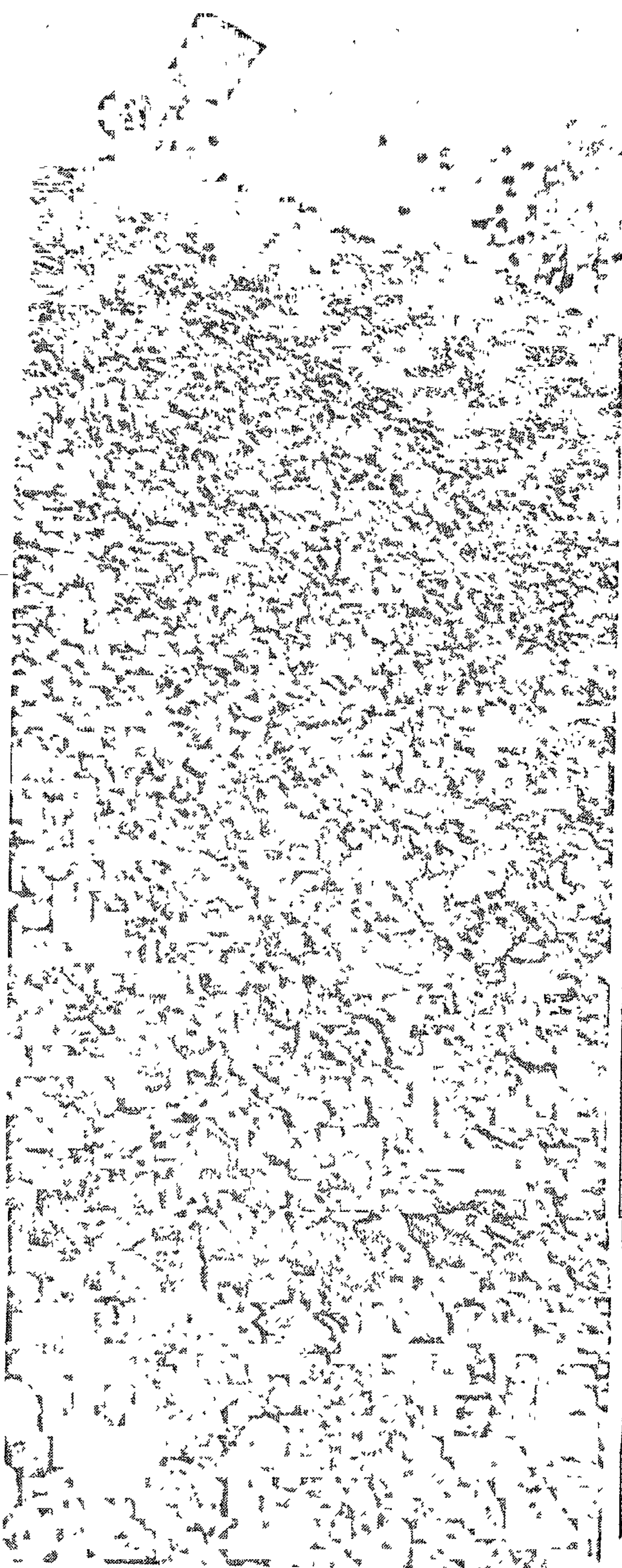
tions of the Wiehahn and Riekert Commissions, some of which had already been implemented and gave stronger recognition to black workers

The uprooting of discrimination in labour, said Mr Curry, seemed to have a wide acceptance among trade unions, which realised that whites could not supply all the labour needed to sustain a dynamic economy

"This is one reason why we believe it is timely to look at the possibility of a body which, initially, would be representative of whites, coloureds and Indians."

The committee is not looking at possible black membership at this stage

Mr Curry emphasised that whatever decision was taken by the committee, it would have to be referred to the seven white staff associations. Railway management would also have to approve of any multi-racial body



It might look like a lot of coal, but it's coke. And Mr Harry Nash, shovelling away at the top of this pile, is depending on it to help offset the critical coal shortage facing the Reef as winter begins to bite. Transport delays have left merchants with only four percent of their needs, they say. Black consumers will be worst hit. Picture: Mark Peters.

STAR 12/5/80

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SAR acts to shift coal in Reef shortage crisis

By Kevin Murray, Transport Reporter

The Railways has moved extra staff into the Transvaal in a bid to ease the critical coal shortage on the Reef.

Coal merchants in Johannesburg say they are only getting four percent of their total daily requirement — with all their stocks already exhausted.

Mr Wilfred Stoloff, chairman of the Transvaal Coal Merchants' Association said today hospitals, schools major

industries and thousands of consumers had already been hard hit by the shortage.

The problem is hold-ups in the transport of coal from Witbank to the Reef. Rail trucks are sitting at the coal fields fully loaded and waiting to be brought down to Johannesburg.

But a Railways spokesman said today the traffic blockage had been caused mainly through a serious staff shortage.

"We have now no-

ed in staff from other areas to help ease the situation as soon as possible."

In the last week about 20 percent of a total backlog of 162 000 tons of coal for the Reef had been cleared up.

But, Mr Stoloff said "We need enough coal to supply all users and stockpile ourselves, in case of future hold-ups such as these. At the moment this is an impossible task for the Railways."

R136,8-m on SAR houses

THE South African Railways would spend about R136,8-million in the next five years on housing for its single black and coloured employees, the general manager of railways, Dr Kobus Loubser, said this week. *Post 28/5/80*

houses for coloured employees at Malmesbury. This complex will be known as Saspark, and was built at a cost of R426 000.

Dr Loubser was guest speaker at the inauguration of a group of semi-detach-

Dr Loubser also announced that another block of flats would be erected for coloured workers at Malmesbury at an estimated cost of R220 000 -- Sapa.

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670 TARGET-BLANK SECTION.
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689 ADD 1 TO TOTAL-BOTH-BLANK.
690 MOVE 'WORD PARITY ERROR : SOURCE & TARGET ENTRIES
691 TO COMMENT-SPACE.
692 PERFORM PRINT-SORT-LINE.
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695 COMPARISON SECTION.
696 START-COMPARISON.
697 MOVE 'NO' TO SOURCE-TABLE-LOADED-FLAG
698 TO TARGET-TABLE-LOADED-FLAG.
699 SET-WORD-INDEX.
700 PERFORM COMPARE-SYLLABLE
701 VARYING S-INDEX FROM 1 BY 1
702 UNTIL S-INDEX > SIZE-OF-SOURCE-TABLE
703 AFTER T-INDEX FROM 1 BY 1
704 UNTIL T-INDEX > SIZE-OF-TARGET-TABLE.
705 *
706 *
707 COMPARE-SYLLABLE SECTION.
708 START-COMPARE-SYLLABLE.
709 PERFORM CHECK-PARITY
710 VARYING SYL-INDEX FROM 1 BY 1
711 UNTIL SYL-INDEX > 9
712 *
713 *
714 CHECK-PARITY SECTION.
715 START-CHECK-PARITY.
716 IF SYLLABLE (S-INDEX, SYL-INDEX) OF SOURCE-TABLE
717 MOVE 'YES' TO SOURCE-SYLLABLE-FLAG
718 ELSE
719 MOVE 'NO' TO SOURCE-SYLLABLE-FLAG.
720 IF SYLLABLE (T-INDEX, SYL-INDEX) OF TARGET-TABLE

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28/5/80 (270)

THE ARGUS, WEDN

Shipping by Bill Goddard



WORK has begun on the first phase of a R10-million refrigerated holding store in Cape Town harbour — a project designed to provide storage for containers loaded with export shipments of fruit.

use towards the end of the 1982 fruit season.

The project, which will eventually provide for 2400 containers, is part of the R60-million alterations made to Cape Town harbour to enable it to fall into the containerisation pattern

250-m tons

According to port officials the first phase will provide for 500 containers and is due to be ready for

Port officials said the bulk of South Africa's annual exports of 250-million tons of fruit, which earn the country more than R100-million in foreign ex-

R10-m frozen

change, will pass through the new holding sheds.

It is expected that much of the fruit will be precooled to the required temperature in the harbour's existing cooling chambers and then packed into containers before being moved to the holding store to await loading.

Cape Town harbour's precooling plant, which has 312 chambers, is the biggest single-roof complex of its kind in the world

Fruit Board

Officials of the Deciduous Fruit Board, which handles the bulk of South Africa's fruit exporting, said facilities in Grabouw

fruit store for harbour

and Ceres would also be used to precool fruit to the required shipping temperature before the container loads were moved to the harbour

Port officials said the holding sheds were to be built similar to the inside of a cellular container carrier and the TEUs would be stacked five high.



WORKERS sort apples for export shipments which will go through Cape Town harbour's precooling plant — part of the annual fruit exports which earn the country more than R100-million in foreign exchange.

270 10M 4/6/80

Zurich: Beware the hungry

Pretoria Bureau

THE background for a further round of substantial wage demands was building up, the president of the Federal Consultative Council of Railway Staff Associations, Mr Jimmy Zurich, said in Pretoria yesterday

Much of the benefit of the 12% wage increases granted to the country's 26 000 railway workers had been whittled away by the series of shock food price rises during the past four months, he said in a statement

Mr Zurich, who represents seven railway unions, said that by the end of the year, if the price spiral continued — and there were no signs it would

not — railway workers would be worse off than they were before the recent increases were granted

The past four months had seen increases in all Government administered food prices

"We estimate that this has eroded away at least 40% of the increased earnings," Mr Zurich said

He warned that the current unrest could be seriously aggravated by higher food prices. There were more than a million unemployed blacks in the country

"An idle, hungry labour force is an obvious threat to security and we believe the Government should devote more funds to bringing down the price of ba-

sic foods"

This, he emphasised, would be an investment in security, while at the same time making the high middle income groups give a bigger contribution through taxation to the basic welfare of the poorer section of the community

The secretary of the Artisan Staff Association, Mr Wally Grobler, associated himself with Mr Zurich's statement

He agreed that too little effort was being made to halt or slow down the price spiral

"Trade unions — and certainly the railway trade unions — must continue to press for increases to compensate for the spiral"

New demands, he said, could be expected next year

Rail unions bid for multiracial council

By GERALD REILLY
Pretoria Bureau

EFFORTS are under way to integrate coloured, Indian and white Railway trade unionists in a representative multiracial umbrella body

This was disclosed in Pretoria yesterday by the president of the Salaried Staff Association Mr Brian Currie who is convener of the special committee investigating closer contact with the Indian and coloured staff associations

He said "We are looking for a workable arrangement whereby we can eliminate the isolation of the seven white Railways staff associations

from the two coloured associations and the Indian association"

His committee will meet representatives of the coloured and Indian associations in Johannesburg on June 25

Mr Currie said the aim was to have recommendations on closer contact ready for submission to the half-yearly meeting of the Federal Consultative Council of Railway Staff Associations in Johannesburg early in July

An acceptable solution could be the extension of the federal council to include the three staff associations, he said

Depending on the council's reaction a meeting with Railways management would be held to discuss the final arrangement

At present the Railways has 25 000 coloured and 15 000 Asian workers

Asked whether there was any intention of closer liaison with the 120 000 black Railways workers Mr Currie said "Ultimately, this is the intention"

"But unlike the coloured and Indian workers, they are not organised into recognised staff associations"

The black workers had works committees and this made representative talks difficult, he said

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Ex-air hostesses (270) recalled by SAA

STAR 27/6/80

By Kevin Murray
South African Airways officials are calling back the girls they "lost to Cupid" to help them beat a severe shortage of air hostesses on international flights.

These former hostesses, most now married, are being used on a temporary basis, according to a spokesman for the airline.

"They are all qualified as stewardesses and with all their experience, are not really interested in doing domestic flights

"The girls on local flights are relatively new, and as we have regular training programmes there is no shortage in that area.

"But we do have a big turnover of hostesses and we approach these former employees to help out for a short spell now and then"

One hostess said "The girls are working long hours now to keep things

running, and have minimum time between flights.

"It was vital to get in extra help, we just could not go on like that for much longer."

There is widespread dissatisfaction in the airline over pay and working conditions for ground hostesses and stewardesses.

Earlier this year scores of hostesses threatened to resign if they were not happy with their bonuses, but later SAA officials reported they had had a "normal" turnover of staff thereafter.

A spokesman said the normal staff turnover was high because many girls left to get married, others used the job as an opportunity to travel before going into other fields, and still more were lured to higher-paid jobs in the commercial field, where they were sought because of their training and experience

SAA lose most staff but IATA queried

By Kevin Murray, Air Correspondent

Figures released by the International Air Transport Association show South African Airways lost far greater percentage of its staff last year than any other international airline

However, a SAA spokesman has queried them

Between December 1978 and the end of 1979, a total of 1 932 staff left the airline, according to the association figures

This was a 17 percent reduction in the number employed by the airline.

The heaviest losses, the figures show, were suffered by SAA's cabin attendant staff, where more than 30 percent of the employees left

But a spokesman for SAA has queried the figures, and said other statistics showed the airline had suffered a loss of staff of about 2 percent

"I do not know where IATA got their figures, but those we have show a loss of just 191," he said.

SAA is a member airline of IATA and as such, officials of the airline submit the figures themselves every year

FLUCTUATIONS

The IATA statistics reveal, however, that while the airline has suffered heavy staff losses, it has shown greater productivity. The number of ton-kilometres it performed in 1979 was up by 12 percent to top 1 000-million for the first time.

All these figures are contained in the internationally-distributed IATA publication, World Air Transport Statistics

"The discrepancies could have been caused by fluctuations we have in our staff numbers from month to month," said the spokesman

The IATA figures are for the end of December, while ours are for the end of the financial year "

The IATA figures are:
Total staff in December 1978 — 11 321. Total staff in December 1979 — 9 389.

SAA's figures are Total staff at the end of March 1979 — 11 542 Total staff at the end of March 1980 — 11 351

Zimbabwe hit by ^{SAR} 10/7/80 recall of SA rail ~~staff~~ staff ²⁷⁰

By Kevin Murray,
Transport Reporter

All South African Railways technicians seconded to Zimbabwe Railways have been called home in a move which threatens to stretch the newly independent country's rail services to breaking point.

The technicians maintain about 20 diesel and steam locomotives on lease to Zimbabwe Railways from SAR.

Now there is the possibility that SAR will also recall the locomotives. This would be a crippling blow to Zimbabwe, say transport sources.

Railway officials in Johannesburg refuse to comment on the move, but sources here and in Zimbabwe say the men will return in a few days.

Repairs on Zimbabwe locomotives will be delayed by months.

ZR officials will not compromise on safety, and all locomotives and rolling stock must pass stringent tests before being allowed to operate.

The South African technicians were also training Zimbabwe Railways workers, who will now have no one else to train them.

High ZR officials say their service was hit hard by the exodus of skilled whites. Those who remain have "long and arduous" hours.

The sources say about 10 technicians have been recalled by SAR. They were in Zimbabwe in terms of the agreement on leasing the locomotives to Zimbabwe.

But that agreement lapsed last year. Since then the men have been working on a month-to-month basis.

UNHAPPY

It is understood that the technicians have been recalled because of a shortage of skilled labour in South Africa and because they were unhappy in Zimbabwe's uncertain political climate.

One source said "The 64 000-dollar question is whether SAR will now recall its locomotives as well. The situation is very fluid and anything could happen."

A spokesman for SAR said today "We just don't want to comment on this."
A ZR spokesman said "We are suffering delays in repair work. Those people now left are having to work longer and harder."

Railway logjam nearly cleared

By JEREMY BROOKS

A BACKLOG in rail traffic between the Witwatersrand and other parts of South Africa, caused partly by staff shortages in the South African Railways, should be cleared "within the next few weeks", a spokesman said yesterday.

The SAR has been hit by an outbreak of influenza among its staff and a tremendous increase in traffic which last week forced officials to slap a four-day embargo on all freight bound for the Witwatersrand.

The embargo was lifted yesterday, but there is still a two-day delay for goods being railed from Natal to the Witwatersrand. A three-day backlog exists for goods moving southwards.

"We are smoothing out the congestion in the Witwatersrand area, and except for a few restrictions in some places, the situation should soon be back to normal," the spokesman said.

"Perishables are being given preferential treatment, but obviously, if we are likely to have trouble railing them, we won't accept them."

The increase in traffic had been caused by a number of factors in conjunction with a general upswing in the economy, he said. Imports have increased and a record maize crop had been harvested earlier than expected.

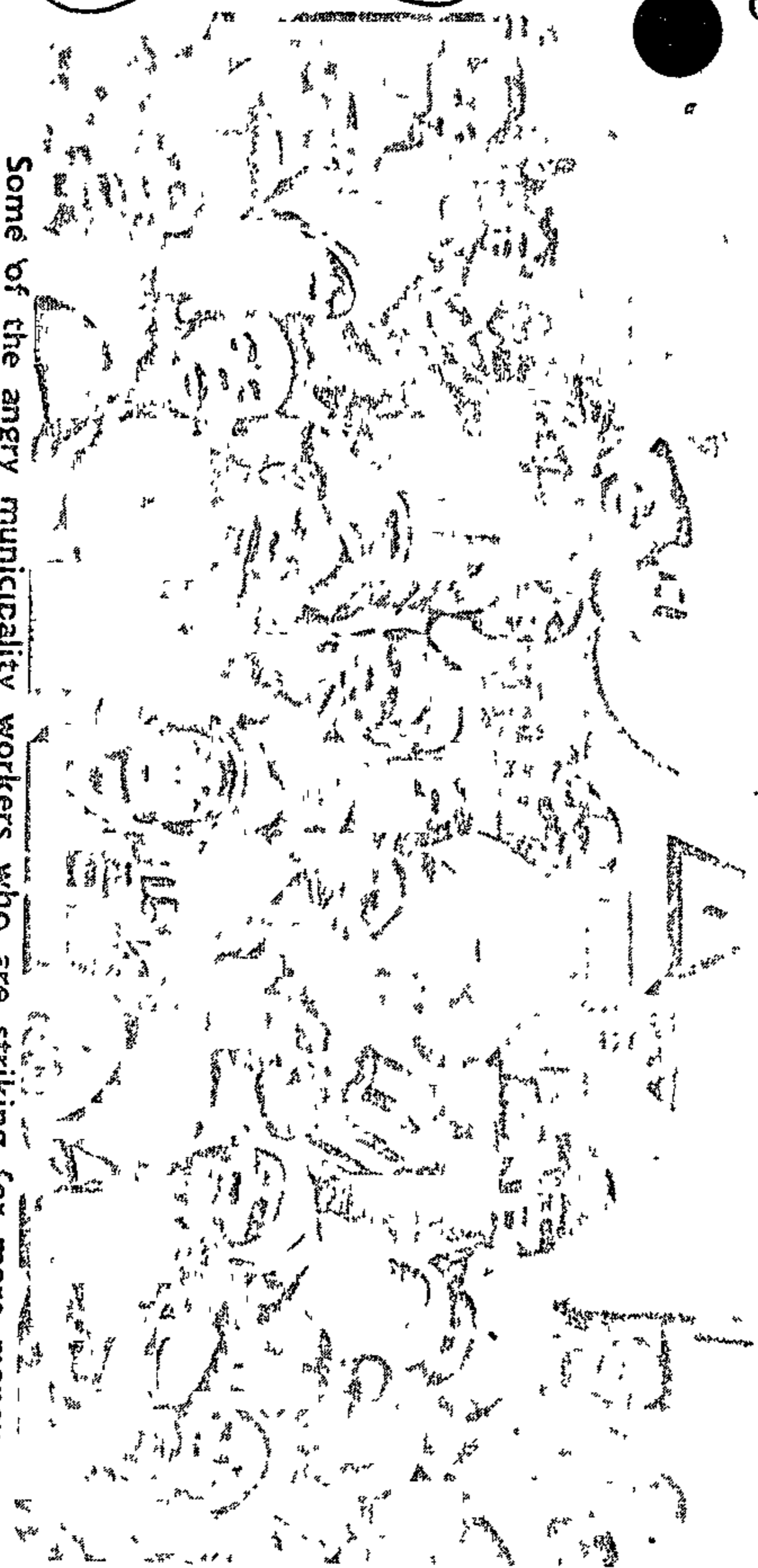
"Our figures indicate a 12% increase in coal. The climate for the building industry is also improving and building supplies have increased."

Staff have had to be moved to the Witwatersrand from Cape Town, Durban and other centres to cope with the problem of absentees laid off by 'flu.

"Train drivers are our main problem — we cannot take a man off one section and put him on another without training him for at least a couple of months," the spokesman added.

11th day 10 hours

to a



Some of the angry municipality workers who are striking for more money.

stagnant

NIGHT soil piled in Kliptown and refuse in central Johannesburg and the white, coloured and Indian townships yesterday as the municipality workers' strike spread to other parts.

The strike that started at the Orlando Power Station last Thursday spread to transport workers in President Street, and the cleaning staff at Norwood City Dee,

to negotiate. The offer was made through the union's legal representatives.

A union official addressed 3 000 workers at the Selyo depot and told them to disperse until today. He said they would not give in until their demands are met.

Commuters who use early buses from the centre of the city to the suburbs were late as drivers refused to work in sympathy with workers who were sacked from the Orlando Power Station and in support of better pay.

Management had anticipated us and had asked all the bus inspectors black and white, to report early

Jo'burg strike spreads

Post (197) 116

From Page 1

dents He was put in a police van

At the Nancefield depot, city council officials addressed workers, urging them to get to work while their grievances were being looked into. The workers refused to start work.

The workers at this depot remove night soil from Kiptown, and refuse from all coloured and Indian townships in Jo-

hannesburg

At the Norwood and City Deep depots trucks did not move and police were on the grounds.

The workers are demanding the reinstatement of all the workers who have been sacked since the strike started last week, an increase of the minimum pay to R58 a week and equal pay for equal work.

The Progressive Reform Party will try to

raise the strike during the council's meeting this afternoon.

PEP Councillor Dr Selma Browde last night said it was imperative that there be negotiations.

The South African Institute of Race Relations yesterday appealed to the Johannesburg City Council and the workers to exercise patience and restraint in the negotiations which "must now follow the strike".

more than 6 000 workers. By last night it was clear that the strike would continue today as the Johannesburg Management Committee had not responded to an offer from the Black Municipal Workers Union

over — but buses were late all the same. The striking transport workers, estimated at between 120 and 200 were transported by police vans from their depot to the Selby compound, where they joined thousands of cleansing and other staff. An inspector who was seen driving past in a municipal bus, was chased, stopped, and pulled into the Selby compound where he was assaulted. The inspector, Mr Edward Ntoko, was taken by ambulance from Selby to the Johannesburg General Hospital, where he was treated for a stab wound in the chest and discharged.

The strikers at Selby were later joined by workers who struck at the Orlando Power Station last week and were later dismissed. The Orlando workers walked the 15 km from Orlando to Selby.

All morning, the strikers at Selby turned away vehicles that tried to drive into the compound and shouted angrily at the black workers in them.

A man was arrested during one of these inci-

Photo Page 2

W.S./10 N.W. 270

Truck plunges into ditch injuring 35

Mercury Reporter

A SOUTH African Railways road truck plunged into a ditch in Mariannhill outside Pinetown yesterday injuring 35 workers

The accident happened after the truck carrying 50 passengers and a load of bulky equipment ran out of control near the turnoff from the Coloured township. It is believed the brakes failed.

Workers' arms and legs were broken and several

received severe head injuries as equipment fell on them when the truck hit the ditch.

Members of the Pinetown and Queensburgh Red Cross Society and motorists helped convey injured workers to St Mary's Hospital, Mariannhill, and King Edward VIII Hospital, Durban.

Last night six of the workers were in a satisfactory condition in St Mary's Hospital.

INDABA 15/10/60

Marshals

put pay

on line

Indaba Reporter

EAST LONDON — Black train marshals complained here of their salaries.

They said the starting wage for a black was R140 while white shunters were started at R243 a month.

Marshals also said they could get housing loans of R500 to R800 whereas a newly employed white man could get a loan of R25 000.

Marshals said their annual bonuses also differed. Married men got about R60 and unmarried R30 bonus — less than half that of whites.

They also said there were discrepancies in pay rates for train drivers. Drivers from East London travelled as far as Sihota, near Butterworth, and handed over to blacks but there was still discrimination between black and white drivers' salaries, they claimed.

The area railway system manager, Mr D. M. J. Butler, said all the matters referred to were policy matters, affecting all systems of the railways.

"I would suggest that they raise these matters with their representatives who in turn will submit their representations to me, and I in turn will refer their representations to the management in Johannesburg," Mr Butler said.

Heunis to face rail unions

Pretoria Bureau

THE seven railway unions will tell the Minister of Transport, Mr Chris Heunis, at a series of meetings starting next month, that they expect to be fully compensated for the inflation rate when pay increases are announced next April.

Railway union leaders claim that this year's increases at just over 12% fell short of fully compensating workers for the rise in living costs during the previous 12 months.

Some claim that the backlog which has built up during the past 10 years amounts to at least 30%.

The president of the Artisan Staff Association, Mr Jimmy Zurich, said the expectation was that the inflation rate for the 12 months to the end of April next year would be 16%. "And this is the kind of compensation we expect," he added.

prevailing between them, e.g. one might say that he is superior to the other while the other one would say that they are peers (that both of them report to the same superior). Two members of the organization might, likewise, disagree as to the informal relationship existing between them, e.g. when one of the two says that he maintains a close working relationship with the other, while the other fails to mention the first one as one of those with whom he maintains close working relationships. Thus we find, in fact, many inconsistencies in both the formal and informal structures.

The only formal structure which is clear-cut, in spite of relying on perception, is that structure usually referred to as an "organization chart". This chart is nothing but the formal structure as perceived by one member of the organization, usually to be found at the top of the chart. The organization chart being the perception of one man only, one cannot expect to find any inconsistencies in it.

The study of the relationship structure is based on data received from members of the organization, which is followed by the processing of these data, comparing the perceptions of the different members of the organization, namely establishing whether they mutually agree as to the relationships existing among them, or whether not. The processing of these data is carried out in most cases, nowadays, by means of data-processing equipment, either conventional equipment or computers.

Every person in the organization has formal relationships which are either congruent or incongruent with his informal relationships. It turns out that in order to enable a reasonable operation of the organization a fair amount of the formal relationships has to be "covered" by informal relationships. We should not, however, drive at too much formalization, namely, we should not aspire to reach a situation where all the formal relationships will be "covered" by informal relationships—because people like to have a certain amount of freedom of choice as to the interactions they maintain with each other in the organization. The study of the relationships structure includes, therefore, among others, a comparison between the formal structure and the

might help us to establish introduce changes in the worker is positive, we shall

formalization; namely, among organizational structure? Or perhaps: increase the informal he organization in order athy resulting out of too

se last two questions, dy of the activities and izational members, will at is to be done. Changes organizational structure, ntegrated into it with the ne encounters, generally,

amount of resistance to changes and specially when they involve a change in the relationship structure. In order to get over this resistance to change and ascertain the introduction of the necessary changes, we should go back and.

- (c) Watch the informal relationship structure and ask ourselves

What is the best relationship pattern through which we can introduce the changes? And.

What special difficulties could be anticipated during the change introduction process?

The study of relationships structure is usually carried out along with the study of the attitudes of the organizational members, so as to establish what are the attitudes of the people towards the formal and informal structure. This is essential before one can decide what are the necessary changes and how they should be introduced.

STUDYING THE ATTITUDES OF MEMBERS OF THE ORGANIZATION

The feelings, the atmosphere and the amount of satisfaction of people in the organization are enormously important, not only to every one of

3018/500

Railmen killed as lorry overturns (270)

KING WILLIAM'S TOWN
— Two railway workers were killed and one seriously injured when the lorry in which they were travelling overturned last night.

The accident happened near Berlin, when the lorry taking the workers back to the Blaney compound swerved to avoid a

taxi, said the Railways System Manager, Mr A J Jonker

A spokesman for Grey's Hospital said injuries to nine of the men had been slight

Further information concerning the condition of the seriously injured man was not yet available

White Railway workers welcome black unions

By Sieg Hannig
Labour Editor

South Africa's seven white railway trade unions are preparing to join ranks with other races and are putting pressure on the white Confederation of Labour to shed its exclusiveness too.

The 80 000-strong Federal Consultative Council of Railway Staff Associations (FCC) is preparing constitutional amendments to "facilitate the admission of all Railway unions, regardless of race or colour," FCC secretary Mr Johan Benade announced yesterday

He said the South African Confederation of Labour (Sacla), which

recently expelled a union for admitting coloured members, should be open to all races as well

Speaking at the end of the congress of his own union, the 8 000-strong Running and Operating Staff Association (Runstaff), Mr Benade revealed that

● In the absence of black unions, the Railways' black works committees have been accorded the same privileges as the white unions — annual meetings with the Minister, Mr Chris Heunis, and with the general manager, Dr Kobus Loubser

● If a black union were legally formed for

jobs covered by Runstaff, "we would welcome it and would be happy to give them such assistance as they might ask"

● Runstaff "will put no unjustifiable obstacles in the way of black job advancement"

● Runstaff's congress ratified an earlier recommendation from Mr Benade to Sacla to remove racial exclusiveness from Sacla's constitution

In view of Mr Benade's position as secretary of the FCC, Runstaff is seen as representing the majority view of the white railway unions, five of which still belong to Sacla

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Action against train crime starts

3/9/80 ARMS

RAILWAY police and ticket inspectors today distributed questionnaires aimed at establishing crime patterns on trains to passengers in the Peninsula.

The 50 000 questionnaires will be distributed over a three day period to passengers on the Cape Flats line, the Bellville line and the Simon's Town line as far as Steenberg station.

The questionnaires form part of a country-wide campaign organised by a committee appointed by the Minister of Transport, Mr J C Heunis, in May this year.

The committee views the Cape suburban train service as a first priority, and after this the Western Transvaal, Natal and Eastern Transvaal systems will receive attention.

Brigadier D Nel, head of the railway police in the Western Cape, said today the questionnaire was being distributed to the travelling public because of concern about the safety of the public on trains, stations, subways and railway premises.

Brigadier Nel today emphasised that the questionnaire was confidential and he appealed to the

public to co-operate in order to combat crime effectively.

● A railway police spokesman said today investigations were continuing into the incident on Monday when a 17-year-old girl broke both her legs after jumping from a moving train to escape a gang of would-be rapists.

Traffic officers should speak a black language, advises Tshungu

270
NM
10/9/60

Mercury Reporter

TRAFFIC officers throughout the country should learn to speak a black language says Mr Justus Tshungu, public relations officer of the Sotho and Nguni radio service of the SABC

Mr Tshungu was addressing several hundred delegates from all parts of the country during the 27th conference of the Institute of Traffic Officers of Southern Africa which began in Durban yesterday. The conference ends tomorrow.

He said many blacks did not understand English or Afrikaans and when asked questions by traffic officers just said 'yes' without knowing what they were saying.

'Relations would be better between the traffic officers and black motorists if the officers were able to greet and speak to the motorists in their own language,' he said.

Mr Tshungu said the solution to better understanding of the laws of the road could not be solved overnight.

'There is only one solution and that is by going into the schools and teaching the children the laws of the road.'

'Road signs should also be in other languages rather than just English and Afrikaans.'

If the sign is in an area

where there are Vendas then the sign should also be in Venda as well,' he said.

Mr Jack Webster, executive director of the Professional Hauliers' Association of South Africa added that the image of the traffic officer would also improve by leaps and bounds if his duties could be so prescribed as to encourage 'prevention' of law breaking and 'protection' of users of our roads against the consequences of disregarding the law.

Mr Frank Martin, MEC in charge of road traffic in Natal, predicted yesterday that while the number of cars owned by whites would almost treble by the year 2000, the number for non-whites would increase more than 18-fold.

Mr Martin quoted figures prepared for the Committee of Inquiry into Urban Transport Facilities for South Africa, indicating that these projections would probably result in untenable if not chaotic conditions well before the end of the century.

It was hardly conceivable, the committee predicted, that sufficient facilities could be created in the existing major urban areas to accommodate the projected increases in urban car travel.

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Re: Term 5:

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by the Receiver of Revenue should be used. Further-
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suggested. To facilitate a fair comparison with
that of Term 3 thus the same discount factor is
Re: Term 4: The riskiness of this flow is likely to be equal to
to get the cash flow.
because the lessee requires to have a taxable income
This stream is riskier than the stream in Term 2
a comparable loan should be used for this term.
to (or slightly higher than) the interest rate on
Re: Term 3: Here it is suggested that a discount factor equal

Railways short of 29 000 white workers - Heunis

By Sieg Hannig
Labour Editor

The Railways is 29 000 men short of its authorised white labour force of 144 000 in spite of "every possible effort" to fill vacancies, the Minister of Transport Affairs, Mr Chris Heunis, revealed last night.

As the economic pace accelerated the problem would become more acute, he said in his opening address to the three-yearly congress of the Running and Operating Staff Association in Johannesburg.

Mr Heunis pleaded for the utilisation of South Africa's total labour force not only for the sake of the employment of all people but also for the sake of South Africa's internal stability.

If the whites did not share the welfare of the country they would sacrifice their own welfare, he said.

He stressed that better labour utilisation would not be at the cost of one group.

The divisional manager of the Railways for the Western Transvaal, Mr Hannes Joubert, asked the meeting if the time had not come to use conductors other than white on Soweto trains and on other trains catering for other races.

The general secretary of the association, Mr Johan Benade, said there was no objection to this provided the entire trains were black.

But he called for acknowledgement that whites became more expensive as they became scarcer. The Railways could not expect to get white conductors at the present starting salaries.

The time was not far off when whites would be outnumbered by blacks in the staff group he represented.

STAR 11/9/80

270

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Fewer rail accidents

Labour Editor 270
Train accidents have been reduced in spite of the rise in traffic in recent years, amid the increasing appointment of blacks in work previously reserved for whites.

This appears from figures released by the Minister of Transport Affairs, Mr Chris Hani, when he opened the congress of the Benning and Operating Staff Association in Johannesburg.

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Big pay demand by rail union

By GERALD REILLY
Pretoria Bureau

THE 22 000-strong Railway Artisans Staff Association lodged a claim for a 12,5% wage increase with the Minister of Transport, Mr Chris Heunis, in Pretoria yesterday

The president of the ASA, Mr Jimmy Zurich, said although there was justification for an increase of at least 16% in April next year (this was the expected inflation level by the end of the year) "we felt we could not go for the full amount under prevailing circumstances"

The ASA is the first of the seven railway staff associations to lodge claims for increases. The others are expected to make their demands later this month or early in November.

The costs to the railway administration of a 12,5% increase for the 260 000 railway workers would be in excess of R200-million

Mr Zurich said that the Minister considered the demand responsible and reasonable

He said he told the Minister that the huge increases in the meat price and the statement by the South African Agricultural Union that the price of top cuts could be R10 a kilogram by the end of the year were "disgraceful"

"We told him too that the rocketing prices of properties were depriving the small man of owning his own home. We asked for a commission of inquiry into property prices"

The Minister promised to bring both these issues to the attention of the relevant Ministers

Railmen make ^{STAK} pay demands ²⁷⁰ ¹⁹⁷⁸

By Sieg Hannig
Labour Editor

Concern over rising prices and worsening staff shortages is prompting the first pay demands of railway unions less than half a year after the April pay increases, which averaged 12,5 percent.

A request for a further 12,5 percent is to be put to the Minister of Transport Affairs, Mr Heunis, tomorrow by the 22 500-strong Artisan Staff Association.

And a general pay rise of at least 15 percent is expected to be demanded by another railway union which is to meet the new Minister of Transport Affairs, Mr Schoeman, early next month.

The ASA's general secretary, Mr Wallie Grobler, said today "We believe 12,5 percent is a fair demand in the light of the expected annual inflation rate of more than 14 per-

cent"

With specific reference to the meat crisis, Mr Grobler said something was "seriously amiss" and consumers were being conditioned for "unacceptable" meat prices by the end of this year.

Mr Brian Currie, general secretary of the 27 500 - strong Railways Salaried Staff Association, said his union also intended to ask for a pay adjustment in line with the dwindling purchasing power of the rand.

The Railways' critical staff position had worsened in spite of the April pay increases which, together with the adjustments in the annual bonus, had provided an effective increase of 15 percent or more.

"We find it next to impossible to attract matriculated white youths and even people with a junior certificate are hard to come by," Mr Currie said

6-3

More SAR jobs going to blacks

21/9/80 SUN IRE

Tribune Reporter

JOB reservation on the Railways is crumbling as more and more blacks move into jobs previously occupied by whites.

But resistance from the unions to blacks taking over some jobs reserved for whites still prevails — although the SAR is short of 29 000 white workers.

Johan Benade, secretary of the Federal Consultative Council of the Railways Staff Association, which represents about 100 000 white workers, explained the unions' attitude.

"We have opened the doors to blacks, but we just can't fill all the vacant positions with blacks. You can't push evolution. It has to be a slow process till the blacks are sufficiently qualified."

Mr. Benade said there was a need for continued white supervision, no matter how many blacks were employed.

"Blacks not only don't adapt readily themselves to their jobs but they also don't identify themselves as South African citizens or with the work they do. With most whites it's a calling — with most blacks it's just a job. The reason may be political."

But Leonard Sikhakane, vice-president of the newly-formed Council of Unions of South Africa, said Mr Benade's statements did not make sense to him.

"Given the opportunity, blacks can rise right to the top and fill executive positions. If we fail in certain respects, the fault lies with the Government. Although we are citizens of this country, our education is inferior and we are also deprived of the right to proper training for jobs."

Theo du Toit, manager of the SAR public relations office, said people other than whites would continue to fill certain vacant positions as long as whites were not available.

"We have got to keep the SAR going," he said.

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Equal pay call to Railways

Labour Editor

DURBAN — The Railways' 22 500-strong Artisan Staff Association has called on the Railways to introduce 'equal pay for work of equal value'.

It would cost R200-million to close the racial wage gap immediately.

That was why his union had given the Railways five years to close the gap. Mr Jimmy Zurich, president of the ASA, said in an interview yesterday.

He said this decision, changing the ASA's past policy, had been taken at the ASA's last congress but had not been announced before.

The decision was in line with the labour changes in South Africa.

"We see the rate for the job (equal pay) as protection for whites and blacks alike," Mr Zurich said.

But the "exploitation of black workers was our primary concern," he added.

Another ASA congress decision not yet published was to look at the possibility of applying for membership of the multiracial Trade Union Council of South Africa, Mr Zurich said.

Both Mr Zurich and the ASA's general secretary, Mr Wallie Grobler, are observers at TUCSA's annual conference here.

Another Railway union leader at the conference is Mr Piet Roodt, general secretary of the 9 200 strong Footplate Staff Association.

"The question of joining TUCSA will be considered by the union's executive at a later stage," Mr Roodt said.

20 000

DA 167 DDC 27/9/80

blacks in white rail jobs

PRETORIA — More than 20 000 railway jobs reserved for whites were now filled by blacks, the chairman of the Federal Consultative Council of Railway Staff Associations, Mr Jimmy Zurich, said here yesterday.

“And there are no racial problems, no friction and no resentment by the whites”

Mr Zurich, president of the Artisan Staff Association, said in his own union's area more than 1 000 jobs previously done by whites were now filled by blacks

“Our only concern is that they are not getting the rate for the job. We have just had discussions with management to close the wage gap, not only narrow it, and they say it will cost R200 million to close the gap and pay the rate for the job.”

“We appreciate that in terms of railway finances this is a lot of money. So we asked that the gap be closed before the end of 1985.”

Mr Zurich said until a few years ago his union was strongly in favour of job reservation.

“But in the light of recent developments in this country and the chronic shortage of white manpower — which can only get worse, and if work is not done by blacks in the railways it will have to go out to contract, and be done by blacks in the private sector — we believe the legislation should now be torn up.”

Mr Zurich said if there were to be reasonable and lasting industrial stability in South Africa all job barriers must go. — DDC

20 000 "white" SAR jobs filled by blacks

Pretoria Bureau

MORE than 20 000 jobs reserved for whites on the Railways are now filled by blacks - and there are no racial problems, no friction and no resentment on the part of the whites.

This was said in Pretoria yesterday by the chairman of the Federal Consultative Council of Railway Staff Associations, Mr Jimmy Leuch.

He said the movement of blacks into semi-skilled jobs in the SAR was being done with close co-operation between the unions and management.

It was an on-going process which would increase in tempo if the shortage of skilled and semi-skilled white manpower continued.

Mr Zwick, who is president of the African Staff Association (ASA), said that in his own union more than 1000 jobs previously done by whites were now filled with black workers.

His only concern at the moment is that they are not getting the rate for the job. "We have not had discussions with management and asked that the wage gap be closed and not only narrowed."

Mr Zwick said the wage gap in terms of real spending power, was actually widening.

Management had claimed it would cost R200-million to close the gap and pay the rate for the job, he said.

"We appreciate that this is a lot of money, so we asked that

the gap be closed before the end of 1962."

Mr Leuch said that until a few years ago the ASA was strong in favour of job reservation.

But in the light of recent developments in this country and the chronic shortage of white manpower - which can only get worse - and the fact that if work is not done by blacks in the Railways it will have to go out to contract and be done by blacks in the private sector, we believe the legislation should now be torn up."

Mr Leuch said that if there was to be reasonable and lasting industrial stability in South Africa all job barriers would have to be swept away, and the rate for the job paid.

Delays as dissatisfied train drivers work to rule

STAR
3/10/80

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270

By Sieg Hannig, Labour Editor

Passenger trains are running on time but some goods trains are being delayed by a "work to rule" movement among dissatisfied train drivers on the Reef and in Pretoria.

The Railways has denied there has been any disruption as a result of drivers' action which came shortly before today's closure of Transvaal schools.

But some drivers claim there were problems with suburban services on Wednesday night. They also claim that more than the usual number of drivers were off sick today or took time off after working for 12 hours.

Drivers said job evaluations had led to recent pay adjustments for some artisan staff and other categories of railway workers.

Their union, the Footplate Staff Association, had given notice of similar adjustments for drivers.

A notice on a blackboard in the drivers' mess at the Braamfontein locomotive sheds indicated that top paid drivers would get R751 a month instead of the previous R643, they claimed.

But on Wednesday the notice had been replaced by another one informing them that the adjustment had been called off.

This was when some drivers decided to take matters into their own hands, it was alleged.

They were entitled to rest periods after working for stretches of 12 hours or more, although often they went on working far longer. Now more drivers were taking more time off than usual, drivers claimed.

A Railways public relations officer, Mr Andries Steyn, said there was no question of a strike and trains were running normally.

He confirmed the salaries of certain railway workers had been ad-

(270)

FM 10/10/80

That black truck drivers employed by the SAR are not licensed to drive trucks belonging to any other organisation?

Explains a Railways spokesman
"They are trained and tested by our own inspectors who issue internal licences which are not valid outside the Administration. If they wish to drive trucks for other employers they must first obtain licences from the Provincial authorities. But I can assure you that our training is very good."

If that is so, it is a pity that Railways does not arrange for them to be issued with proper licences in the first place.

AIRWAYS STAFF

The air hostess with the

CAROLYN DEMPSTER finds that cabin crew of South African Airways do not have quite such a glamour job as the "myth" suggests.

South African Airways air hostesses and stewards have shattered their "glamour" image with disclosures of exhausting working conditions.

According to the crew members who made representation to The Star, things have worsened considerably over the past couple of months.

Inadequate facilities and over-long shifts of up to 18 hours at a stretch have resulted in an increase in the rate of resignations and a severe staff shortage

SAA authorities maintain the shortage is mild at 14 percent, and say it is having no effect on flight service. The air hostesses and stewards feel otherwise.

One air hostess who has

been with SAA for three years described the situation "On international, there is a flight which leaves for New York four times a week with a stop-over point at the Ilha do Sol

"Because there are no sleeping facilities at Ilha do Sol for the cabin crew its members have to continue on to New York, flying for 16 to 18 hours

"This is most unfair, because the cockpit crew does change and is at least fresh for the rest of the flight.

"When you have been flying for hours on end it is difficult to remain polite to difficult passengers

or to attempt a smile," she said

"On internal, it is even worse. Air hostesses are granted two days' leave every week, but because of the shortage they are lucky if they get one day off every two weeks"

The Star received reports of one hostess who had been working for a period of 42 days without a day off, but airline officials discounted this as "nonsense," and said the maximum the girl could have worked was 24 days.

All of the sources who spoke to The Star, and who do not want to be identified, said the extra-long shifts made them

feel exhausted. "I feel so sleepy most of the time, I don't think I could cope with an emergency," one air hostess said.

In addition to the deterioration of flight service, the cabin crew staffers said the shortage had resulted in hour-long delays and flights had to be kept waiting while crews were found

An SAA spokesman said this was completely untrue, and no flight had ever been cancelled or delayed because of staff shortages.

Another contentious point raised was transport home from the airport. Free transport is provided for cabin crew members because of the unusual hours they work, but recently, the transport has been erratic, they maintain

"We once had to wait four hours for a bus, and that was after a long flight," one steward claimed.

Grumbles about sick leave have long been an issue, but now the flight staff maintain it is even worse with the shortage. "About the only way you can get time off these days is to go on sick leave," a senior hostess quipped, "and they are even stingy about that."

All SAA staff is allowed 30 days' sick leave a year, but any single day taken off, with or without a doctor's certificate, will be docked from the staffer's regular leave

Those who have worked for the airline for less than three years receive only two-thirds of their salary when they take sick leave. Anyone who has

By Tony Davis

Long hours and low pay have caused a severe shortage of South African Airways ground hostesses as well as air hostesses

Domestic flight ground hostesses said they felt the staff shortages added to their existing complaints about long working hours and low salaries

According to staff, about 50 percent of the junior ground hostesses who work on the tarmac section of the airport have left this year, placing a greater burden on remaining staff.

Last year a Star investigation of ground hostess staff working conditions at Jan Smuts found widespread complaints about

hours and shift work, staff amenities and salary

Some improvements have been made for the international flight ground hostess staff in the form of a lounge, cafeteria and separation from the public by means of new security gates

However, domestic staff has once again complained about its working conditions. These complaints include:

- long working hours with little compensatory time off,
- no subsidised meals,
- low wages compared with other airline staff, and
- complaints about sick leave and time off

The domestic staff at Jan Smuts work three shifts 6 am to 2 pm, 1 pm to 9 pm, and 3 pm to 11 pm

Senior and junior staff work two of the three consecutive shifts

Because of problems such as late flight arrivals staff is called on to work extra hours, although staff recognises this as an "occupational hazard"

Several hostesses told The Star that 16 of 36 junior staff had left this year because they found the job "wasn't quite what they thought it would be."

And because of this staff shortage the remaining staff is working extra hours to fill in the gap

South African Airways management has admitted it has had a high staff turnover this year but it hopes to fill the vacancies at the end of the year, largely through school-leavers.

...and other grounds for complaint

mostest... long shifts

270
14/10/80

worked for more than three years receives full pay.

The official SAA response to this complaint was that all staffers had signed a contract, and these rules and regulations were part of the contract

Stewards are probably the worst hit when it comes to leave, pay and the army. According to two senior stewards who were recently called up for a three-month camp, the airline withheld their money until they had returned to work and had been working for a couple of weeks.

"They don't seem to care about how we are going to pay our bills or rent," said the older of the two stewards, who has been with SAA for seven years

The SAA spokesman said the retention of pay was to prevent the men leaving the airline for other jobs. He added that married men did receive full pay during service, and single men a third of their salary

Senior stewards are entrusted with the sale of cigarettes, alcohol and perfumes during the flight and are solely responsible for balancing and accounting for the sales

Over the past couple of months, several stewards have received "debit notes" of up to R250 because their stock was short

"When I got the note, I nearly died," one steward said. "We all know that if there is going to be a shortfall we will have to pay for it, so there isn't much point in taking the

perfumes to make a profit

"When I was called into the cabin manager's office, he gave me 24-hours to pay up 'or else' What else could I do, but pay the money," he said

"Now I am living in fear of my job, and for something I didn't do," he stated

The SAA officials said this was untrue, and added that stewards who were short could pay the money off monthly.

Salstaff, the staffers' representative body, was approached to see what it could do.

A spokesman said he was due to see the chief executive of SAA within a couple of weeks, and any complaints rendered by air hostesses, flight stewards and ground hostesses would be dealt with



The air hostess — a glamour image shattered.

Staff members said they felt they should receive subsidised meals because of the long hours, and the domestic staff members felt they had too little time to eat because the cafeteria was too far from the ground section

Subsidised meals for staff were currently being considered, an airways spokesman told The Star

Another grievance was sick leave. Staff members reporting sick have to produce a slip from one of several staff doctors in Johannesburg

Junior staff members, even with the doctor's slip, are docked their salary by one-third. Senior staff members are not penalised. This measure is in the staff contract

To curb one-day stay-aways management will penalise staff members

one day of their holiday leave even if they produce the doctor's slip

One complaint by staff is over a "sexist" regulation which allows a male staffer who is eligible for the free complimentary domestic air ticket to take along his wife, while a female staffer must prove to management that she is the sole supporter of her family to be able to take her husband on the free flight.

There is a union for ground hostess staff called Salstaff, but staff members complained they rarely had contact with this organisation.

A Salstaff spokesman at Jan Smuts told The Star it did receive complaints from staff and now met on a six-month basis with management to discuss staff problems.

Junior salaries were felt to be low with school-leavers starting at less than R300 a month

The working hours were the major complaint, especially because the staff has to work two weekends a month which sometimes total 40 hours from Friday through Monday

(Staff is paid overtime on Sunday).

Staff members left because they find "the job isn't as glamorous as they were told it would be"

"The SAA interviews are so fancy, but later we find there is no stimulation, and dissatisfaction

builds up," one hostess said

Another said she was leaving because she was so pressurised by the long working hours due to the staff shortages

"I wonder if senior SAA officials are aware of what is going on," one staffer asked "They're so far removed from it all"

Some weekends prove exhausting for domestic ground staff, especially when there is a staff shortage. The work schedule of one ground hostess during a recent four-day weekend worked out to 43 hours.

| | | |
|-------------|--------------|---------------|
| ● Friday: | 1 pm — 9 pm | 8 hrs |
| ● Saturday: | 6 am — 7 pm | 13 hrs |
| ● Sunday: | 6 am — 8 pm | 14 hrs |
| ● Monday: | 6 am — 2 pm | 8 hrs |
| | Total | 43 hrs |

Staff shortage at SAA - claim ^{STAR 14/10/80} (270)

By Carolyn Dempster and Tony Davis

Resignations of ground and air hostesses from South African Airways have increased in recent months because of deep dissatisfaction with working conditions, say airline staff

But SAA officials deny that the staff situation is serious and say it is "improving."

Some of the major complaints made by staff were:

- Long working hours and additional overtime shifts resulting in extreme tiredness and an inability to cope with emergencies and difficult passengers.

- Restrictions on sick leave, making it impossible to take a day off work without being penalised.

- Inadequacy of staff amenities — particularly at Jan Smuts.

- Low salaries compared with other airlines.

Attention was focused on the plight of ground hostesses last year but, according to domestic hostesses, little has changed.

Now air hostesses and flight stewards have also voiced their complaints. They say that in flight service is deteriorating as a result of the staff shortage. Many of those resigning are senior hostesses and stewards, who have been with SAA for up to nine years they claim.

A spokesman for SAA said it was hoping to find new staff at the end of the year from school-leavers.

There is a union for airways staff, Salstaff. One of its officials at Jan Smuts told The Star that they did receive complaints and presented these to SAA management at meetings held from time to time.

● Page 14 — The air-hostess with the mostest . . . and other grounds for complaint.

Govt set to close pay gap another notch

RD
31/10/80

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

Pay rises may put up rail tariffs

12 11 50
ADM

R270
350
100

By GERALD REILLY
Pretoria Bureau

RAILWAY union leaders expect rail tariffs will be raised next year — if only on a selective basis — to meet the expected April pay increases of between 10% and 12%

The chairman of the Federal Consultative Council of Railway Staff Associations, Mr Jimmy Zurich, said in Pretoria yesterday that a 10% average rise for the 27 000 Railways workers would cost the administration about R200-million

The best surplus that could be hoped for at the close of the 1980-81 financial year was R100-million, and it could be substantially less

Meanwhile a Railways headquarters spokesman said yesterday the surplus for the first six months of the current financial year — to the end of September — was R33 000 000

This compared with a budget surplus estimate of R6 700-million for the six months

However, he added, the months of lowest revenue had

started — November, December and January

The expected loss on passenger services for the 1980-81 financial year was a massive R135-million. The Government had agreed however, to write off R171-million of interest payments on the administration's State loan of R1 800-million

The spokesman said the Minister of Transport had budgeted for a loss for the entire financial year of R3 500 000.

The increase in revenue during the April-September period is due mainly to the exceptionally high volume of high-rated import traffic

Mr Zurich said the administration should be cautious in selecting the areas where tariffs would be raised. To load export traffic further could price South Africa out of some vital export markets

Mr Zurich said the Artisan Staff Association, of which he is president, submitted a claim for 12,5% pay rises, although he forecast, inflation could be running as high as 16% by next April.

He is recognised as a member of the consultants of the Computer Society of South Africa and the Society of South African Industrial Designers. He has taught courses in Management Information Systems and Operations Research at the Business Schools of the Universities of Cape Town and Stellenbosch. His experience includes the design and development of systems for financial management, manufacturing control and production optimisation. He has been with Shell International for 10 years and worked for that company as an international consultant in several countries around the world. Has a degree in Operations Research from Tilburg, Holland. He has

Klaas van der Poel

CURRICULUM VITAE

Staff of SAA told: Brush up your image

STAR
13/11/80

270

By Richard Paris

The management of South African Airways has appealed to the entire staff of the airline to help improve its image in view of the increasing number of complaints from passengers

In an editorial in the current edition of SAA News, entitled, "Let's Try Again," the writer said "Judging by the ever-increasing complaints reaching management lately, it is evident that something is radically wrong with our approach to our daily tasks, and this calls for a serious appraisal of the situation.

"In an effort to curb

the disturbing upswing of complaints, we would like to make a special appeal to staff, especially those dealing directly with the public, to be on their guard, to avoid giving cause for unnecessary criticism"

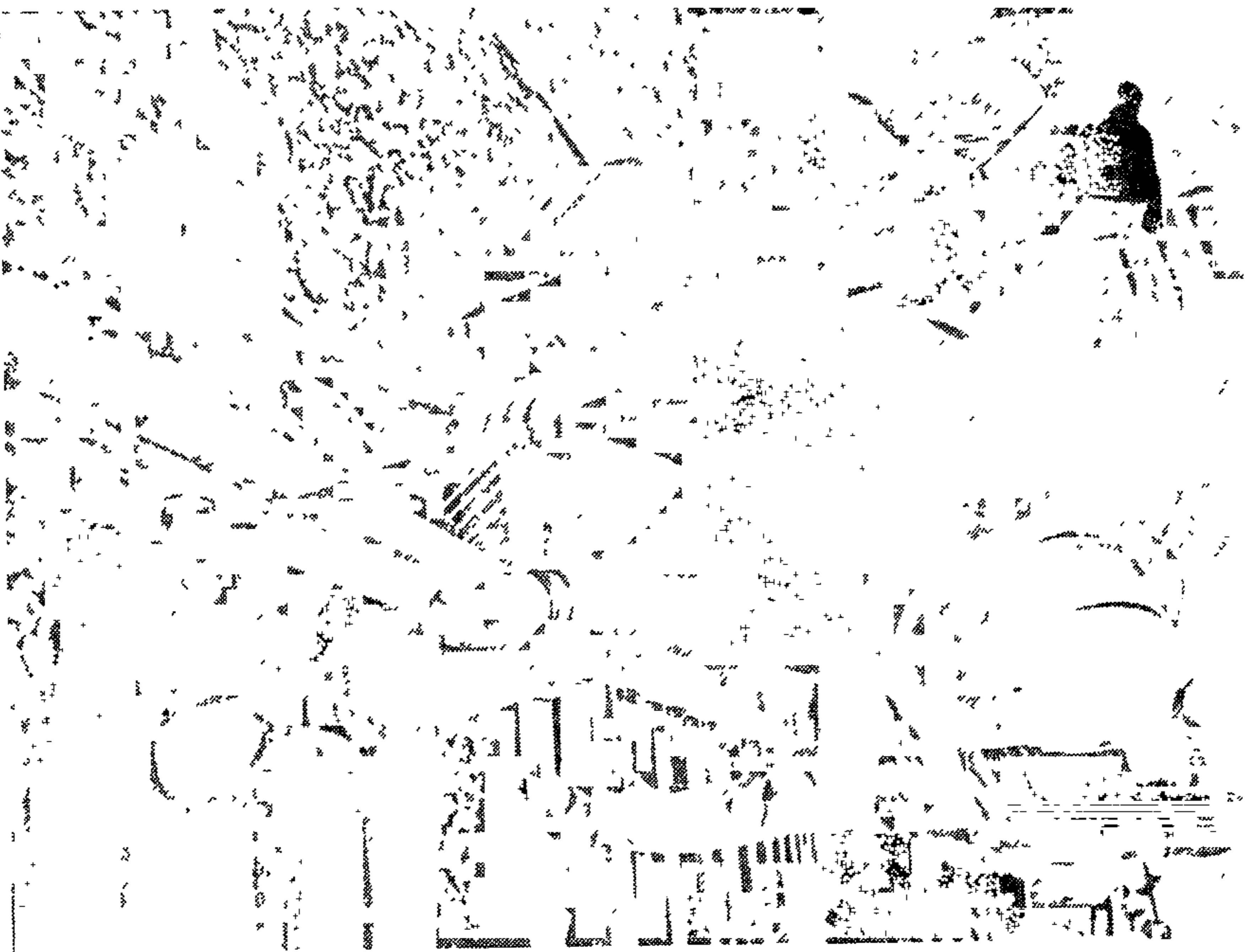
The editorial points out that although the airline worked successfully in the area of technical operations, it was falling short in the "goodwill department"

It said a great deal of time and money was spent on public relations and publicity in an effort to develop and maintain an informed public opinion but the present trend of reports indicated more

could be done in this direction

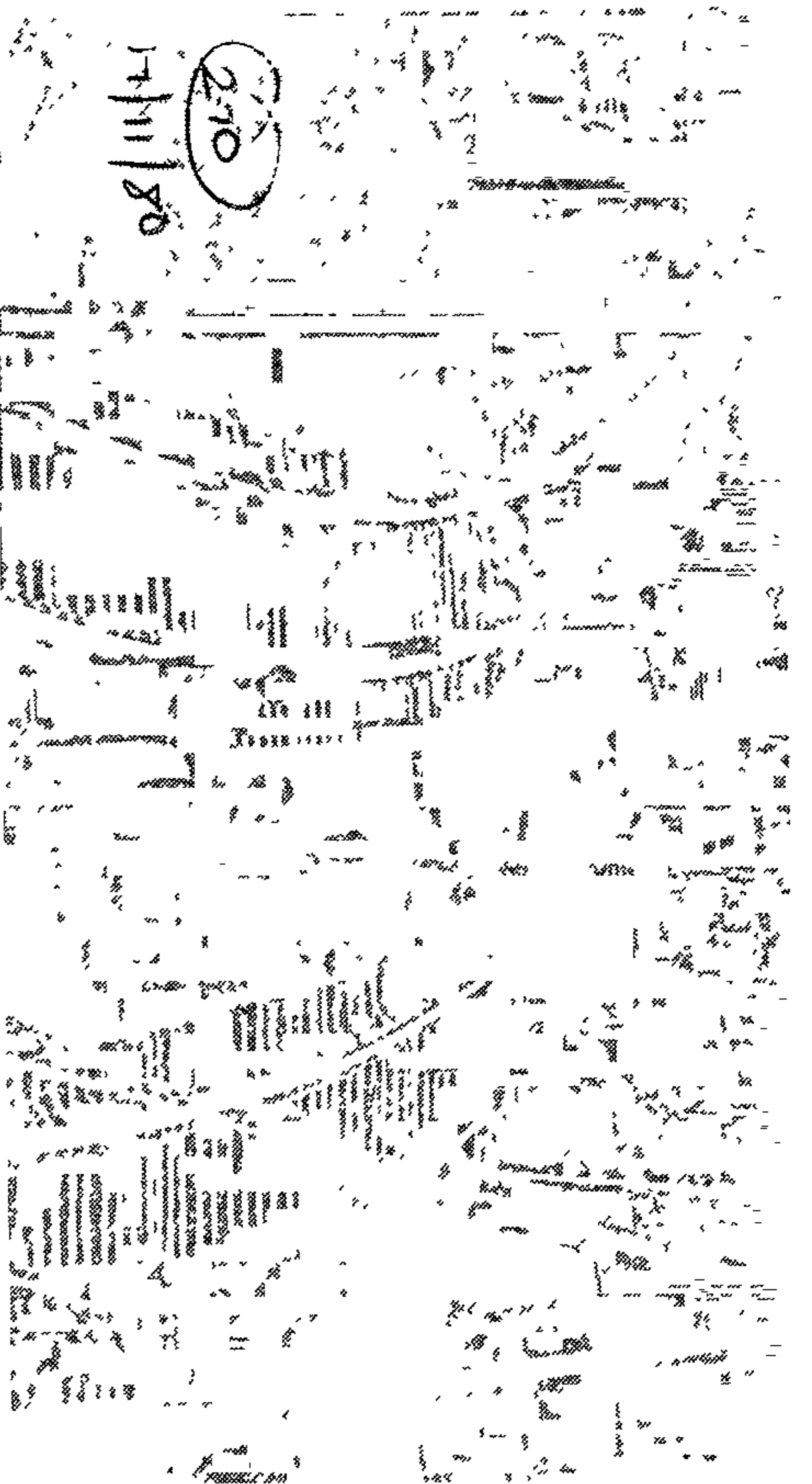
"The person who practises courtesy, which is nothing but considerate behaviour towards others, can do more for efficiency than the most modern piece of equipment ever designed and can do more to win public goodwill and patronage than the finest advertisement ever written," it said

It concluded by reminding staff that SAA had a fine tradition behind it and the best equipment available. Employees were urged to match the standard of service it gave the public with the excellence of the equipment it had at its disposal.

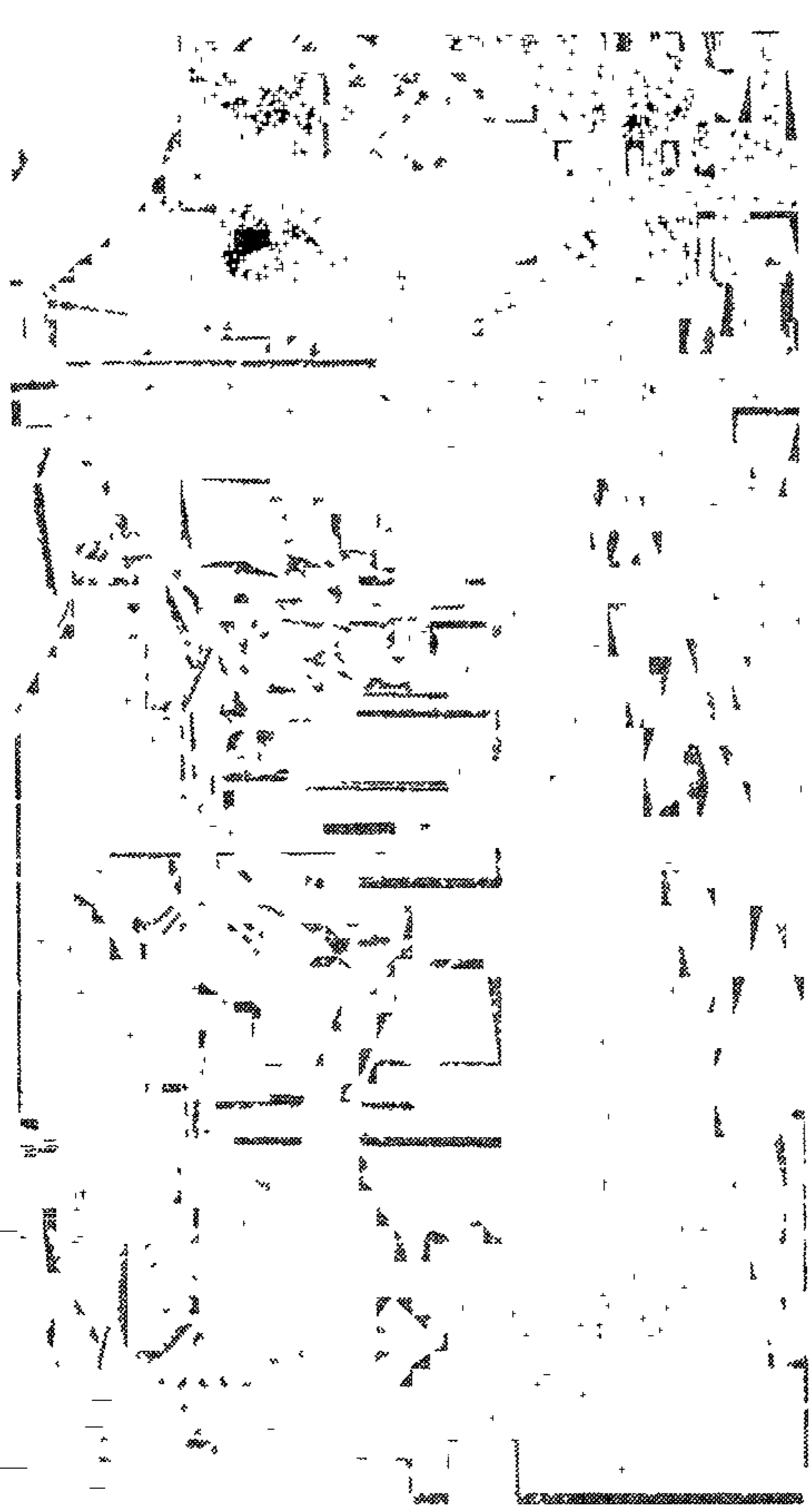


A SOUTH African Railways labourer tightens one of the last bolts into place after large sections of two tracks were isolated from the old station, manhandled across a 5 m gap, and reconnected on to lines entering the new station

Pictures and report by Mike Johnson



HUNDREDS of labourers worked the entire weekend in an attempt to get 197 km of track and overhead wiring into working order before 6 pm yesterday



Few problems at new station

Mercury Reporter

THE Drakensberg Express yesterday became the first mainline electric train to arrive and leave the New Durban Station under electrical power, signifying the initiation of Durban's new multi-million rand station complex situated between Umgeni Road and NMR Avenue

Teams of labourers, technicians, engineers and senior Railways personnel worked over the weekend to direct the mammoth task of switching from the old Durban station to the new station, re-routing rail traffic, and accommodating the inevitable problems that went with the operation

Disconnected

First, sections of the two South Coast lines that led into the old station had to be disconnected near the Old Fort Road Bridge, the severed end manually carried across a 5 m gap and the rails reconnected to link up with the corresponding lines in the new station

Electricity to supply 196 km of tracks and overhead wiring and 228 sets of points had to be switched on and tested

Before the electricity was switched on, trains arriving and departing had to be reconnected to diesel locomotives to be brought into the un-electrified station

Suburban trains could only travel as far as the Berea Road station. A temporary bus service was introduced at the weekend to ferry passengers between the stations

An operations centre with a communications link was set up in a quaint 1924 railway dining car to monitor the various departments and their needs. The dining car is soon to become a museum piece

Porters with their trolleys, ticket collectors and conductors — many of whom had worked at the old station for many years — had to start learning their way around the vast new complex

Limited time

To complete this mammoth task, the men and women involved had only 36 hours — until 6 pm last night. This limited time left little safety margin for any problems they might encounter and resulting delays

They needn't have worried — the weather was on their side and the Drakensberg Express left platform 16 at 5.45 pm — dead on time.

A faulty new baggage lift, a few leaks in a new ceiling, a track break at Dassenhoek station which caused a 30 minute delay and one or two misplaced people didn't prevent the programme from running according to schedule

12 hours later... only police at old station

SENIOR Railways officials used a quaint antique dining car, parked on the periphery of the new station, as an operations room while monitoring the station switch-over. The dining car was built in Pretoria in 1924, is still in immaculate condition and is to become a museum piece

ONLY six hours after the last train pulled out of Durban's old station — shortly before midnight on Friday November 14 — hundreds of Railways employees set about the task of severing the rail ties that linked the historical Victorian building in Soldiers Way with railway stations throughout South Africa

By midday on Saturday, only a detail of Railway Police remained at the old station to redirect people to the new station and to guard against vagrants and vandals

The building — which had resounded with train whistles, the hiss of steam engines and the hubbub and bustle of hundreds of thousands of people boarding and leaving trains over the past 87 years — now silently awaits its fate at the hands of Durban's City Council.

SAA fear Christmas stayaway

19114/80 ARCAS
(270)

Argus Correspondent

JOHANNESBURG — South African Airways officials will today investigate threats by cabin crews to stage a mass stayaway during the airline's Christmas peak period — action which could disrupt many national and international services.

Air hostesses and stewards are planning a strike for a day in December. They say that would be their final protest at overlong working hours caused by SAA's severe staff shortage.

And if the strike does not bring about changes, there will be mass resignations, say the staffers.

UNAWARE

A spokesman for the airline's management said today officials were unaware of the threat.

'This all comes as a surprise, but we will be looking into the threats immediately', said the spokesman.

If the strike did come about we would have to decide on what flights to operate when we saw exactly what was happening'

He said management was negotiating with cabin staff, trying to solve problems.

'Even if we stop only two or three flights from taking off, we will have achieved something,' said one of the stewards — none of whom would be identified.

COMPLAINTS

Staffers complain of

- Eighteen hour shifts on New York flights,
- Working for 45 days without a day off,
- New rosters which incorporate two or three flights into one; and
- Junior flight stewards on overseas conversion courses being made to do flights at weekends to make up for the shortages.

SAA is considering cabin staff complaints

STAR
20/11/80

270

By Kevin Murray
and Tony Davis

Management at South African Airways said today that salary increases and better working conditions were being considered for cabin staff who have threatened a go-slow that could seriously disrupt many of the airline's services.

A spokesman for SAA said managers had been unaware of a threat by air hostesses and stewards to stage a mass stayaway during the Christmas peak period in protest against over-long hours and poor

pay.

"But the matter is now being investigated and channels of communication have been opened up for those with complaints," said the spokesman.

"Higher starting salaries and a reviewed salary structure, as well as ways of improving working conditions, are being considered by management.

"But we cannot say when any decisions will be made"

The union representing SAA cabin crews agrees with Press reports that

there is staff dissatisfaction

Mr F Becker, chairman of the Salstaff division at Jan Smuts Airport, told The Star that the union met management last week to discuss staff grievances.

He said Salstaff was actively fighting to improve working hours — a major complaint of cabin staff.

Mr Becker said basic staff salaries at the airline could not compete with private industry but added that management was looking at increases.

"We are considering having cabin crews paid for total time worked and not simply for hours clocked in the air," he said.

Many of the complaints about working conditions came from staff shortages and Mr Becker said there was a 15 percent cabin crew shortage at the moment. Recruiting was continuing and in January another 70 to 80 people would be starting training.

Railman loses legs

NM 21/11/80

Mercury Reporter

~~124~~

270

A RAILWAY worker lost both his legs below the knees in an accident at Durban's new station yesterday morning

Mr T Khanyile, 55, of Kwa Mashu is employed by the Railways to clean tracks, and while cleaning lines at platform one he was hit by a train and both his legs were severed

He was taken to King Edward VIII Hospital but details of his condition were not available yesterday

SAA

270

2000
22/11/80

cargo

workers

are up

in arms

Staff Reporter

SOUTH African Airways cargo workers are angry over poor working conditions in the cargo section at Jan Smuts Airport. One of their complaints is that five men are having to share a disused container as an office.

Workers yesterday invited the Rand Daily Mail to visit the international and national forwarding and receiving section at Jan Smuts Airport as repeated complaints to SAA management have achieved nothing.

The grievances of the workers included:

- Thirty workers having to use six disused cargo containers as offices. The containers measure 2,7m by 2,1m by 2,05m. There are no lights and no air conditioning inside these homemade offices.

- Air conditioning in the packing rooms only works occasionally — and workers are exposed to the poisonous exhaust fumes from tractors and front-end loaders.

- A shower and changeroom is being used as an office for the Class One and Two cargo handlers foremen.

- Disgusting toilet facilities for all races. One toilet for 28 white women, two toilets for 30 white men, one of them overflowing, and only two toilets for 10 black workers.

- Black and white eating rooms in a filthy state with few

tables and dirty benches with no facilities to warm food or to make coffee.

- Workers having to use wooden boxes to fix old chairs and other furniture fittings.

Workers yesterday claimed they had seen plans provided by management to improve the situation. However, the situation had remained unchanged for three years.

It would appear that it's much easier to talk about plans than to implement them," one worker said.

The workers said they had to remove or cut the sides of the old containers — which they call 'igloos' — to allow light and air inside.

We are like squatters, we just don't belong here. The air conditioning seldom works and the place is like hell during summer. We are also exposed to the fumes from the diesel tractors and loaders which never stop moving in 24 hours.

Now they still want to know why people leave the SAA," another cargo handler said.

An SAA spokesman said he could not comment on the report on a Friday afternoon at this time of night (7pm).

Where would I find the people now? We will have to go into this and find out what the situation is. If I come across anything I will phone you back," he said.

Go-slow: SAA staff claim jail threats

CT. 28/11/80

~~270~~

270

~~152~~

By HENRY HARINGTON

CABIN CREW of South African Airways said yesterday they had been warned of possible arrest, jail and dismissal if they proceeded with a "go-slow" planned for December 5.

They also said SAA doctors had been briefed not to allow sick leave except in the case of serious illness.

A flight steward told the Cape Times "Members of the staff association (Salstaff) have been lecturing cabin crews for up to 40 minutes before flights. They are warning crews that they risk being arrested, jailed and fired if they go ahead with the "go-slow" on December 5."

The steward said Salstaff was making cabin crew "more and more cross" as the staff association did not seem to be helping the situation.

The threatened "go-slow" follows reports earlier this month in which SAA cabin crew expressed dissatisfaction with pay and long working hours.

However, the chairman of Salstaff, the airways' salaried

staff association, Mr Fred Becker, denied that warnings of jail and dismissal had been given by his association.

Mr Becker said "No one in SAA has even hinted at such suggestions."

He confirmed that cabin crew had been addressed by members of Salstaff to inform them of negotiations with SAA management.

"We had a meeting with SAA management on Thursday when we received promises that cabin crew grievances would be rectified by February. We were given the assurance that salaries would be looked at again in April."

"An administration committee, on which we have representation, will report back by January 15," Mr Becker said.

"Cabin crew will be paid overtime on a monthly, instead

of an annual basis from December. We are also endeavouring to have cabin crew compensated for waiting time, and to have anything above eight hours flying time paid as overtime — for example on long flights to New York, which take 17 hours."

"Salstaff has had very satisfactory discussions with management and I anticipate a tremendous improvement in conditions. My reputation is at stake if management does not deliver its promises in February."

The chairman of the South African Pilot's Association, Captain J K Tainton, said yesterday that his association could not associate with "go-slows" as they were in violation of government regulations.

SAA spokesmen could not be contacted for comment yesterday.

SAA cabin crews are urged not to strike

3 Jan.
2 1/2 hrs.

By Richard Paris,
Air Correspondent

The management of South African Airways has asked members of its cabin crew to make their grievances known rather than attempt an international wildcat strike on Sunday that could paralyse most of the fleet and cost the airline up to R2 million.

After The Star learned yesterday of a possible one-day strike that could affect all international services, SAA's director of public relations said: "Management has been and continues to be negotiating with the cabin staff to bring about improvements in working conditions and salaries, and we are making progress."

"We are anxious that any complaints which have not yet been brought to our attention, be made known. Otherwise, there is nothing on which to discuss any further developments," he added.

Cabin crews were reported to be fed up with long flights as far as New York, Taiwan and Australia without rest periods and refuelling points, payment only for those hours actually in the air rather than the additional time spent before and after a flight while still on duty, and a lack of other benefits to ease their workload.

Mr Fred Becker, the chairman of Salstaff, the association that represents the all non-technical staff at SAA, said last night Salstaff, among whose members are about 55 per cent of cabin crews, could not back strike action and was not sympathetic towards those who wanted it.

"The dissatisfaction has been going on for a number of months and we are working closely with management to solve the grievances. I am confident we will succeed in the very near future," he said.

Mr Becker pointed out communication with cabin crews was extremely difficult as the majority of them were in the air at any one time, so there could never be a high attendance at meetings and misunderstandings were bound to occur.

He claimed the association had already achieved a great deal this year, starting in February when all men and women who fly for SAA were given equal pay and equal career opportunities for the first time.

Longer rest periods and higher remuneration for long hours are in the pipeline, but due to the particularly difficult conditions under which SAA has to operate on so many routes, this cannot be introduced overnight, though it is not far off.

"For example, more accommodation has to be built at Ilha do Sal, Cape Verde Islands, our stopping point for flights to and from North America and several European destinations. This has been agreed. The island was once almost the preserve of SAA aircraft, but it now receives Russian and Eastern European airliners and there simply is no room in existing hotels for crews."

He said the airline was presently 14 per cent below the correct staff level, but a full complement should be operating by early next year.

FIGURE 1: DISTRI

AMONG AFRICANS 1976

'Don't strike' plea by SAA

Argus Correspondent

JOHANNESBURG — South African Airways has asked its cabin crews to make their grievances known rather than attempt an international wildcat strike on Friday that could paralyse most of the fleet and cost the airline up to R2 million.

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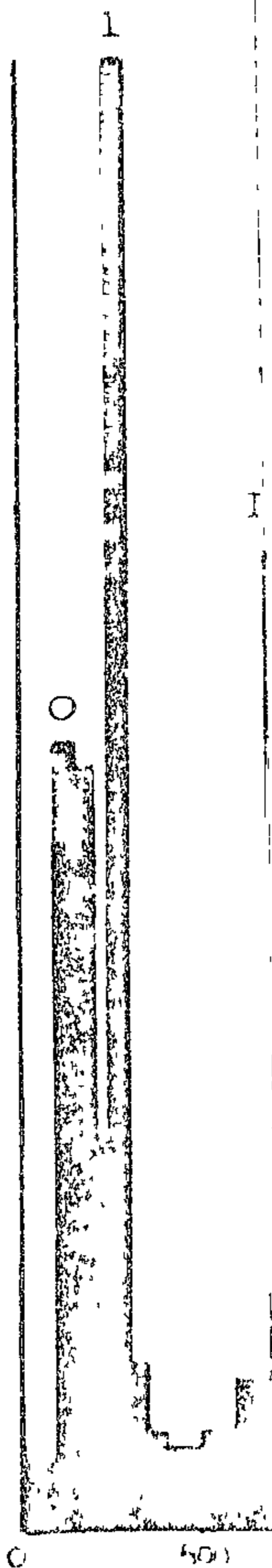
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FED UP

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Source: Simkins, 1979b Figure 2.

Figure 1 is a histogram representing transfer incomes and earnings of Africans. Leaving aside the transfer earnings (pensions, unemployment insurance, maintenance and disability

5/12/85
New posts for black women

Black women will be trained for jobs in the South African Railway Police from next year. It was announced yesterday by Minister of Transport Affairs, Mr Hendrik Schoeman, at a passing-out and medal parade at the Railway Police Training Centre at Esselenpark, near Kempton Park.

Mr Schoeman said there would be an initial intake next year of 21 black, coloured and Indian women. Yesterday's parade was the first in the 64-year history of the force at which a full battalion passed out and also the first multiracial one — Sapa

270,200

Mass SAA
5/12/80
cabin staff
stayaway

called off

A mass stayaway planned by South African Airways cabin staff, appeared to have collapsed today because of a lack of organisation and alleged threats of dismissal by management officials.

Last-minute confusion and fear of victimisation resulted in the strike being called off, said one senior crew member.

This week, crew staff said they were warned that they would risk losing their jobs if they criticised the airline or talked about striking.

They were also told not to speak to the Press.

The stayaway was planned in protest at SAA handling of staff grievances. For months cabin staff have complained about long hours because of staff shortages, the unsympathetic attitudes of superiors and no compensation for the extra-long shifts.

One senior staffer told The Star that although the management had promised to look into the grievances, they were not moving "fast enough" or covering all the areas of complaint.

"They have promised changes by April — in five months — but this is unacceptable under present working conditions," he said.

A spokesman for SAA said today that management was working at top level and at top speed to remedy the situation and rectify any grievances.

New row STAR on SAA salaries

9/12/80 (270)
354

South African Airways cabin staff are up in arms over false promises of pay increases made by senior personnel to quell strike threats.

Several cabin crew members told The Star that flight officials had made promises relating to pay and leave in the wake of strike threats last week.

These included a restructuring of salaries for some categories of air staff during February, a rise in salary and a double pay cheque in April, a percentage commission for cabin stewards from liquor sales on overseas flights, and computerised roster schemes which would even the workload.

Staffers claimed these promises had been made during briefing sessions, usually before overseas flights.

But a senior SAA management spokesman said today he had knowledge of neither the promised pay increases nor the circumstances in which they were made.

Staff shortages and salary grievances were the reasons behind the cabin staff strike threat last week.

Because of lack of coordination the strike was aborted but air staff continue to protest about working conditions.

An increase in the rate of resignations of senior air crew over the past six months has contributed to deteriorating working conditions.

(270) STAR 16/12/80
Conditions improve at SAA

By Richard Paris,
Air Correspondent

Wages and working conditions of cabin staff on South African Airways start improving at the end of this month, a senior SAA employee said today

Mr Fred Becker, chairman of Salstaff, the organisation representing about 55 percent of cabin staff, confirmed this morning changes were only days away

All cabin staff would get paid for the hours on duty — before, after and between flights — as well as for the time spent fly-

ing, retrospective to April.

"This represents eight months of extra pay which will be supplemented in April with a 13th cheque and general increases all round, he said.

Accommodation was being built in Ilha do Sal for cabin crews and arrangements were being made for crews to stay in Mauritius. This would meet the complaint that cabin crews often had to work more than 16 and even 19 hours without a break.

A computerised roster

system would eliminate discrepancies in time off and duty periods

All staff were expected to fly 75 hours a month but if they exceeded this, they would receive overtime each month

About 160 new stewards and hostesses were undergoing training and would join during 1981 so overtime would be reduced.

Still under negotiation is a scheme for cabin crews to get commission for duty-free items sold on board

SAAF pilots ^(25/4) training quicker in new scheme

Own Correspondent

The South African Air Force has introduced a new pilot training system. Some pilots will be operational six months earlier.

After a basic flying course the new scheme will have most pilots transferring immediately to the type of aircraft they will fly permanently.

As in the past, all pupil pilots will report to the Central Flying School at Dunnottar near Springs where they will receive 133 flying hours' instruction on Harvards.

After successfully completing the course pilots will be asked what type of aircraft they want to fly, and after a selection board has considered each pilot's ability the decision will be made.

IMPALA ROLE

It is at this point that the new scheme will come into operation, said the Senior Staff Officer, Flight Training, Colonel D D Deans.

Instead of all pilots then being sent to Langebaan Weg in the Cape for 115 hours flying training

on the Impala Mark 1, only chosen fighter and transport pilots will report there.

Helicopter pilots will be sent to 87 Advanced Flying School at Blomespruit, outside Bloemfontein, for training on the Alouette 111.

Light aircraft student pilots will be sent to 84 Advanced Flying School at Potchefstroom where they will be trained on Cessna, Boshok and Kudu aircraft.

DAKOTA START

The first course, under the revised system, for helicopter pilots, has already started. The first new light aircraft course will be held in February next year, after 84 AFS has been established.

Its first commanding officer will be Commandant A L Klopper.

It is planned to start transport pilot training on Dakotas for eventual employment on C130 Hercules and C160 Transalls.

Star 29/12/80

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Hang wals

1982

210

The image shows a sheet of graph paper with a grid of small squares. A vertical margin line is drawn on the right side of the page. The grid is mostly empty, with some faint, illegible markings scattered across it. The handwriting at the top of the page is in cursive and appears to be a name, a year, and a number.

12(733) Cape Peninsula: Blacks
589 Mr R J LORIMER asked the
Minister of Transport Affairs (270)

How many (a) local Blacks with residential qualifications and (b) Black contract workers were employed by the Railways and Harbours Administration in the Cape Peninsula in the financial year 1979-'80?

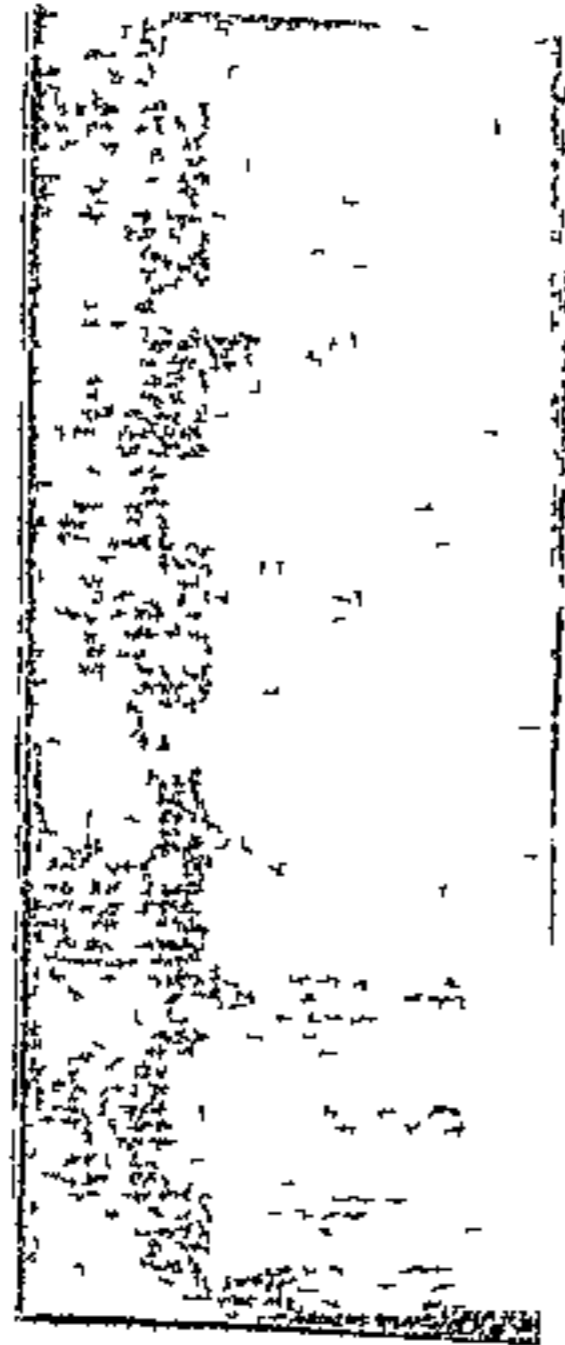
The MINISTER OF TRANSPORT
AFFAIRS

- (a) 1 741
- (b) 1 685

Hansard
7(407)

19/3/80

270



South African Airways: pilots
7(407) 19/3/80 270
*5 Mr N B WOOD asked the Minister
of Transport Affairs

Whether it is estimated that there will be a shortage of pilots on the staff of South African Airways as at 31 December 1980, if so, (a) what will be the estimated shortage at that date and (b) what steps are being taken to reduce the shortage?

The MINISTER OF TRANSPORT AFFAIRS

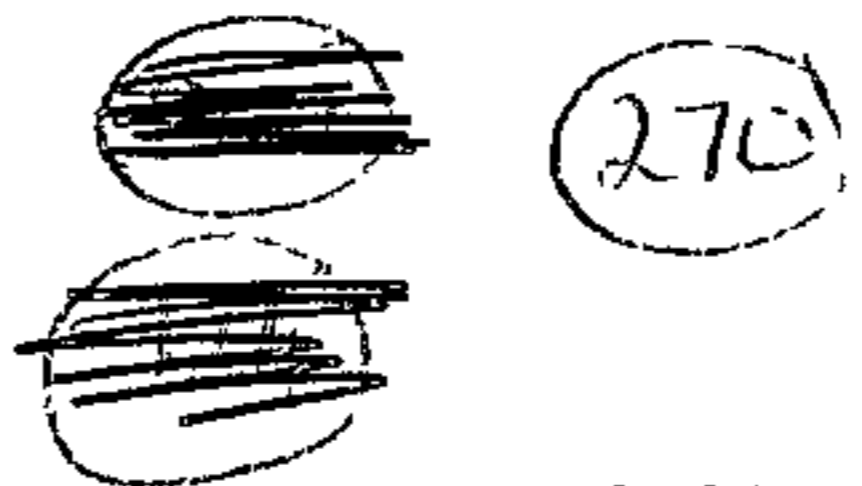
No

(a) and (b) fall away

Public Sector — TRANSPORT — ~~THE~~ LABOUR

16 JAN. 1981

11 Dec. 1981



Monumental folly?

Nineteenth century prisons are hardly noted for their hospitality. But right in the heart of Cape Town's dockwards, a prison designed for 320 white males in 1896 is now being used by the SAR & H to house up to 1 100 of its contract workers. The fortress-like building is on a ridge overlooking the Alfred Basin and is easily visible from the windows of the affluent Green Point and Sea Point white homes on Signal Hill.

Construction of the Breakwater prison was started by convicts in 1896 and completed in 1901. Although some minor alterations have been made, no major structural changes have been undertaken. In 1970 it was declared a national monument. Used as a military prison during the Boer War, it has been used by SAR & H as a compound for migrant labour since 1927.

Security is tight. The original jail wall, topped with broken bottles and bearing inscriptions from Boer War prisoners, still surrounds the building. A watchman guards the wire entrance gates night and day and women are not allowed inside. The only crime inmates have committed is to be prisoners of a system that condemns them to a permanent lifestyle of being "single." Although contracts are renewed annually, a "long-life sentence" is not unusual. One resident told the FM that he had been living in the jail for over 20 years.

The iniquities of the migrant labour system are compounded by a lack of attention to the physical comforts of the workers. There are eight dormitories each for up to 48 men on the upper level and 33 cells on the lower level. The cells accommodate up to 12 men each and are still in their original form. This only accounts for 780 inmates, but SAR officials say they can accommodate 1 100 — which suggests tight packing at times. The migrants are employed in seasonal labour in the docks and as a result the number living in Breakwater fluctuates.

The dormitories are stark and sterile and have no furniture, fixtures or fittings, save for wire mesh lockers and long rows

of steel double-bunks with thin foam mattresses. There are no partitions and no privacy. The cells are similarly furnished.

All windows are located on the interior walls and overlook the central courtyard. Some of the original barred prison windows still remain. They do not open, but cast adequate light into the living areas during the day. At night a few inadequate but centrally placed bare bulbs illuminate the space. In the dormitories viewed by the FM, only three windows opened partially. These windows and the door supplied the only ventilation for the needs of 48 men. The lack of ventilation is compounded by asbestos roofing, which makes the living spaces extremely unpleasant in summer. The cells are not much better. One window, opening partially, and the door were the only sources of fresh air for 12 men.

The FM was told that "the dormitories are cold and draughty in winter. As a result the men tend to huddle towards the extremities of the room to avoid sleeping opposite the centrally placed inward opening doors through which rain is driven."

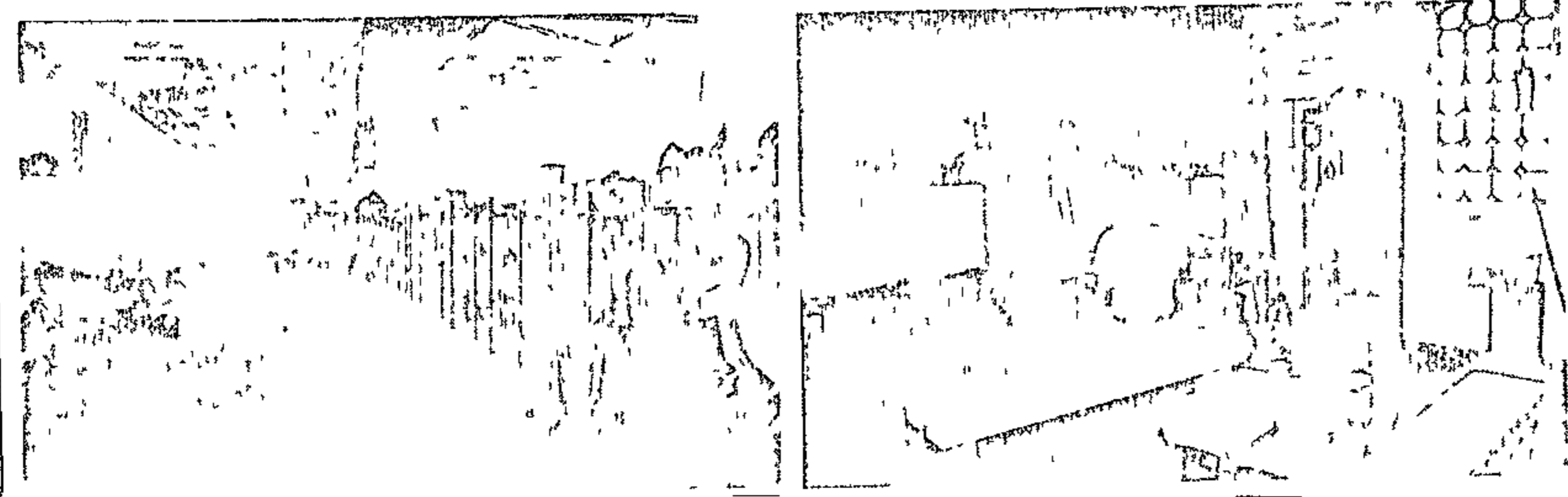
There are no cooking facilities and food

is supplied from a kitchen just outside the jail walls.

Some attempts at modernisation have been made by SAR. Tiles have been laid on the dormitory floors. An ablution block with hot water showers, a recreation hall and a beerhall have been built in the centre of the courtyard.

Railway officials contend that their plans for improvements are continually thwarted by the fact that the building is a national monument and the SA Monuments Council is not amenable to major changes. However, Brian Basset, chief professional officer of the SA National Monuments Council denies Railways has ever asked for changes. "In fact we encourage the upgrading of buildings," he says.

The need to find acceptable solutions to SA's housing problem is urgent. Government has increasingly stressed the role that the private sector and employers should and could play in finding solutions. It is time for the state as a large employer to put its money where its mouth is and set an example to the private sector of what can be done.



Breakwater prison (above) houses up to 1 100 migrants in bleak discomfort

Railways feels it has a good record in providing accommodation for its workers — given the fact that it has no choice but to operate within the migrant labour set-up.

At present its most modern accommodation for migrant labourers is a hostel built in 1976 at Kaserne marshalling yards in Johannesburg. Most of the migrants work in the adjoining Kaserne goods sheds and come from all over the country.

The hostel, housing 424 men, is certainly an improvement on other hostels. Eight men share a room, as opposed to 48 in Breakwater, and an attempt has been made to provide some privacy — shoulder high partitions partially divide rooms into units for four. According to Serfontein, a survey he undertook before the hostel was built showed that few men wanted single rooms.

There are 1 885 men living at Kaserne — 424 in the new hostel and the rest in three other units built in 1953. The floors are concrete, the beds steel and the walls unplastered brick (except in the new block which is being painted). There are no cupboards, not even the customary wire lockers. In the new block there are heaters on the walls and a ready supply of hot water. Twelve showers and six toilets satisfy the needs of 88 men per floor: everything is clean, well maintained and sterile.

New schemes

Railways also has a number of experimental projects on the drawing boards. At Imbali in Natal, an innovative housing scheme involving individual flat units for 3 000 men is underway. Scheduled for completion in 1984, the flats are being designed so that they will eventually be convertible to family housing. Each flat will have three rooms in which nine men will live — the group leader in a room of his own. Each flat is designed as a self-contained unit with an indaba space and a balcony. The development will also contain a range of recreation facilities including a soccer field, cycle track, athletics track, community centre, doctors' consulting rooms and beer gardens. According to Serfontein, "there is nothing like it in the country."

In addition, contractors are already on site at Umlazi for a massive development to house 6 000 single men. Railways have taken the unusual step of designing a visitors complex of 32 rooms for visiting wives. Other housing projects are envisaged at New Canada, New Brighton and Bapsfontein.

Providing housing for 3 000 to 6 000 "single" men at a time poses a thorny problem for any employer. But there is little employers can do except provide the best possible accommodation until the government eventually recognises and decides to alter the degradation imposed by the migrant labour system.

RDM 29/1/81

Farmers complain to Railways about black workers' compound

By JOUBERT MALHERBE

Pretoria Bureau

270

SOME farmers in the Karino district, near Nelspruit in the Eastern Transvaal, are at loggerheads with the Railways over a black compound at a railway siding on one farm

Mr Boet Botha, a farmer, claims that squalor conditions have been allowed to develop at the camp, and that there is no fresh water or toilet facilities for the workers

His wife said yesterday that the compound was built in 1965, and claimed that Mr Braam Raubenheimer, former MP for the area, had been approached about it, and representations made to other Cabinet members

There had been livestock and vegetable thefts

in the area, she said Farmers had complained, and the Railways then put up a fence round the compound

Workers got water from a stream she said

Mr A Fourie, divisional manager of the Railways, agreed that there were problems with the compound at Krokodilpoort, the farm on which it stands Eighty-three workers are housed there

He said there were plans to move the compound to the Kangwane area adjoining the farm

New toilet facilities had already been put up at the compound, and the Railways had stringent health standards in compounds he said

Plans were also under way to replace the existing tin shacks with a better type of housing

Hans.

1 Ques 12

30/1/81

270

(175) Air traffic controllers

Mr R J LORIMER asked the Minister of Transport Affairs

270

Whether his Department has a shortage of air traffic controllers, if so, (a) what is the figure and (b) what steps are being taken to remedy the shortage?

H I Q C U

The MINISTER OF TRANSPORT AFFAIRS

Yes

Bp/c/a

(a) 16

(b) Candidates are recruited through official recruitment campaigns. Informal contact is also established with secondary schools in the vicinity of air traffic control centres to bring this career to the attention of matriculants.

Trans. 1 Ques Col 12

30/1/81

270

South African Airways technical staff
270 (175) - 12/1/81
*13 MR R J LORIMER asked the
Minister of Transport Affairs 30/1/81

Whether the South African Airways has
a shortage of technical staff involved in

13

FRIDAY, 30 J

aircraft maintenance, if so, (a) how many
posts are vacant and (b) what steps are
being taken to remedy the shortage?

†The MINISTER OF TRANSPORT AF-
FAIRS

Yes

(a) 173 (± 10% of the total)

(b) The intake of apprentices has been
increased considerably

FACULTY OF ENGINEERING

Corporation Medals
For the best student in each
of the 2nd, 3rd and final years.

Second Year (Bronze Medal)
Miss G C Littlewort

Third Year (Silver Medal)
Miss N C Davidson

Fourth Year (Gold Medal)

- P H Salmon
- I J Cumming
- D P Weeks
- J H Rens
- B F McClelland

Professor George Menzies Prize
Awarded on results of final
examinations to the best male
student in Land Surveying or
Civil Engineering.

J H Rens

Sammy Sacks Memorial Prize
Awarded to the student with the
best classwork in Engineering
Drawing.

L Menegaldo

and an award for the best
display from here. We hope
to have a full agreement
covering all the working
conditions.

The TGMU has about 75%
membership among their
drivers.

been elected.

Light shop stewards have

an agreement with the Trans-

port and General Workers'

union, and has granted the

union a shop steward

on behalf of its 600 bus drivers

unrecognised trade union to act

has recognised a non racial and

The Durban

Transport Management Board

accepted now
union is (270)
Bus drivers
2/2/81 (4/3)

CHEMICAL

SAA staff pin pay hopes on Horwood

12/18
270
STW

Labour Reporter

South African Airways flight staff hope that wage increases will be announced later this month in Parliament

On February 16, the Minister of Finance, Mr Owen Horwood, will table the Part Appropriations Bill which may include pay rises for much of the public sector

A spokesman for SAA staff, the union which rep-

resents SAA personnel, said this week that they were studying ways to reduce the number of clerical grades

He said minimum increases for hostesses and stewards were expected and would come into effect in April

Teachers, policemen, and nurses are also hoping Mr Horwood will give them some good news about their wages

Breakwater Prison

154 Mr R J LORIMER asked the Minister of Transport Affairs

270
253
200
Plans 3 Quis Oct 14

(1) Whether the Breakwater Prison is being used to house contract workers employed by the South African Railways and Harbours Administration, if so, (a) how many are housed there and (b) for how long has it been so used,

- 13/2/81*
- (2) (a) (i) how many workers are accommodated in former (aa) dormitories and (bb) cells and (ii) what are the sizes of such dormitories and cells, respectively, (b) how many (i) showers, (ii) baths and (iii) toilets are provided and (c) what facilities are provided for (i) cooking and (ii) recreation,
- (3) whether he intends to re-house these workers in alternative accommodation; if so, how long will it take, if not, why not?

The MINISTER OF TRANSPORT AFFAIRS

- (1) Yes
- (a) An average of 802 per month were housed during the calendar year of 1980
- (b) Since 1927
- (2) (a) (i) (aa) 343
- (bb) 339
- (ii) Dormitories
1 × 495,56 m³
7 × 513,26 m³ each

Cells

2 × 112,56 m³ each
18 × 111,45 m³ each
1 × 229,78 m³
1 × 346,35 m³
1 × 313,64 m³
1 × 454,68 m³
1 × 112,69 m³
12 × 22,71 m³ each
8 × 82,52 m³ each
4 × 97,91 m³ each

(2) (b) (i) 50

(ii) Nil

(iii) 76

(c) (i) Inmates are departmentally fed and meals are prepared by properly trained cooks. The fully equipped kitchen inter alia contains five oil-jacketed electric cooking pots with a capacity of 225 litres each and two of 135 litres each, one electric fish frier, one electric potato peeler (12 kilogram capacity) and one fridge of 1,08 m³

(ii) One recreation hall for film shows etc (films are shown at least once per week), one fully equipped beer hall and one boxing ring complete with boxing equipment

(3) Matter under consideration

SAR artisans talk about mixed union

By IAN WYNN

THE 22 000-strong Artisan Staff Association of the South African Railways will debate constitutional changes which would throw it open to all races

Proposals to amend the constitution will be debated at the union's annual congress in April

Stiff opposition to the move is expected from conservative delegates from the Transvaal

The SAR already employed 1500 black trade hands to help white technicians — and the ASA fears a militant black trade union will be formed

"The idea of blacks being invited to join is to teach them the ropes so they won't form their own union and start industrial unrest," said a highly-placed ASA source

The union would ensure control remained in white hands for a number of years

One suggestion is that no black will become a branch chairman or secretary until he has been a member for five years and he will not be elected to the national executive until he had served 10 years.

ASA president, Jimmy Zurich and general secretary Wally Grobler refuse to comment on possible changes to the ASA's constitution, but they are known to have sounded out union members throughout the country

"The president told us if the entire three day conference is spent discussing just this one issue and we come up with some concrete results, it will have been worthwhile," said one source

Mr Zurich said the conference agenda has not

been drawn up, but the source said branches had already been asked to put forward their proposals.

Mr Grobler said the situation was very sensitive

"The leadership of a trade union can only move as fast as its members allow it to move," he said

"We don't take on black apprentices, but we are going to have problems filling posts — it is happening throughout the Republic — and we will have to take on blacks soon," said another ASA source

Koos Verster, Assistant General Manager (manpower) of the SAR, said there were 13 500 artisans on the railways — and the vacancies were only 1 600.

"We have 2 300 white apprentices in their third and fourth years and should be able to cover any vacancies which may exist," he said

"There are about 1 500 trade hands who are not whites doing work of lesser importance below the technicians," he said

"We held negotiations with the ASA about bringing them in and they had no objections," he added

Kidnap victim murdered

BILBAO: Basque terrorists shot dead the kidnaped chief engineer of a nuclear power plant after Spanish authorities ignored their demand to demolish the reactor. — Sapa Reuter.

Railway police union to go multiracial

RDM 17/2/81

257
270
136

By RIAAN DE VILLIERS
Labour Correspondent

WHITE railway police are opening their trade union, the SA Railways Police Staff Association, to coloureds, Asians and blacks.

The association is affiliated to the all-white SA Confederation of Labour and the move is likely to spark renewed conflict in strife-torn Sacla.

In another development, a second of the seven railway staff associations, the SA Footplate Staff Association disclosed yesterday that it had already attained official non-racial status and was recruiting workers of other races.

It is one of two associations which disaffiliated from Sacla several years ago.

Mr Bennie Reinecke, secretary of the police association, disclosed yesterday that it had taken a decision in principle to allow members of other races at its congress in April last year. This was not made public at the time.

Constitutional amendments are to be presented to mem-

bers for ratification at a special congress next month.

If these are accepted, the association will apply to the Minister of Manpower Utilization for necessary exemptions.

Mr Reinecke was reluctant to comment on whether the association aimed at becoming fully non-racial or maintaining separate branches for members of different races. He said he did not want to anticipate the constitutional amendments.

But he said the constitution provided various sub-categories for officers, non-commissioned officers and other members and it was likely that further categories for members of other races would be added.

The association has 2 000 white members and could recruit 3 000 policemen of other races if it opens its ranks.

Mr Reinecke described the association's Sacla affiliation as a "difficult issue" and said it would have to disaffiliate from the co-ordinating body unless its constitution were changed to allow affiliates with mixed memberships.

The association's move is likely to spark off renewed controversy within Sacla to which major Rightwing unions, including the Mineworkers' Union, are affiliated.

Tension has been growing recently in Sacla as several of its unions have opted for multiracial status, thus falling foul of its constitution. The Railways Police Staff Association's move is likely to increase this tension.

Some white unionists have argued that Sacla faces extinction if it does not allow multiracial unions to join. However, Rightwing unionists would rather it continue as a smaller, but uniracial, body.

Meanwhile Mr Piet Roodt, secretary of the SA Footplate Staff Association, disclosed for the first time yesterday that the union had received Government permission to become fully non-racial in October last year and was recruiting members of other races.

The 9 300-strong association's added membership potential is about 350.

CHEMICAL

B F McClelland
J H Rens
D P Weeks
T J Cumming
P M Salmon

Fourth Year (Gold Medal)

Miss N C Davidson

Third Year (Silver Medal)

Miss G C Littlewort

Second Year (Bronze Medal)

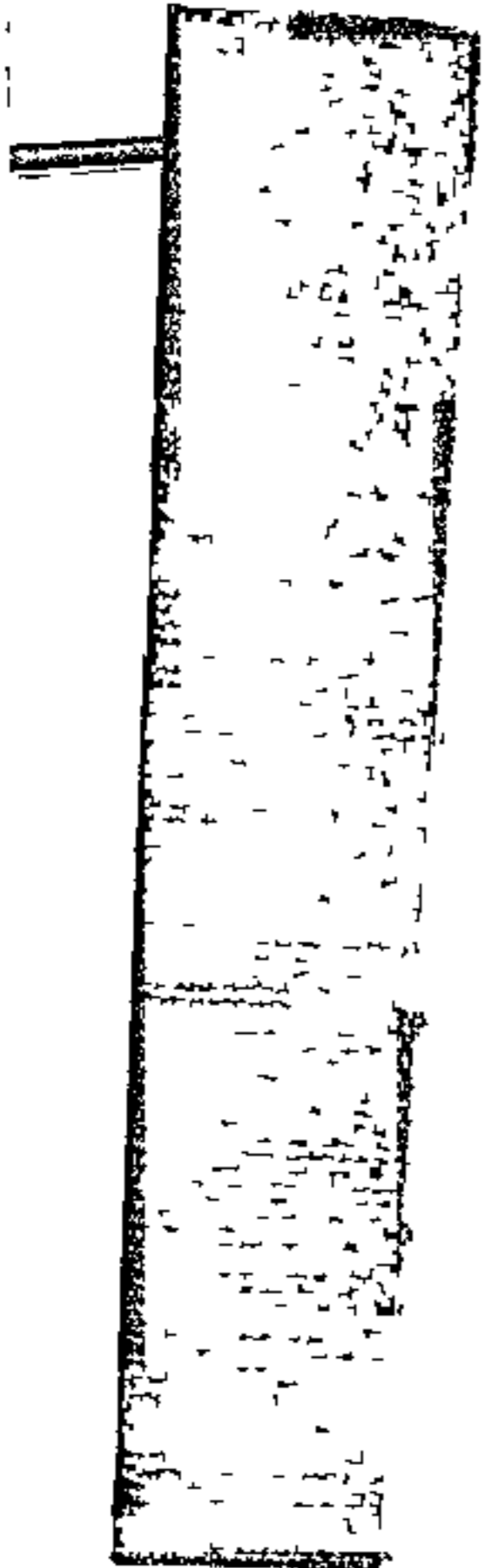
For the best student in each of the 2nd, 3rd and final years.
Corporation Medals

Hand 4 Que 1 Col 154 18/12/81 270
Railways and Harbours Administration
*12 Mr R J LORIMER asked the
Minister of Transport Affairs

- (1) Whether any chief clerks in the employ of the South African Railways and Harbours Administration have recently been advised of an alteration in their conditions of service, if so, what was the nature of the alteration.
- (2) whether such alteration resulted in financial loss to the servants concerned, if so.
- (3) whether steps have been taken or are contemplated to compensate such servants, if so, what steps?

The MINISTER OF TRANSPORT AFFAIRS

- (1) Yes certain service conditions of chief clerks were changed from 1 February 1981 due to representations from their Staff Association. They were advised that the changes would entail their being accorded senior officer status and their hours of duty would therefore be undefined. Their designation was changed to assistant superintendent.
- (2) No, not as far as their salaries are concerned. However, a few of the former chief clerks who were required to work overtime and Sunday time will no longer receive payment for such time worked as they are now senior officers. However, the overwhelming majority of these officials benefited considerably as a result of the changes.
- (3) It is not the intention to compensate



the new assistant superintendents for any possible loss in respect of overtime and Sunday time. It is, however, the intention to re-allocate duties in such a manner that they will no longer be required to work compulsory overtime.

Mr R J LORIMER Mr Speaker, arising out of the reply given by the hon the Minister, I assume he is aware of the fact that many chief clerks are very upset about this, but does he believe it is fair that people should be asked to accept such considerable decreases in their income?

The MINISTER Mr Speaker, this is the result of proposals we received after discussions with the staff associations. I shall explain everything on Monday during the debate on the Additional Appropriation Bill of the Railways. The hon member can then ask as many questions as he likes.

Railway body opens its doors to all races

5/10/81
270
15/1/81

By Drew Forrest

The Federal Consultative Council of SAR and H Staff Association, whose affiliated trade unions represent about 90 000 white railway workers country-wide, has opened its ranks to coloured, Indian and African unions

Affiliation to this powerful coordinating body would greatly strengthen the two coloured staff associations and the Indian staff association already active on the railways, the general secretary of the council Mr Johan Benade said yesterday

The decision to amend the council's constitution was taken last November after a long period of semi-official contact with the coloured and Indian associations, he said

Contact had been stepped up as their members had increasingly moved into 'graded' positions

The constitution now stipulates that member unions should be "registered under industrial law and recognised by Railways management"

All reference to race has been deleted

WILLINGNESS

Mr Benade said the SAR and H Coloured Staff Association (southern areas) and the SAR and H Indian Staff Association had already decided to join the council, while the coloured association for northern areas had indicated a willingness to do so

All three would have

observer status at the council's annual general meeting next month

Since the council negotiates on matters affecting railway workers as a whole, the benefits of affiliation for the coloured and Indian bodies would be "very considerable," Mr Benade said

In future, they would be party to all formal discussions with Railways management and the Government, and would be eligible to represent the council as observers at the International Labour Organisation in Geneva

And with increased powers to regulate conditions for coloured and Indian railway workers, their membership was bound to soar, Mr Benade added

Railway CT police 270 12/81 to open union

Own Correspondent

JOHANNESBURG — White railway policemen are opening their trade union — the SA Railways Police Staff Association — to all races

The association is affiliated to the all-white SA Confederation of Labour (Sacla) and the move is likely to spark off renewed conflict within the strife-torn co-ordinating body

The secretary of the police association, Mr Bennie Reinecke, said the association had decided in principle, at its congress in April last year, to allow members of other races to join. This was not made public at the time.

Constitutional amendments are to be presented to members for ratification at a special congress next month.

If these are accepted, the association will apply to the Minister of Manpower Utilization for the necessary exemptions.

Mr Reinecke was reluctant to comment on whether the association aimed at becoming fully non-racial or maintaining separate branches for members of different races, as he said did not want to anticipate the constitutional amendments.

Sub-categories

But he said the constitution provided various sub-categories for officers, non-commissioned officers and other members and it was likely that further categories for members of other races would be added.

The association has 2 900 white members and could recruit 3 000 policemen of other races if it opened its ranks.

Mr Reinecke, a junior vice-president of Sacla, described the association's affiliation as a "difficult issue" and said it would have to disaffiliate from the co-ordinating body unless its constitution was changed to allow affiliates with mixed membership.

The association's move is likely to spark off renewed controversy within Sacla.

Tension in Sacla has been growing recently as several of its unions have opted for multi-racial status, thus falling foul of its constitution. The Police Staff Association's move is likely to increase this tension.

Some white unionists have argued that Sacla faces extinction if it does not allow multi-racial unions to join. However, right-wing unionists would rather see Sacla continue as a smaller, but nevertheless unracial, body.

Coal tariffs will rise by 10.0%
 The tariff on iron and steel is to be increased by about 10% but the tariff on wrought iron and steel products are to be adjusted as in the case of iron
 Applicable product tariffs are to be raised by an average of 10.0%
 The cost of foreign mail services will be raised by 10%
 The carriage of mail by air will be raised by 10% and the carriage of mail by sea will be raised by 0.5% a mile
 Mr Schoeman said that the cost of mail services will be raised by an average of 10% and the carriage of mail by air will be raised by 10% and the carriage of mail by sea will be raised by 0.5% a mile
 "However, the business cycle occurred much earlier than in other countries and the railway industry is in a position to increase its income in order to meet the increase in consumption of services
 "The railway industry has a large capacity but, to a large extent, this capacity is being exercised owing to restrictive legislation in the form of railway labour
 "Although a level of inflation lower than is expected, it should remain decidedly positive"
 Mr Schoeman said that the railway industry, in order to meet the revenue to be derived from them would amount to only 0.8% of the gross domestic product
 Speaking at a press conference yesterday, Mr Schoeman said South African Airways had had to cope with an increase of 120% in fuel prices in the last two years
 The price index caused the airline to run at a loss of 140 million in the last 12 months, he said
 If passenger air fares and cargo rates were raised by 15%, SAA might just break even
 The Minister said the South African Airways had operated passenger services at a total deficit of R500 million
 The State would contribute R221-million towards making up the deficit
 The rest had to be found through tariff increases
 Mr Schoeman said the tariff increases announced in the railways and Harbours Part Appropriation Bill, were still lower than the rate of inflation -- Sapa

R225m
 boost
 to pay
 24/2/81
 PAY 270
 OF SAR
 staff

CHEMICAL

THE ASSEMBLY -- Railway workers' salaries will be boosted by R225 million from April 1, while Railway pensions will be topped by 12.5%, the Minister of Transport Affairs, Mr Herrik Schoeman announced yesterday in the Railways Part Appropriation Bill

He also announced increases in Blue Train and other Mainline fares as well as raised suburban fares and goods tariffs

Oil pipeline costs are also raised but the cost of railings, iron and steel products in truck loads is to be reduced

Mr Schoeman said that all the tariff increases were, unfortunately, unfavorable but the revenue to be derived from them would amount to only 0.8% of the gross domestic product

He said the salaries of white employees would be increased by 12.5%

"In the case of non-white employees an adjustment will be made to narrow the salary gap in accordance with Government policy

"At the same time all non-white employees are to be accorded salaried status," he said

Blue Train fares will be increased by between 30% and 50% while ordinary mainline tickets will go up by 15%

Turning to suburban fares, Mr Schoeman said "To meet workers, suburban fares for weekly and monthly tickets are to be increased by less than the average of 15%

In the case of third class fares the increase would be 12%, or less than 0.05c a kilometre.

The gap between high and low rated traffic was being narrowed by 3.6% by increasing the rate on low rated traffic by 10% and the rate on high rated traffic by 10.5%.
 Container rates are to go up by 15% while the cost of transporting empty containers is to be increased by 10%

the highest
 1 year
 1972

the student
 1972

the results of
 the survey
 1972

and
 6

(Gold)

and
 1972

(Silver)

and
 1972

(Bronze)

and
 1972

student
 1972

RAILWAYS BUDGET

Political pay rise (270)

FM 27/2/81

Although the statutes of the SAR & H stipulate that the undertaking must be managed and operated on the strictest business principles, there will be strong doubts in the business community about the extent to which this week's Railways Part Appropriation Bill was motivated by business considerations

According to Transport Affairs Minister Hendrik Schoeman, the administration seems set to close the 1980-81 financial year with a surplus of R23m, some R19m better than the original estimate — which was based on steeply increased rates imposed last March and calculated to lift revenues by R361m

The 1981 "profit" will have been achieved despite a crushing loss of R596m on rail passenger services and another negative (R64m) performance by the airways division According to Schoeman, passenger fares at existing rates cover no more than 28% of cost, and this includes Treasury "assistance" running at R241m to ease the Railways' burden of "social responsibility"

The question users of the administration's services will now be asking is whether the extent of the current rates increases is justified There is nothing wrong with efforts (which have been going on since Ben Schoeman reluctantly agreed to the recommendations of the Marais Commission in the mid-Sixties) to bring about closer alignment between charges and costs on the various services and the various categories of freight

But was another massive wage hike justifiable? Seen from government's point of view, it probably was

TRADITIONAL HEALERS?

ILLNESS 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20

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It would have been politically unwise not to accord the administration's 270 000-odd employees and pensioners an increase so soon after public sector employees got R720m — even though Railways staff got R285m last April After all railmen also vote

The most extraordinary thing about the wage package is that it was not awarded in response to any degree of militant agitation, but almost as a gratuitous hand-out, which the finances of the administration could not afford at this stage And the 12,5% increase, proudly defended by Schoeman as being responsible and well under the going rate of inflation of 15 7%, comes on top of the normal annual round of incremental and merit increases which are built into workers' conditions of employment

The question Hendrik Schoeman failed to answer in the debate on the Railways Part Appropriation was whether the wage hike and the tariff increases it triggered were in the best interests of the Railways as a business and the economy of the country as a whole

It is all the more extraordinary in view of the fact that only last week Finance Minister Owen Horwood called for combined action by the public and private sectors to get together and work out a strategy to combat inflation

While the overall rates increase averages out at something less than the rate of inflation, it will nevertheless ripple through the economy It's a fair bet that the higher rates will set off a series of "retaliatory" price increases, including those industries (steel, coal, timber and electric power) of which the SAR & H is a major customer

the primary health care facilities in the town and district were adequate for the...

altogether. Although the white sisters appeared to be doing a good job, I was on occasions disappointed with their attitudes to the people they were dealing with.

23.

APPENDIX I

RURAL HEALTH SURVEY

24.

1. Age _____ M/F _____ W/C/B/ _____

2. Place of Residence _____

3. Distance from nearest facility _____ kms. Low cost facility _____ kms

PREVIOUS _____

PREVIOUS _____

WHEN? _____

PROBLEM? _____

CHRONIC/ACUTE _____

HISTORY _____

LD FIRST _____

NEST TO Px _____

OBTAINED _____

LISTERS _____

ARDS? _____

(Mx) _____

ART? _____

City blacks: Court decision ignored - Sash

see August 16/3/81

Blacks
still forced to move
August 16/3/81

GRAHAMSTOWN. — In spite of an Appeal Court judgment last year which established the right of many blacks to live legally in urban areas, commissioners and administration boards were consistently refusing permission.

Mrs Sheena Duncan, national vice-president of the Black Sash, told its national conference in Grahamstown at the weekend she found it a 'significant departure' when a court's ruling was consistently ignored.

Delivering the report of the Johannesburg advice office of the Black Sash, Mrs Duncan said judgment in the appeal of Mr Yehi Komani was handed down by the Appeal Court in August 1980.

QUALIFIED

The judgment meant that the wife, unmarried daughter or son under 18 who was living with a man who had Section 10 rights to be in an urban area, qualified under Section 10 1 (C) also to live there. Its effect was that the dependents in these categories of a man who had been born and always lived in an urban area (Section 10 1 (A)) or who had been lawfully resident there for 15 years or employed continuously in one job for 10 years (Section 10 1 (B)) also had a right to remain there.

Mrs Duncan told the conference that the Black Sash had been trying for years to have a test case to establish this right, but the joy with which she welcomed this long-sought judgment was short-lived.

In practice, she said, the administration was frustrating the court's judgments.

'Every case has to be fought through all the administrative procedures, ends up being referred to an attorney and is won only when Supreme Court action is threatened.'

Mrs Duncan said that Section 10 1 (C) rights had originally been intended to apply to the wives and children of urban black men but that the categories had been more narrowly defined in 1964 and these rights denied since.

CIRCULAR

When Mrs Helen Surman of the Progressive Federal Party had asked a question in Parliament about the effects of the Kotram judgment, the Minister of co-operation and Development, Mr Piet Koornhof, had replied that he had sent a circular to all commissioners and administration boards two weeks after the judgment. 'We would very much like to know the contents of that circular,' Mrs Duncan said.

The same technique of denying rights was being used on the issue of migrant workers who had been continuously employed by one employer for more than 10 years.

'Rights have been denied because officialdom maintains that because a new contract is attested every year as required by law, the employment is not continuous,' — Sapa.

Argus Correspondent
JOHANNESBURG — The Government was still forcing large numbers of black people to move to resettlement areas, in spite of its assurance last year that moves would not be made without the consultation of and agreement from the people concerned.

A paper on The Lie of Voluntary Removals at the Sash national conference yesterday said the Government was using methods of coercing people to move, other than those of policemen with guns, dogs and trucks.

One method cited was official refusal to improve or service existing facilities, coupled with promises of new land, homes, schools and clinics available in the new area.

This was the tactic used to move the people of Valspan to Panpletstad, in Bophuthatswana, a distance of 26 km.

TRANSPORT

The Government quotes international surveys proving that 60 to 75 km is not an unreasonable daily travelling distance to and from work. What they neglect to point out, is the efficient transport system which goes with such planning in other countries.

A second way is for the Government to allow independent homelands to exert pressure on unwanted people.

WALTER MKHIZE WAS BEATEN AND GIVEN ELECTRIC SHOCKS

Railways Police accused of assault, torture

S. Express 22/3/81

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FRIDAY the 13th is a day Walter Mkhize, 36, of Durban would sooner forget. But the scars he now carries will be a constant reminder of the torture he allegedly suffered at the hands of four Railways policemen.

The South African Police have opened a docket and are investigating several charges against the officers. This week, in a sworn statement handed to the police — a copy of which was obtained by the Sunday Express — Mr Mkhize told of his night of terror and torture.

He claimed the men — who identified themselves as Railways policemen — first swore at him and then assaulted him with their fists.

Later he alleges he was beaten and given electric shocks on his genitals and other parts of his body.

Mr Mkhize speaking awkwardly because of a swollen mouth, told the Sunday Express that on Friday evening he went to a hotel near where he worked to fetch some money from a friend working there. "As I came out of the hotel



INDIAN EXPRESS

BY LARRY BALFOUR

were standing in the hotel entrance I asked them to excuse me which they did, and I walked past.

"When I had gone past one of them called out in Afrikaans 'Hey, jou kafir, wat dunk jy is' 'Kofher'.

"I replied 'Are you calling me a kafir?' and after he replied yes I told him to 'go and get stuffed' and turned to walk away. Mr Mkhize said he was then grabbed from behind and thrown to the ground.

"One of the members of the group told the sergeant in the car that he was in the Railway Police and produced identification. He also alleged that he had a warrant for my arrest and that I was being assaulted.

"Then I heard one of the group say that that was enough for they might kill me." He said he was then put in a

Mr Walter Mkhize and his employer Mr Mark Cutting

"They picked me up and one of the men punched me in the mouth while another hit me behind my ear. I again fell and they continued assaulting me until a South African Police squad car pulled up.

then told that if he signed the note he would be allowed to go home. He agreed but when told to write his identity number on the note he confused the numbers. When he men noticed the error they allegedly accused him of lying and attempting to cheat them.

"I must have fainted because when I woke up there was water being thrown over me. They carried on asking questions and resumed the electric shocks.

Cato Man-

22/3/81

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for resisting arrest," Mr Mkhize said

He said he told the sergeant it was the first time he had been told anything about an arrest warrant and asked to see it. He was told it was at the Railway Police office

Mr Mkhize said he was then taken to the Railway Police offices in the police car

"Then they came to me and asked me to sign a note saying that I would not lay any charges of assault against them," Mr Mkhize alleged in his statement

He told them he was not prepared to sign any such note, but said he did not intend laying charges

Mr Mkhize alleged he was

"Then one of them took my shoes and socks off and put a towel over my eyes," Mr Mkhize alleges

After further assaults Mr Mkhize said he heard one of the men — a fourth man had joined them — suggest he be given a "tokoloshe" to make him talk

At one stage I felt something being laced around my toes on the left foot and something else wrapped around the second toe of my right foot

"Then one of the men said 'give it to him'

'I felt a jarring shock to my body and fell to the floor with the chair. The towel fell off my head and I could see four men in the office," he alleged

After further shocks and more questioning, Mr Mkhize

or cells. He was held there until the Saturday evening when he was taken to hospital

Mr Mkhize said in his statement that he had suffered swollen and cut lips, bruising behind an ear and on his wrists, a bloody nose and burns on his toes and penis where the electric flex was wrapped

The senior investigating officer of the Railways Police in Durban, Colonel D S Malan, refused to comment and said the matter was in the hands of the Attorney-General

Mr Mark Cutting, Mr Mkhize's employer for two years, said he was disgusted by the alleged torture and assault

He said Mr Mkhize had proved "100% reliable" and had never been in trouble

Three Post Office Workers Detained

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SOWETAN
26/3/81

THREE Post Office employees were detained by security police in a morning swoop at their homes in Soweto yesterday.

They join another, Mr. Benjamin Rapoane, taken by security police and also work at the Orlando Post Office. He was taken from his wife's home at 3 am last Wednesday and now it appears the police are carrying out a spate of detentions of his colleagues.

The three men detained yesterday are Mr. Alphus Khumalo (31) of Serocane, Mr. Bob Mabaso of Charvelo and Mr. Elias Mosunkutu (30) of Klipspruit. All three were taken from their homes between 1 am and 4 am yesterday.

Mr. Mosunkutu's 24-year-old wife, Noncaba, told SOWETAN they were woken up by a group of eight policemen — two blacks and six whites — who searched their Klipspruit home before taking her husband away. "They looked under beds, couches and wardrobes," she said.

Mrs. Mosunkutu, a mother of two minor children, Queen (3) and Sechaba (16 months), said the police took the keys of the Post Office van her husband drives and told her to bring him clothing at the Protea police station.

And Mr. Khumalo's wife, Nozipho, a teacher at the Madelwa Hongwane Lower Primary School in Pinville, said her husband was taken by police from their Serocane home at 2 am. Her husband was employed at the Mooi Street Post Office and was a friend of the other three men detained.

She did not know why her husband was detained and by yesterday she was making plans to go to the Protea police station to inquire about his whereabouts and why he has been taken. The couple has one child, Mlungisi.

Mr. Bob Mabaso stayed in a room he rented at a friend's home at Tladi township. He was also taken by police travelling in two cars.

Relatives of Mr. Rapoane have still not seen their son. His brother Mr. Jacob Mamalela, said he has so far drawn a blank on his whereabouts.

Mrs. Nozipho Khumalo, the schoolteacher's wife of detained Mr. Alphus Khumalo.

A worried Mrs. Nozipho Khumalo, with one of her two children.

(b) Compensation shall in no case exceed the value of the parcel or of the contents thereof which may be lost or damaged. In the case of documents which are of value because of the cost of preparation, compensation shall not exceed the cost of replacement."

Delete regulation 49

DEPARTMENT OF RAILWAYS AND HARBOURS

No R 734

3 April 1981

Under the powers vested in me by section 4 (3) of the Railways and Harbours Pensions Act, 1971 (Act 35 of 1971), I, Hendrik Stephanus Johan Schoeman, Minister of Transport Affairs, do hereby, after consultation with the Railways and Harbours Board, approve of the Pension Regulations published in Government Notice R 859 of 28 May 1971, as amended, being further amended as follows from 1 January 1980.

REGULATION 23

Substitute the following for paragraph (1) (a)

(a) salary and service bonus,

Substitute the following for paragraph (2) (c)

(c) fees, honoraria and bonuses of any kind, other than the service bonus referred to in paragraph (1) (a)

REGULATION 24

Substitute the following for paragraph (2) (e)

(e) When a refund in terms of subparagraph (d) or (g) is made to a member the New Fund retains the Administration's contributions to the Fund in terms of section 12 (2) of the Act on the contributions of members

(b) Vergoeding gaan in geen geval die waarde van die pakket of van die inhoud daarvan wat verlore gegaan het of beskadig is, te bowe nie. In die geval van dokumente wat waarde het vanweë die koste van opstelling daarvan is die vergoeding nie meer as die koste verbonde aan die vervanging daarvan nie."

Skrap regulasie 49

DEPARTEMENT VAN SPOORWEEË EN HAWENS

No R 734

3 April 1981

Ingevolge die bevoegdheid wat aan my verleen is by artikel 4 (3) van die Spoorweg- en Hawepensioenwet, 1971 (Wet 35 van 1971), verleen ek, Hendrik Stephanus Johan Schoeman, Minister van Vervoerwese, na raadpleging met die Spoorweg- en Haweraad, goedkeuring daaraan dat die Pensioenregulasies, gepubliseer in Goewermentskennisgewing R 859 van 28 Mei 1971, soos gewysig, soos volg verder gewysig word van 1 Januarie 1980 af

REGULASIE 23

Vervang paragraaf (1) (a) deur die volgende

(a) salaris en diensbonus,

Vervang paragraaf (2) (c) deur die volgende:

(c) fooie, honoraria en bonusse van enige soort, behalwe die diensbonus waarna in paragraaf (1) (a) verwys word

REGULASIE 24

Vervang paragraaf (2) (e) deur die volgende

(e) Wanneer 'n terugbetaling ooreenkomstig subparagraaf (d) of (g) aan 'n lid gedoen word, behou die Nuwe Fonds die Administrasie se bydraes wat kragtens artikel 12 (2) van die Wet op die bydraes van lede tot die Fonds bygedra is

AGROCHEMOPHYSICA

This publication is a continuation of the South African Journal of Agricultural Science Vol 1 to 11, 1958-1968 and deals with Biochemistry, Biometry, Soil Science, Agricultural Engineering, Agricultural Meteorology and Analysis Techniques. Four parts of the journal are published annually.

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

The journal is obtainable from the above-mentioned address at R1.50 per copy or R6 per annum, post free (Other countries R1.75 per copy or R7 per annum)

Sales tax must accompany inland orders.

AGROCHEMOPHYSICA

Hierdie publikasie is 'n voortsetting van die Suid-Afrikaanse Tydskrif vir Landbouwetenskap Jaargang 1 tot 11, 1958-1968 en bevat artikels oor Biochemie, Biometrika, Grondkunde, Landbou-ingenieurswese, Landbouweerkunde en Ontledingstegnieke. Vier dele van die tydskrif word per jaar gepubliseer.

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

Die tydskrif is verkrygbaar van bogenoemde adres teen R1.50 per eksemplaar of R6 per jaar, posvry (Buitelands R1.75 per eksemplaar of R7 per jaar)

Verkoopbelasting moet by binnelandse bestellings ingesluit word.

Terms change for detained most workers

THE FOUR Soweto men who were arrested two weeks ago and held under Section 22 of the General Law Amendment Act are now being held in terms of Section 6 of the Terrorism Act, a spokesman for lawyers representing their families said yesterday.

Except for Mr Raboevane all three are employed as telephone technicians. Mr Raboevane was a counter clerk at Orlando post office.

TRADE UNION

Sources close to the four men believe they are being detained in connection with their plan to establish a trade union of black post office and telecommunications workers.

Mr Khumalo's wife, Nopho, said she was getting more and more con-

cerned about the safety of her husband and his colleagues because when she went to Protea police station to give her husband clean clothes, food and toiletry the dirty clothes he had on were not returned to her.

"How does one interpret this kind of thing? Why are the police keeping the clothes they wore when they were arrested?" she asked — Sapa

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Scramble!

SAA airgirls forming up for a strike

S. Express 19/4/81

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positions in the centre may be filled by members of a number of ethnic and racial groups in the society, and those persons in these positions may nevertheless share the same values is

A PETITION circulated among 574 SAA air hostesses could result in a strike.

On April 1 the air hostesses and 817 flight stewards were reclassified as cabin services officers, sharing the same salary structures and job opportunities — but not the same benefits.

Dissatisfaction over 'unequal benefits' for female cabin services officers led to a petition being circulated among them.

The main complaint is that they are only eligible for concession tickets on overseas flights of SAA for themselves — not for their

husbands and children.

Male staff receive concessions for themselves and their families. Air hostesses from other airlines also get 90% concessions on SAA for their husbands and children.

The petition calls SAA attitudes antiquated.

In an interview with the Sunday Express last week, a member of the petition committee said "I am sick of being told I have opportunities equal to those of my male colleagues

By CHRISTINA PRETORIUS

NOTES

1 See a subsequent section in this Paper

2 Emphasis in the original

3 A further common concern is the conviction that plural societies are unjust social arrangements

4 This Paper is partially based upon the author's unpublished doctoral dissertation which was completed in 1974. See Simon Bekker, The Plural Society and the Problem of Order, University of Cape Town, 1974

the economic rewards allocated to members of the periphery do not satisfy them. Furthermore, these countervailing powers will be strengthened by support that can be obtained through those new institutions that grow out of the common economy. In addition, the point has repeatedly been made that this confrontation will be a political one and, therefore, a racial and ethnic one, rather than a class one. This is so since conflict tends to follow the dominant lines of cleavage in the society. In this regard, Lockwood (1970) writes "revolutionary goals are unlikely to emerge from the antagonisms of groups in plural societies unless ethnic and racial divisions happen to coincide with lines of economic relationships. [For this reason] ethnic and racial conflict in a plural society is not inherently revolutionary".

The role of coercive sanctions in the d... ranks in the d... confrontation. In this case, the a racial and eth... The second application of here, seems to of the member of the centre society which. This argu... integration is the crucial factor in maintaining order in a plural society. If consensus can be obtained in the centre, and satisfaction in the periphery, order can be maintained.

The third possible direction is that toward a "democratic" plural society. Here, ethnic diversity (what M G Smith called cultural pluralism) will be maintained, but differences...

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"It's all just another lie. They tell us they have given in to women's lib when they have done nothing of the sort

"How can SAA expect to fob us off with promises of equal salaries and promotions when they won't give us the same benefits?"

Mr Peter Klein, public relations officer for SAA, told me the men got concessions because they were the breadwinners

"Allowing the male employees ticket concessions for their wives and children is policy throughout South African Railways and Harbours," he said

"Being part of the SAR&H organisation, we have to fall in with it

"Only divorced women and unmarried mothers are allowed the same benefits"

The 'hostesses' petition calls for SAA to abandon discrimination against its female staff

It reads "All we want is the same benefits for all air hostesses (casual or fulltime) as those enjoyed by flight stewards. We feel this change is long overdue and it should have

been brought about simultaneously with the new status of air hostesses"

The air hostess, who wishes to remain anonymous, said "There are often times when SAA flights run almost empty

"It would make more sense for them to let us take our families with us. At least then they would get 10% of the ticket price rather than nothing at all.

"It would be money in their pockets"

A senior spokesman for the SAA Staff Association — the organisation used as a union by hostesses and flight ste-

... sectors of the society do not clash. In promoting criss-crossing lines of cleavage may dissolve the solidarity amongst those in the centre and lessen the degree of system integration present. For these processes to succeed, then, requires an extension of the values of universalism and achievement to other groups in society. These values are presumably practised within the dominant group in the allocation of positions in the centre. If those in the centre can practise these same values and apply them to members of other groups in the society, then the

Railway association reviews membership

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How Long Will South Africa Survive?

metropolitan role the US would have to threaten to leave South Africa defenceless before the mercies of Soviet-backed black guerrilla armies. But it would be difficult for the US to make such a threat and for South Africa to believe that the threat was real. It may be that the threat of economic blockade would work instead (as used, in part, by Vorster on Smith via the railway holdups), but the record of such attempts is not very successful. In the end the threats to which white regimes have responded have been military. If this were again to be the case with South Africa one should not expect US pressure to become effective until South Africa is threatened by a very considerable position which she enjoys today. It is a position taking place without the Soviet presence in the southern part of the continent, the stronger the Soviet presence wish to weaken her strongest ally, much point in expecting the US to act firmly before she 'needs' the US as elsewhere, seldom act do not, on the whole, go looking

Labour Reporter

More jobs had to be created for workers, regardless of colour, the chairman of the Artisan Staff Association, Mr Jimmy Zurich said in Johannesburg yesterday.

Mr Zurich was speaking at the 50th annual conference of the railway workers' association.

He said the association had recently opened its ranks to coloured apprentices, and it was concerned about the principle of

end reality has to be faced

It has to be faced in the West too, particularly in the US. In the long run there are only two alternatives. Either the West must dig in and support white supremacy in South Africa or it must exercise a general pressure for its 'reform', and, ultimately, its complete dismantlement. It is, as yet, too soon to know what the Carter administration's policies will be — the temptation, of course, will always be to work for piecemeal adjustments, not general change. All that one can say is that the coalition which brought Carter to power and on which he must rely for the next eight years is almost ideally suited to providing backing for such pressures for general change.

As he longer the position might be East crisis of 1973 when, between the US and the USSR on their respective clients. The of this particular deal — the US as clients — may be expected to worth next time. Meanwhile the protectorate of one of the big n between them has occurred to y do not like it, and are already -it-alone' stances. This does not . Smith did it in 1965. In the

Conclusion

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There are, of course, other possibilities. Israel now almost certainly possesses nuclear weapons, and Pretoria too has boasted of a 'nuclear capacity'. Whether by her own direct efforts or as a result of a deal with Israel, South Africa might well be in a position to threaten the use of nuclear weaponry against her foes. Such possibilities seem small. South Africa is hardly likely to gain US approval for the use of such weapons and rather unlikely to use them without it.

If, however, one is to take one's courage in both hands and attempt a prediction — on the basis of what is known and what is, on the whole, most likely — then one should, perhaps, expect something like the following scenario.

First, the South African economy is in for several hard years at least. The gold price has gone up, but not enough. It hit \$200 in December 1974. Since then, inflation has been of the order of 25-30%. This means the present \$150 price is worth only about \$110 in December 1974 terms — an overall fall of 45%. Foreign investors have been thoroughly scared off, and though there is in fact every prospect of a quick killing in the markets for those who bought in at post-Soweto lows, it may well be that the country will never again benefit from the same degree of foreign investor confidence it enjoyed in the 1960s. The country will need loans, but remains a good credit risk and should get them. The problem is that it will be exceedingly difficult to acquire long-term investment from any source, and both private and public foreign investors will require high rates of return and copper-bottomed guarantees for whatever risks they take. The government is likely to spend even more on defence, to maintain white employment in the para-statal sector, to squeeze imports, and to pursue deflationary policies as far as these other objectives allow.

The likely results are high and rising African unemployment, a moderate redistribution of resources within the white community, and a gradually stabilising economic situation presaging at least a minor (and possibly major) boom in mineral exports in the late 1970s and early 1980s. The economy may well appear to tremble on the brink of the apocalypse but it is too fundamentally strong not to pull through by the simple expedient of off-loading most of the costs of recession on to the blacks. It is possible (though by no means certain) that we shall witness further revolts by the black unemployed or even the peasantry under such circumstances. These revolts could take almost any form, with urban guerrilla action perhaps marginally the most likely. What is certain (not just possible) is that such revolts, if they take place, will be thoroughly and effectively repressed.

Railways union opens up to blacks

By RIAAN DE VILLIERS
Labour Correspondent

A LEADING white Railways trade union, the Artisan Staff Association, has decided to back the introduction of workers of all races as apprentices on the railways — and to open its own ranks to them.

It has also decided to apply for affiliation to the multiracial Trade Union Council of SA (Tucsa), the largest trade union co-ordinating organisation in the country.

The decisions were taken at the annual conference of the 23 000-member association in Johannesburg this week and announced at a Press conference yesterday.

However, the conference decided it would only accept black apprentices if they were subject to compulsory military training — or white apprentices were exempted.

White applicants would have to be given preference.

Its executive committee would have to ensure that the ASA retained the "greatest measure of control over the influx of non-whites into the association's ranks and into work situations over which it has jurisdiction".

Commenting on these moves, the ASA's president, Mr Jimmy Zurich, said the association was willing to accept black apprentices provided they were subject to the same employment conditions as whites.

The issue of military training was more important in the Railways than elsewhere and apprentices who did not have to undergo training would gain a permanent advantage over the others.

However, Mr Zurich did not

appear to see this as an insuperable obstacle. He said the issue was under urgent investigation by a Railways management committee and that the next intake of apprentices would take place next year — which gave the parties ample time to resolve the problem.

Mr Zurich said there had been some opposition to the decisions and some members "weren't very happy".

However, the conference decision to open ASA ranks had been virtually unanimous.

The ASA has not been affiliated to any co-ordinating organisation since 1976, when it broke away from the Rightwing SA Confederation of Labour with the intention of setting up a new 'middle of the road' organisation.

Mr Zurich said yesterday that the union had worked hard to form a new organisation, but had run into stiff opposition. It had now come to the conclusion that the idea, though good, had been 'stillborn'.

The ASA needed a platform for its views and it had consequently decided to affiliate to Tucsa.

The ASA conference also debated a resolution calling for a one-day strike in protest against price rises.

According to yesterday's statement, it took "all the persuasive powers of the president and the executive committee to dissuade the conference from such strong action".

The Government would be urged to take strong steps to curb inflation.

The union would also press for new wage increases to match inflation and compensate members for increased productivity.

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Rail unions vary on affiliation

Labour Reporter

The SA Footplate Association, which represents about 10 000 white workers on the Railways, had discussed affiliation but has decided not to join the Trade Union Council of South Africa (Tucsa), a spokesman said.

Last week the Artisan Staff Association of the Railways decided at its annual conference to apply for affiliation to Tucsa.

The ASA presently represents about 22 500 white workers but will in future be open to members of all races.

The Footplate Association opened its membership last year.

The opening of Railways unions membership is seen as the result of growing pressures for skilled manpower and the shrinking white labour force in this sector.

● See Page 21.

Background to the News
By Tony Davis,
Labour Reporter

Last Friday the Artisan Staff Association (ASA) of the South African Railways announced it had opened its membership to all races. This makes it very much a union that has come in from the cold.

Ten years ago the ASA was still a member of the all White Confederation of Labour which rejected all forms of black participation in trade unions when the ASA went "into the wilderness" and maintained no affiliation to a union federation. Earlier this year it announced the opening of its ranks to coloured members — something that would not have been contemplated earlier — and now it has provided

Railways Union: Pragmatic response to pressures

for black membership

The ASA has also announced its intention of affiliating to the Trade Union Council of South Africa (Tucsa).

Observers may well ask what prompted such changes

Mr Jimmy Zurich, chairman of the association, said that economic pressures had compelled it to admit members of various black groups. South Africa was currently undergoing a manpower crisis and new recruits were needed on the Railways.

The decision to apply for affiliation to Tucsa was taken because the union needed a "platform" from which to represent its members and to speak out on labour matters.

"It is no good for a trade union of this size not to be affiliated to a co-ordinating body," Mr Zurich said.

At last week's annual conference of the union only six of the 137 delegates voted against the opening of membership. But to stem possible white fears of a "flood" of

black workers, the conference stated that its executive committee would have "the greatest measure of control" over the influx of blacks into the union.

"We do not anticipate that we will lose members by taking the word 'white' out of our constitution," Mr Zurich said. He added that there had been "negligible" opposition to the decision to affiliate to Tucsa.

Mr Louis Petersen, Tucsa's third vice-president, said they would welcome the ASA as an affiliate.

"Its membership would help strengthen the broader workers' movement and in future affiliation would be beneficial to the Railway workers themselves," he said.

The opening of the ranks is almost certainly a pragmatic response to a shrinking white workforce and the loss of white artisans to better-paying industries.

Employment opportunities on the Railways are also to be opened up to all workers, regardless of race.

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Railways welcomes founding of black union

By Drew Forrest

A black trade-union — with a potential membership of 75 000 — has come into being at the South African Railways

The Staff Association for Black Employees of South African Railways and Harbours was officially constituted on April 1 and has already enrolled close to 10 000 members, according to SAR public relations manager, Mr Tienie van der Berg

Membership of the union was restricted to black employees of the Railways and Harbours with one year's work experience, he said — giving it a potential following of about 75 000.

Mr van der Berg described the emergence of the union as an "evolutionary" one. In keeping with the recommendations of the Wiehahn Commission, it had been decided to phase out the present system of works committees as the only form of representation for black workers

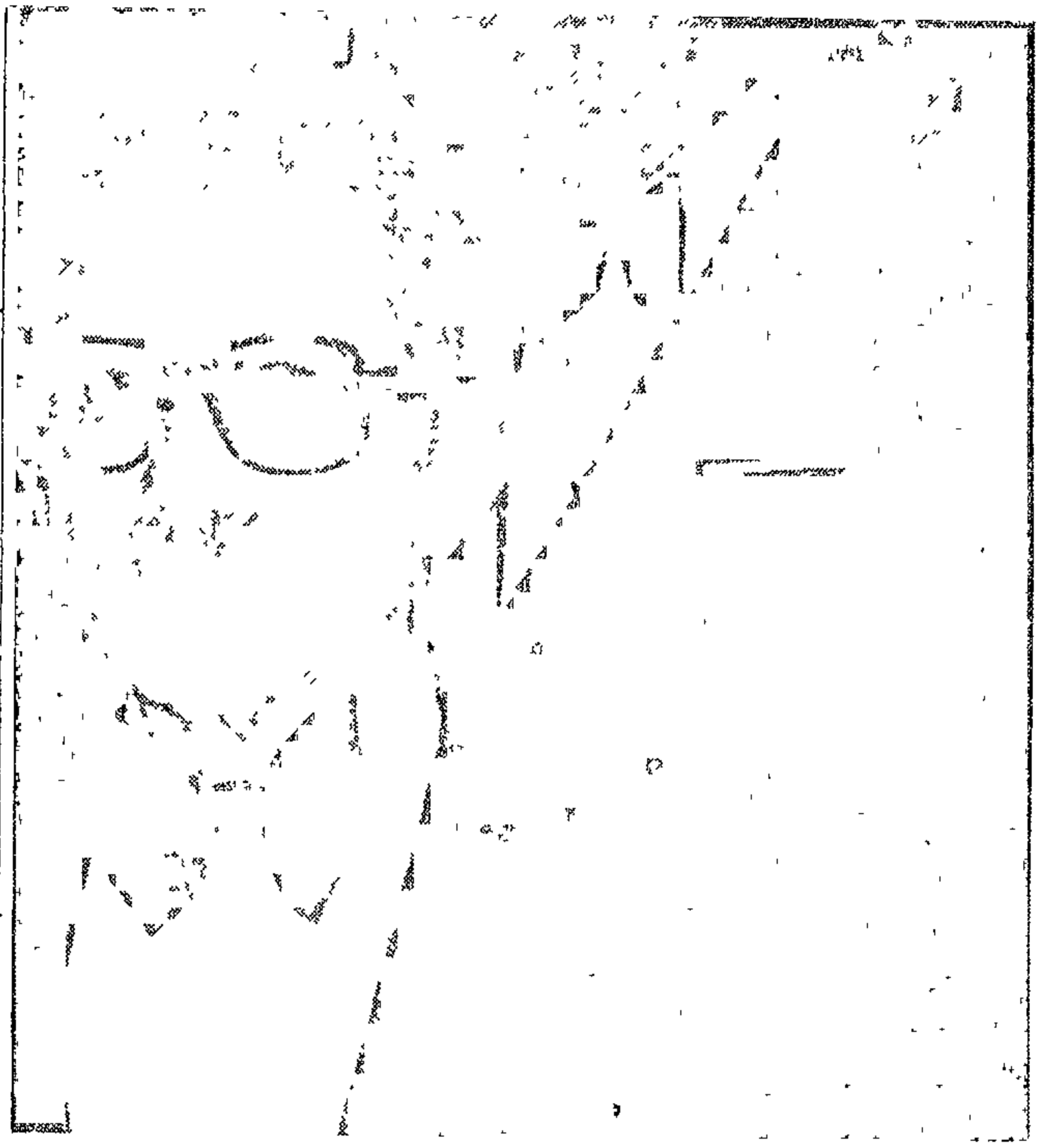
The request for a black union had come from workers themselves, he said, after the admission of Indian and coloured staff associations to the official negotiating machinery at the end of last year.

But it was expected that works committee members would find their way into executive positions in the union. The committees, in collaboration with liaison officers, would bring the association to the attention of black staff.

Railways management had given "every assistance possible" to the union. It had helped in the drafting of its constitution, which was modelled on those of the white associations, and had granted it stop order facilities and organising access.

The union had applied for registration, which it expected to receive by the end of June. Thereafter, it would be represented along with other railways unions on the Federal Consultative Council of SAR and H Staff Associations and would be party to all future negotiations with management.

significant White interest groups at the turn of the century? What was the significance and what were the interests of the commercial sector? There is always a tension within a capitalist economy between the need for high income consumers and the need for low-income (i.e. low cost) workers. To whom were Africans important as a market?



The Minister of Transport, Mr Hendrik Schoeman, appears to be leading the way for the general manager of the South African Railways, Dr J. G. Loubser and East London's Mayor, Mr Donald Card, at last night's SAR Salaried Staff Association function in the city.

down criteria of significance in trying to decide whether and what changes of this kind have taken place. Once more speaking broadly, and ignoring the distinction between town and country, we can distinguish roughly between five different 'classes' (using the term 'class' in its traditional sense to mean a number of people all having the same relationship to the means of production).

SAR appoints 32 000 blacks in white posts

13/5/51
DD
270

EAST LONDON — The railways was playing a key role in establishing a labour force to meet the needs of the future by employing blacks in graded posts previously filled by whites, the Minister of Transport, Mr Hendrik Schoeman, said here last night.

Mr Schoeman, who was opening the biennial Conference of the South African Railways and Harbours Salaried Staff Association, said that due to the lack of sufficient white manpower about 32 000 blacks had been appointed to graded posts.

He said these ap

pointments, which were in accordance with government policy were made only after consultation with staff associations and in a discreet manner.

As with whites these employees received the best of training both in the work situation and at training centres.

Mr Schoeman said though the railways offered fringe benefits rarely matched by the private sector, it was not easy to compete with the attractive salaries offered in that sector. He said salaries of railway employees were, however,

adjusted from time to time to keep pace with the rising cost of living.

Mr Schoeman said in the past two years the South African economy had experienced a tremendous growth rate with which the railways had been intimately involved.

Given the sophisticated infrastructure of the railways in South Africa and a shortage of manpower in certain grades, the railways had served the country with distinction.

Mr Schoeman said this was an indication of good management —DDR

1. Capitalists who have large investments. However, those with investments in different sectors have to be distinguished since their interests as regards Black labour may be differentially structured.
2. Self-employed Whites, whether they are working farmers or owners of small businesses, between which two groups there is probably a considerable amount of mobility.

wages. In analysing the changing capital structure in South Africa and in particular the growing predominance of industrial manufacturing capital, we need to investigate, firstly, its labour needs, and secondly its market needs.

One more Railways union to go non-racial?

STAKE
16/5/31

270

By Tony Davis
Labour Reporter

The 28 000 member Railways Salaried Staff Association — Salstaff — is considering opening its membership to all races

A resolution was taken at this week's annual general meeting of the union in East London to remove the word "white" from membership requirements

Salstaff is an affiliate of the all white SA Confederation of Labour

A Salstaff spokesman said the meeting had decided to defer acting on the resolution and a study group would be appointed to look into the matter

If the union decides to go ahead and open its membership to all races this would be a serious blow to the Confederation

of Labour whose numbers are rapidly dwindling

Earlier this year the SA Railways Police Staff Association with about 3 500 members withdrew from the Confederation of Labour after opening its membership

LEFT

Last year four unions left the confederation after deciding to go multi-racial. They are

● The SA Association of Municipal Employees with 41 000 members

● The Johannesburg Municipal Employees Association with 6 000 members

● The Durban Municipal Employees Society with 4 000 members

● The National Association of Furniture and Allied Workers with about 800 members.

At the confederation's conference last year the SA Technical Officials Association (3 000 members) was expelled

PRAGMATISM

The move by the white exclusivist unions to a multi-racial membership is seen by labour experts as simple pragmatism — the diminishing ranks of skilled white workers need to be augmented with skilled black workers

Last month the unaffiliated Artisan Staff Association of the Railways opened up its membership

The loss to the confederation of Salstaff would diminish membership around 100 000

But a recent congress of the confederation scrapped its constitution's "dissolution" clause which provided that the body would disband if its membership fell below the 100 000 mark

RDM 16/5/8
270 Own Correspondent 128

No all-race decision

EAST LONDON — The South African Railways and Harbours Salaried Staff Association has deferred a decision on opening its ranks to blacks

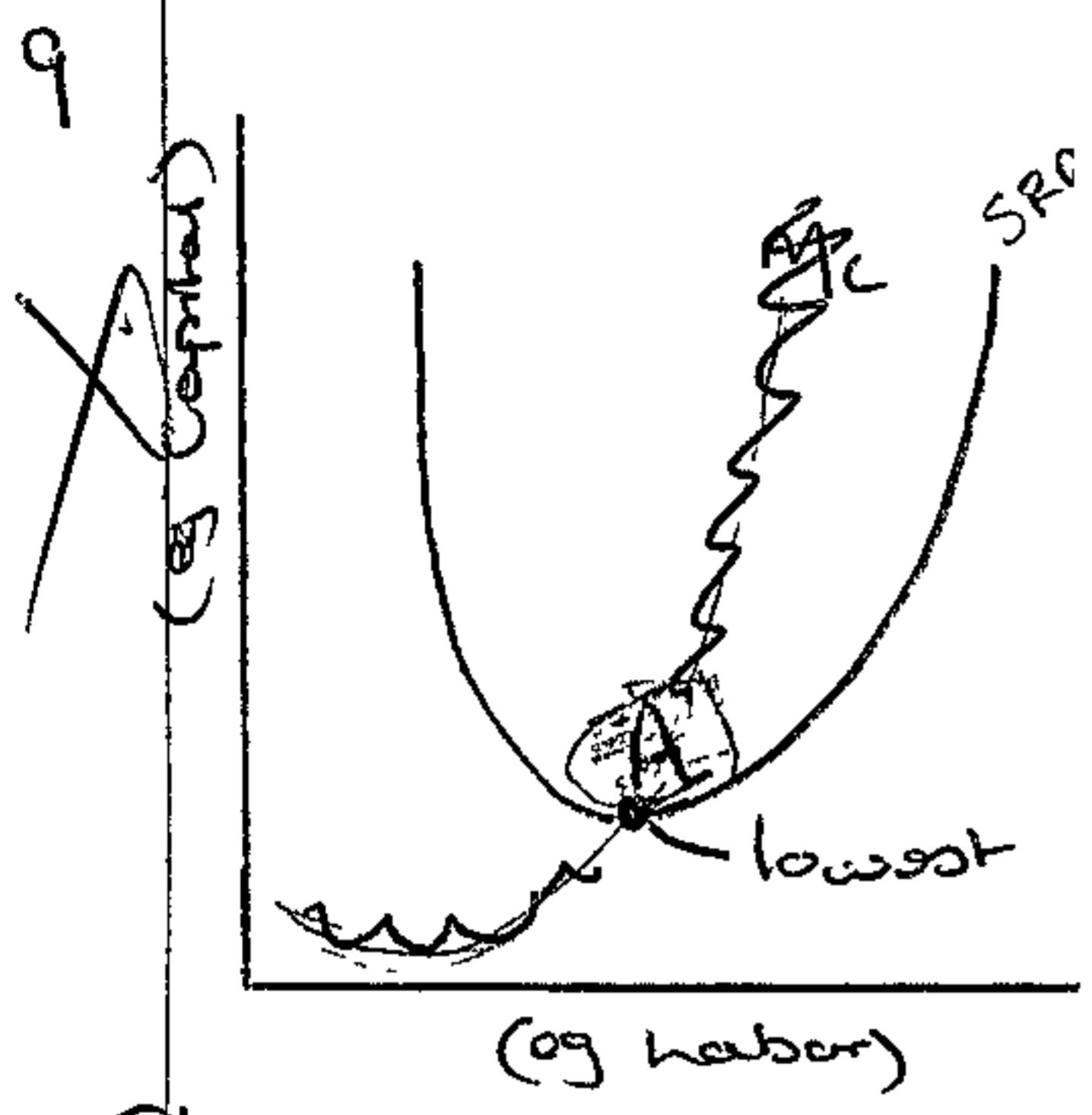
Mr B L Currie, the president, said after the association's congress ended in East London yesterday that the issue of the possible opening of membership to people other than whites was to be given closer attention by the executive council

"The congress asked the executive council to look into this matter with a view to making representations to a special congress which could be held in about a year's time

"It was decided that we weren't quite ready to effect the necessary amendments to the constitution"

The association represents mostly clerical and administrative staff in the SAR and H and is the biggest of the seven white railway associations

Uses incorrect.



SAR & H ~~27~~ (27)
Same old song

Despite SAR's special arrangements for shifting containers from its City Deep rail terminal over the recent long weekend (Business May 22) there is a substantial container build-up. The cause it would appear is minimal private sector co-operation.

SAR commercial director Gert Coetzee says there are more than 5 000 containers in the pipeline. But he says this build up is not abnormal and he denies rumours of 10 000 containers boxed up in Durban and on the line.

Railways he says is doing all in its power to streamline the situation. It could be cleared in two weeks.

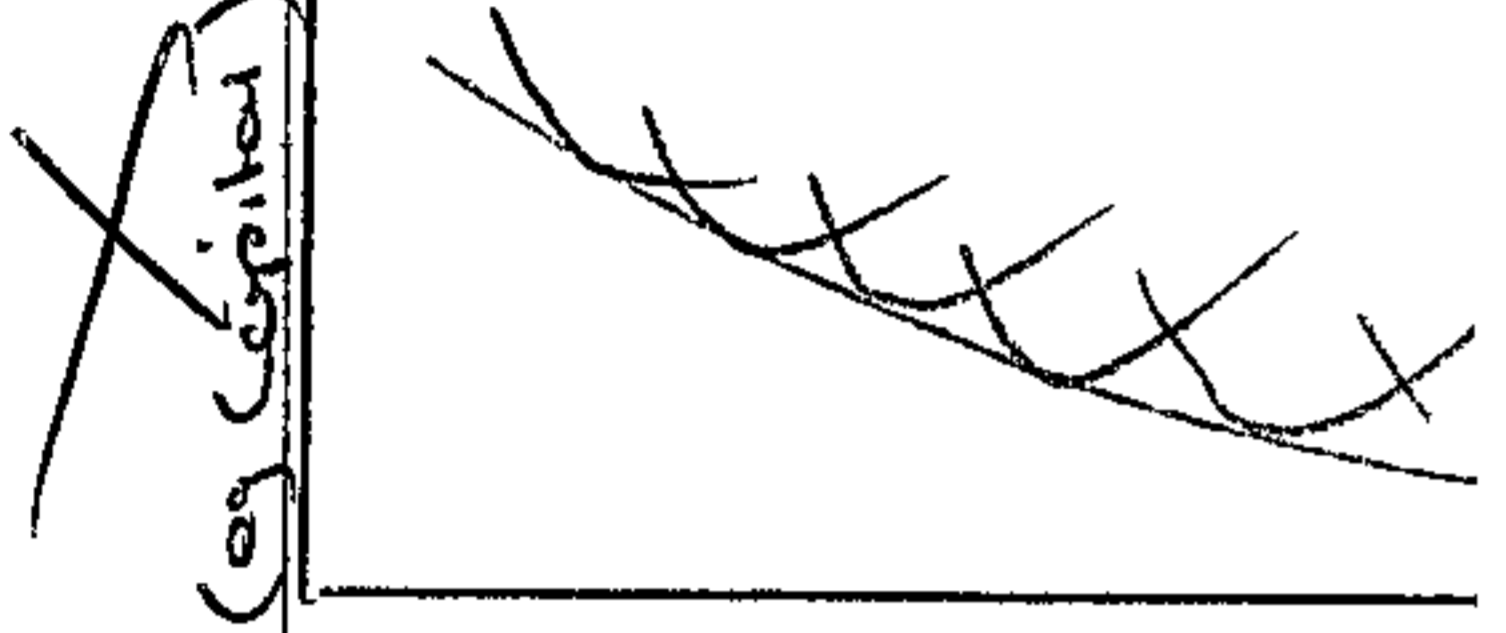
How this will happen is not clear. One forwarding agent's guesstimate is that it could take up to two months to clear the backlog unless SAR gets drivers from all over SA and increases its handling equipment and road transport facilities.

Coetzee says there's still 25% driver absenteeism. The driver complement is 407 and vacancies are considerable. In an attempt to improve the situation the SAR has seconded 20 drivers from the Road Transport Division to deliver containers during the week. An additional 67 whites have been trained mostly for night driving and as an emergency measure.

SAR had hoped to deliver 600 000 containers to consignees premises at night over the long weekend. Only 60 were delivered. Day time deliveries totalled less than 500 - hardly a dent in the backlog of over 4 000 containers dating back to the Easter weekend.

go Cost

LRAC = Long run average cost.



When discussing most keep in a variable factor. The is the only the short run the long run has all factors variable.

average cost, we + there are no relevant factor. Difference between (S.R.A.C.) and (L.R.A.C.). The LRAC

The SRAC curve calculates the lowest cost of production. At point A on the SRAC curve this is so. Any point to the left of A is where marginal Revenue Received for the next item will be greater and the Marginal Cost for the next item will be less. Vice versa until point A is attained - vice-versa for the other side.

The LRAC curve is really an infinite amount of SRAC curves put together. The optimal point is 3. We can see that each little SRAC curve has a different lowest cost. This is explained by way

17 hurt as lorry, railway trucks collide

Mercury Reporter

SEVENTEEN people were injured when the lorry in which they were travelling and five railway trucks collided at Isipingo on the South Coast yesterday.

The lorry was taking Railways workers home and was turning across tracks when five trucks be-

ing fly-shunted hit the lorry and pushed it about 50 m down the track where it overturned.

Mr G D van der Veer, systems manager, said last night: 'We don't like to do this fly-shunting but with the pressures of work we have no option. Vehicles take second priority near a railway line and people

must be very careful.'

Mr Len Miller was in a 'fairly satisfactory' condition in Addington Hospital last night and Mr S M Langman was taken to Entabeni Hospital. Fifteen coloured and black men were treated and discharged at King Edward VIII Hospital.

Man's legs crushed in docks

A RAILWAY labourer is in a serious condition in Somerset Hospital after a forklift truck crushed his legs against a wall in Cape Town docks today.

Mr A. Platjies was taken to the hospital after the accident, in a goods shed in C Berth

In Observatory, Mr Anderson Meseko received superficial burns in a garage fire in Trill Road last night. He slept in the garage.

He is in a satisfactory condition in Woodstock Hospital.

The blaze was extinguished by the Salt River fire brigade. The cause is unknown.

* * * * *

- (1) Plot this demand curve as accurately as possible, preferably using graph paper.
- (2) Now suppose that over a period of ten successive years the annual "crop" amounted to outputs of 80, 60, 70, 40, 50, 80, 60, 50, 40, and 70 million bushels respectively. Calculate and tabulate the gross value of the crop in each of these years, if the demand curve scheduled above was the demand curve of each of the ten years.
- (3) Calculate the average annual gross value of the crop over the ten years, and the output and price which would yield this value.
- (4) Construct a schedule showing what price would have to be received for each of the outputs in the demand schedule in order to make the gross value of the crop in each year equal to the average annual gross value. Plot this schedule on the same paper as the demand curve. (It will be a curve of unit elasticity).
- (5) From the demand curve find the total amount which must be offered on the market in order to fetch the prices discovered in part (4). From these amounts make a schedule showing how much the government would have to buy or sell for each total output.
- (6) Draw up a schedule showing how much the government would have to buy or sell in each of the ten successive years of part (2). Would the government have to sell a total greater than the amount it would have to buy over the ten years? Does the answer mean that stabilization of the gross value of a crop is impossible?

2. cont.....

FM 19/6/81

BLACK ADVANCEMENT

Steaming in

270

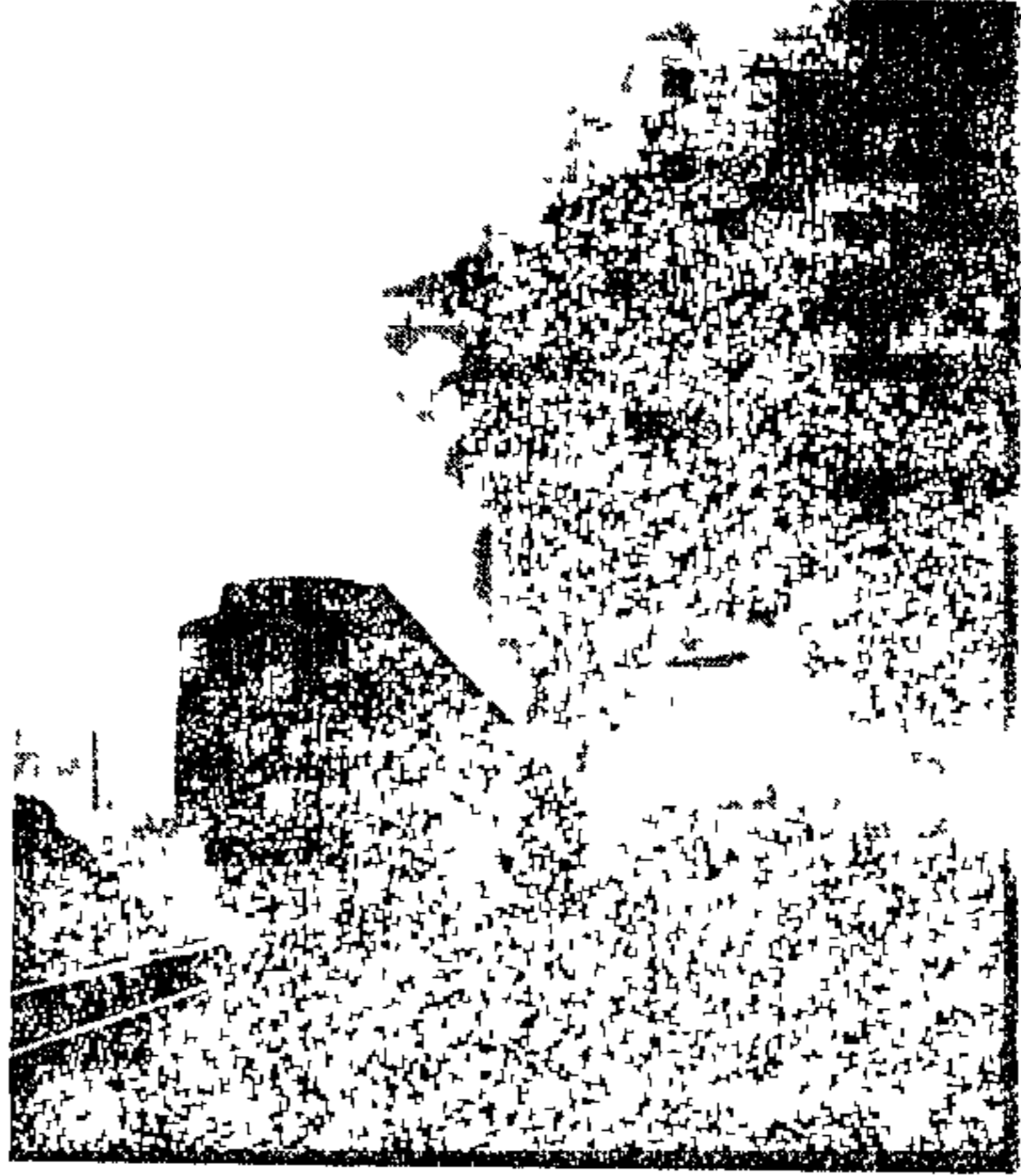
171

In terms of an agreement between the SAR and the Footplate Staff Association blacks, Indians and coloureds can now become firemen on the SA Railways steam locomotives -- a job previously reserved for whites

This move is in line with SAR policy of gradually allowing blacks to fill semi-skilled and skilled jobs for which whites cannot be found. At present there are about 23 000 blacks, Indians and coloureds filling such posts on the railways and according to an SAR spokesman the railways 'would have come to a complete standstill if we did not have these people.'

There is a significant difference between the decision to allow blacks to become firemen and the opening of other SAR jobs to them in the past. The post of fireman is an important step on the ladder towards fully-fledged train drivers -- a highly skilled job -- and therefore there is some symbolic value in blacks being allowed into this job. Senior SAR sources, however, say that because there is an adequate number of whites to fill train-driving jobs it is highly unlikely that blacks will be able to become drivers on the open lines in the immediate future.

Although they will get the same pay as



Steam loco . for blacks, a step up the ladder

whites who formerly held the job, black, Indian and coloured firemen will be known as locomotive men and not firemen.

There are now about 900 posts for firemen on SAR steam locomotives. The plan is that blacks, Indians and coloureds will be allowed into vacant posts -- a process

which will be speeded by the planned transfer of white firemen on these locomotives to diesel and electric units where they will become drivers' assistants.

Blacks train on aircraft maintenance

Argus 24/6/81

174
270

126

Argus Correspondent

JOHANNESBURG —
South Africa's first group
of black aircraft repair
shop assistants in aircraft
maintenance have
embarked on a 13 week
training programme at the
Chamdor in-service train-
ing centre, near Krugers-
dorp

The four trainees have
successfully completed the
first five weeks of the
course, which involves the
handling of tools and basic
metalwork skills, reports
the Manpower Projects
monthly bulletin

'During the remainder
of the course, the trainees
will undergo an intensive

course in the ground
handling of aircraft, and
in routine duties such as
cleaning, removing and in-
stalling of parts, says Mr
Joos Lemmer, director of
Chamdor

INSPECTION

They will also carry out
some of the service func-
tions embodied in the 100-
hour inspection of light
aircraft, he says

Successful participants
in such a course may be
permitted to go further
and qualify as aircraft
engineers

'A second course is pro-
posed during the second
half of this year, also to be
run at Chamdor,' Mr Lem-
mer said

GENERAL NEWS

Black hostesses won't initially get whites' pay

Star, 2/7/81

SAT 270

By Marion Duncan

Black air hostesses to be recruited by SAA will not immediately receive the same salaries as their white colleagues

A spokesman for the airline confirmed to The Star that black, Indian and coloured hostesses accepted under the new Government policy announced on Tuesday will have to wait for the wage differential to disappear

The new system whereby everybody will be paid the rate for the job regardless of race, is in the Government pipeline now he said. It will come into application within the foreseeable future.

He stressed that new black hostesses would receive the same testing, screening and six week basic training as whites and that the first blacks would appear on domestic flights before the end of the year.

Applicants require as a minimum a Standard 8 education, although higher educational qualifications will help.

Applying candidates must not be overweight nor must they be particularly tall or short. Minimum age requirement is 21.

For the best student in each of the courses of Building Economics I, II and III in the third, fourth & fifth years respectively.

LTA Prizes

P R Swift

The Committee of the Western Cape Chapter of Quantity Surveyors' Prize
For the student obtaining the highest marks in Professional Practice.

P C Key

Bell-John Prize
For the best all-round student in any year of study.

Planners Award
student who has shown promise at the end of first year.

second best student in the of Building Construction.

uring

est student in the of Building Construction.
Association Prizes

award

R Low Ken

D G Sessions

PLANNING
REGIONAL
URBAN &

(Continued)

QUANTITY
SURVEYING

6/2/81
SAA gets equal pay demand

By Richard Paris
 Air Correspondent

A leading black trade union leader has criticised South African Airways for not giving soon-to-be-appointed black air hostesses the same pay as whites and for not employing black stewards.

The Minister of Transport announced last week that black women would be recruited as air hostesses for service on the airline early next year.

But a public relations spokesman for SAA said that they could not expect the same salaries as whites until a new system of payment, now in the government pipeline, could be introduced, probably in 1982.

The secretary general of the Commercial, Catering and Allied Workers Union, Mr Emma Mashinini, said she hoped that black women would be allowed to belong to the same staff association as white air hostesses and that they would not be discriminated against in any way once employed.

SAA has claimed that about 70 percent of its air hostesses are university graduates and that there is every intention of this standard being maintained. The minimum requirement is standard eight.

"Blacks could lose out badly because of this totally unnecessary selection of university graduates. As a globetrotter I know that some sort of standard is important for the purposes of communication with passengers — but certainly not a degree," claimed Mrs Mashinini.

An SAA spokesman said: "We have a high turnover with our women as they want to see the world and then very often marry and start a family."

Award who has shown at the end

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S... Prize
 Cape Chapter of Quantity
 The Committee of the Western

Bell-John Prize
 For the best all-round student
 in any year of study.
 P C Key

PLANNING
 REGIONAL
 URBAN &

QUANTITY
 SURVEYING
 (Continued)

Business

SAR boosts borrowing of train by switching out other

SAR

SOLVERS

LABOUR

TROUBLE

BY ARNOLD DAVID

SOUTH AFRICAN RAILWAYS has replaced 23 000 Whites "with people of other colours" in its fight to beat the skilled manpower problem.

Koos Verster, assistant general manager, manpower, said SAR had also carried out a work evaluation study of all technical positions and had now adopted an approach where highly skilled men were not asked to do work on which their skills are wasted.

Our policy for the past decade has been that if we could not find enough Whites to fill positions that were traditionally filled by Whites we must find people of other colours to fill them, Verster said.

"At first this was virtually limited to finding, say, Blacks to serve Blacks and Indians to serve Indians, but for some time we have been expanding that approach and now have 23 000 people of other colours filling posts that were traditionally White positions."

In Transkei, for example, 600 Whites had been replaced by Blacks who now operated the railway system there under the guidance of only four Whites.

"And they will be replaced as soon as we can train Blacks to acquire the necessary skills," Verster added.

"They are doing everything that has to be done to keep their system going. They are driving their trains, they are station foremen and they are doing all the clerical work."

"We are employing Blacks as truck recorders, as stokers on tugs, as heavy-duty lorry drivers. All the train marshalling work on 111 main lines..."

Management in Assigning 1th Reports, U.S. Dept. 70, 85, no. 8, 725 - 731.

of Health Services in Past Studies, University of ... some have been devised ... in the case of 'Q' ... tagged areas. Some ... as where the prevalence ... he greatest.

The constants are us years per 100 000 population considered. 'Q' has no meaning a with professional ju most needed. Even so figures for health rization rates have b the availability of to some extent as well gives a bias towards the average on health utilization rates.

for example, its carriage and wagon repair shops - "where they were doing the same work as Whites" - would have been seriously affected without the labour of Blacks. He also said the SAR gave all its non-White workers thorough training at its colleges at Braamfontein and Germiston, but because they were so well trained they were soon snapped up by the private sector. "Our staff turnover in this section is about 20% a year."

colours filling posts that were traditionally White positions"

In Transkei for example 600 Whites had been replaced by Blacks who now operated the railway system there under the guidance of only four Whites

"And they will be replaced as soon as we can train Blacks to acquire the necessary skills," Verster added

"They are doing everything that has to be done to keep their system going. They are driving their trains, they are station foremen and they are doing all the clerical work

"We are employing Blacks as truck recorders, as stokers on tugs, as heavy-duty lorry drivers. All the train marshalling work on 111 marshalling yards is now being done by 5 000 people of other colours working under the supervision of only a few Whites

"We are using non-Whites as ticket collectors. At first we did this on only suburban lines for their own people, but we are now using them on main-line trains as well

"On top of all this we have a scheme whereby we train people of other colours to become technical helpers

"At present one qualified White journeyman has up to four technical helpers who by assisting him get on-the-job training. They also get theoretical training and we constantly encourage them to upgrade their skills"

Verster said these innovations had been introduced with the knowledge and co-operation of the seven White trade unions that acted for railwaymen, with whom the top brass at SAR headquarters maintained a constant dialogue

He stressed that these people were not labourers and that they had acquired a high degree of technical ability

Negotiations were in progress to allow each journeyman to have up to eight helpers — so successful had the scheme proved

While Verster did not say this, he left me with the impression that the SAR's building programme and work in,

for example, its carriage and wagon repair shops — 'where they were doing the same work as Whites' — would have been seriously affected without the labour of Blacks

He also said the SAR gave all its non-White workers thorough training at its colleges at Braamfontein and Germiston, but because they were so well trained they were soon snapped up by the private sector

"Our staff turnover in this section is about 20% a year," he said "Most of these people are enticed to join small undertakings that cannot afford to run their own training schemes

"There would be little point in us increasing their wages just to keep them. As it is, we pay them well. Whatever our increase would be, it would be topped by those firms

"The same happens with Whites. Of the between 10 000 and 11 000 apprentices that are trained in South Africa each year, we train 2 500.

"Many leave us as soon as they have completed their apprenticeship"

Verster said that, had it not been for SAR's policy using people of other colours to replace Whites it could not have recruited. SAR might have found itself facing a serious manpower situation

The innovation of bonus schemes had shown that there were too many highly skilled men in some workshops. They have been moved to shops where their skills were now fully used

Verster believed that if all industrialists would use the skills their trained men had as logically as the SAR had done, the country's shortage of skilled manpower would be substantially eased

New FCC moves on blacks

RDM 21/7/81 270

By GERALD REILLY

SOUTH AFRICA'S 270 000 black and white railway workers were moving towards a situation where all would fall under the umbrella of the Federal Consultative Council of Railway Staff Associations, the chairman of the FCC, Mr Jimmy Zurich, said yesterday.

A second coloured railway union is expected to be admitted to membership of the previously all-white FCC at the council's half-yearly meeting in Johannesburg tomorrow.

Last year the FCC admitted the other coloured union and an Indian union.

DR KOBUS LOUBSER Meetings with blacks

This had been done with the unanimous support of the seven white staff associations, Mr Zurich said.

According to the bulletin of statistics in October last year, there were 24 000 coloureds in the railways and nearly 2 000 Asians.

Mr Zurich said railway management was now busy encouraging blacks to form a representative union

Big step

There were 130 000 blacks in railway service in October last year.

Mr Zurich said he foresaw little difficulty when the black union was eventually formed of its being admitted to membership of the FCC

"This would be a big step forward in race relations, in industrial relations generally, and in schooling blacks in the orderly disciplines of the trade union movement," Mr Zurich said

At present black workers were loosely organised under works committees

The committees had access to management to negotiate and discuss working conditions, and some had even had meetings with the railways general manager, Dr Kobus Loubser

Equal pay

"Labour peace is a prime objective among railway union leaders, and we see the organisation of all workers into staff associations in terms of the Railways and Harbours Services Act as a strong move in this direction"

Mr Zurich added that a stated management aim was to have a situation of equal pay

the best student in :-
Architects' Prize
Sixth Year
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for equal work for all railway workers by 1986
"This will mean the closing of the wage gap for all those black, coloured and Asian workers who are now doing jobs formerly reserved for whites." Mr Zurich added
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Professional Practice.
t Pryce Lewis
vid Haddon Prize

ARCHITECTURE

ARCHITECTURE

14/08/81 Black air hostesses

9. Mr R A F SWART asked the Minister of Transport Affairs:

- (1) Whether the South African Airways intends to start training Blacks as air hostesses, if so, what will be their conditions of service?
- (2) whether such persons will (a) share training facilities with and (b) receive the same salaries as their White counterparts, if not, why not?

The MINISTER OF TRANSPORT AFFAIRS

(1) Yes; the same as that applicable to other non-White employees of the Railway Administration

(2) (a) Yes.

(b) No; the elimination of the total wage gap has not yet been expanded to this level of staff

Mr R A F SWART Mr Speaker, arising out of the reply of the hon the Minister, could he indicate how many of

marginal costs will be allocated to the system and fixed costs

computing marginal costs (the pooling of rates) of simplicity

For arbitrary. The allocation of rates may be oriented to them.

They must be allocated on the causal factor giving rise to them.

Indirect variable costs.

Direct costs.

5 AUGUST 1981

these hostesses are being provided for and from what racial groups? Marginal revenue (either from a particular activity or from a particular centre.)

The MINISTER Mr Speaker, we are still busy in the training stage I shall deal with the whole matter during the discussion of my Vote later this session

The hon member should not now become excited when I do good things and want to spoil everything with a lot of questions.

A fixed cost is one that does not move with fairly wide movements in activity.

A relevant cost is one that will change as the result of a decision or one that must be taken into account in making a decision.

A direct cost can be ascribed to a particular cost centre (or cost unit).

An indirect cost cannot be ascribed to a particular cost centre (or cost unit).

**Pay gap
for black
air
hostesses**

Angus 6/8/81
270

Parliamentary Staff
BLACK air hostesses would not receive the same pay as their white colleagues, it was said in the Assembly yesterday

Mr Ray Swart (PFP Beira) asked the Minister of Transport, Mr Hendrik Schoeman, whether SAA intended training black air

hostesses, and what conditions of training, service and pay they would receive

Mr Schoeman said black air hostesses were being trained under the same conditions of service applicable to other non-white employees of the

railways' and that they would share facilities with whites.

However, they would not receive the same salaries as their white colleagues because 'the elimination of the total wage gap has not yet been expanded to this level of staff.'

PART II : 5th and 6th JUNE 1981

(v1)

(a) FRIDAY, 5th JUNE

Evening Session:

Opening by Professor Martin West
Director of the Centre for African Studies
University of Cape Town

Dr Richard Rive:

Growing up in District Six

Professor Jeffrey Butler: On Writing Urban History.

(Chaired by Dr Christopher Saunders)

(b) SATURDAY, 6th JUNE

Morning Session:

Marion George:

Sources in the Cape Archives for the
history of Cape Town

Elizabeth van Heyningen:

Cape Town and the Plague of 1901

Candy Matherbe:

An East European Immigrant makes good
in Cape Town

Achmat Davids:

Politics and Muslims of Cape Town -
A Historical Survey

(Chaired by Howard Phillips)

Afternoon Session:

Historical Walking Tour of Cape Town's
Original Dockland

23. Böeseken, A.J., Slaves and Free Blacks,

24. Rochlin, 'Colour Bar', see also Horrell, M. Education of the Coloured Community in South Africa from 1652 - 1970.

25. Thompson, Cape Coloured Franchise, pp. 2 and 3.

26. Cape Archives SO/17 Statutes of India.

27. Shell, P-11

| | House Ownership Scheme | Assisted Building Society Housing Scheme | House Ownership Scheme with Pensions Fund Assistance |
|-------|------------------------|--|--|
| (iii) | 210 | Nil | Nil |
| (iv) | Nil | 110 | Nil |

FRIDAY, 28 AUGUST 1981

32. ... at preventing the growth of the slave population at the Cape. The colonists fearing the loss of their slave property, as a result of this placat, should their slaves become Christian, encouraged the spread of Islam among them. (See Davids, Mosques of ...)

| | House Ownership Scheme | Assisted Building Society Housing Scheme | House Ownership Scheme with Pensions Fund Assistance |
|---------|------------------------|--|--|
| (b) (i) | 20 759 | 4 316 | 14 214 |
| (ii) | 751 | Nil | Nil |

South African Railways and Harbours Administration properties of employees
 222 Mr G B D MINTOSH asked the Minister of Transport Affairs

1963) p.115.

The MINISTER OF TRANSPORT AFFAIRS

- (a) (i) 21 720
- (ii) 4 426
- (iii) 14 214

44. Eybe ... History 1/95 - 1910 p.26. Article 2 of Ordinance 50: "no Hottentot or other free person of colour ... shall be subject to any compulsory service ..."

(a) How many properties are owned at present by employees of the South African Railways and Harbours Administration through the (i) House Ownership Scheme (ii) Assisted Building Society Housing Scheme and (iii) House Ownership Scheme with Pension Fund Assistance and (b) how many such houses are owned by (i) Whites, (ii) Coloureds, (iii) Indians and (iv) Blacks?

- 44. Eybe
- 43. Cape
- 42. ibid
- 41. ibid
- 40. ibid
- 39. Thea
- 38. Shor
- 37. Thea
- 36. Rocf
- Arch
- COL
- BUR
- 35. Visa
- 34. ibid
- 33. Boes

On education, general dissatisfaction was expressed with the way in which the Provincial Council administered education and a call was made to bring education under the control of Parliament. The resolution also favoured compulsory education for all children, regardless of race, and the introduction of night schools.

For the rest, such welfare issues as free railway tickets for

Imams, representation on juries in cases involving

age pensions, equal treatment

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nity. It caused Mona de Vries, secretary of the Moslem Women's

Association, to write: "This is the first time in the history of

our community that

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resolution calling

compel Muslim wom

Association scorn

cal left. However

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Gamiet to jump o

Nevertheless, despite the

f the Cape Malay

Association put it in line for fiery attack from the opposition

newspapers. Both the Cape Times and the Cape Argus seriously

questioned the Cape Muslim participation with the fact

South African Railways and Harbours Administration: pension funds

Mr B B GOODALL, Minister of Transport Affairs

(a) How many pension funds are there in the South African Railways and Harbours Administration and (b) (i) what amounts held in, (ii) how many members belong to, and (iii) how many members are drawing pensions from, each such fund

The MINISTER OF TRANSPORT AFFAIRS

| FRIDAY, 28 AUGUST 1981 | | | |
|--|----------------|---------|--------|
| | (i) | (ii) | (iii) |
| (b) The Cape Widows' Pension Fund (Act No 32 of 1895) | Nil | Nil | 229 |
| The Railways and Harbours Superannuation Fund (Act No 28 of 1912) | Nil | Nil | 5 |
| The New Railways and Harbours Superannuation Fund (Act No 35 of 1971) | R1 181 506 500 | 113 928 | 49 962 |
| The Railways and Harbours Pension Fund for Non-White Employees (Act No 43 of 1974) | R81 023 912 | 79 565 | 9 727 |

Benefits are paid from revenue
As at 30 June 1981

Unions urge:

Freeze prices

S-Times 30/8/81

270

IN a concerted nationwide effort aimed at spiking South Africa's inflation ogre, the country's trade-union movement is to urge Pretoria to introduce voluntary price restraint

The Federated Consultative Council of Railway Unions (FCCRU), with 97 400-members, has already made top-level representations at Ministerial level — representations which, Business Times learns, have been favourably received

This week the FCCRU is to make a formal approach to the Prime Minister, Mr P W Botha, to request the Government to call a summit meeting of leading businessmen with a view to an agreement on price constraint

It will be the first major effort to involve private-sector support in a new, concerted drive against inflation, which is forecast to be at least 14,5% for 1981

The idea of a meeting to call for price restraint was first

Thus I am fully behind a new and growing school of sceptics who are asking: are there really free markets in South Africa?

COMMENT October 1979

mooted — and the new plan was sparked — by Business Times editor Stephen Orpen, who wrote in a comment column in October 1979 "The true reason for rising inflation in South Africa is not simply cost push, but the way the country's oligopolistic business sector is able to keep lifting prices regardless of the volume of demand

"Of the 40 key industries in the country, virtually all are

By Andrew McNulty

Inflation: blame the oligopolies

IN THE Land of Ideology, there arose certain highly astute men who won the hearts of the business sector and

HEADLINE ... Business Times in October 1979

more or less oligopolistic, and can set prices by more or less firm agreement

"Pretoria needs to call together the chiefs in each of these industries and win their co-operation in a programme of price constraint

"Even if only 20% (the most important 20% on the 80 20 principle) play ball, it will make a hefty contribution to holding down inflation"

The secretary of the FCCRU, Johan Benade, says that the council intends to organise a campaign with two objects

● To reach agreement with key industry and commerce leaders to hold prices

● To achieve unity in the country's trade-union movement in the drive against inflation

"In the past few years employees, and particularly those in the public sector, have been

What is the use of the growth doctrine if the rate of inflation keeps rising and none of the usual remedies are working?

COMMENT, October 1979

obliged to accept an arbitrary wage hike below the inflation rate. In effect, we have already been exercising wage restraint"

Dr Johan van Zyl, executive director of the Federated Chamber of Industries (FCI), comments that price restraint could be a useful additional weapon against inflation "It would not kill the beast, but could lop off some of its arms"

Mr Benade says that the FCCRU has contacted other leading union bodies, including Tucsa (Trade Union Council of South Africa) and the South African Confederation of Labour, to enlist their backing and has received a "positive response"

Arthur Grobbelaar, general secretary of Tucsa, told Business Times "The idea is certainly worth supporting"

He adds that, after a conference on inflation held in March by the Minister of Finance, Owen Horwood, and the recent Budget speech, the Government is openly shouldering

● To Page 3

Price-freeze call

S-Times 30/8/81

270

● From Page 1

much of the blame for the high inflation rate and is doing what it can on its part to slow the inflation rate

"It's now up to entrepreneurial interests to pull their weight as well," he says

"Have no illusions. In many areas, especially wholesaling and retailing, the public is being ripped off. Production costs bear no relationship to consum-

er prices.

"Many employers obviously don't give a damn about inflation. They just raise their prices according to a fixed mark-up"

Clearly, however, many were left disillusioned by the previous wage and price agreement during the anti-inflation campaign of the mid-70s

According to Mr Grobbelaar, the unions were "taken for a

ride" by employers who failed to stick to their side of the bargain

"We would have to see a tangible demonstration of sincerity — a price freeze for three to six months — before we would consider a reciprocal wage agreement"

Dr Van Zyl says that if it is being suggested that private interests should do their bit against inflation — as was hinted at in Mr Horwood's Budget speech — this would be a good idea

"This is something worth thinking about and would certainly not just be rejected out of hand by employers. But the unions should realise that any price restraint implies that there must be wage restraint"

He adds that a reduction of price increases in the pipeline should slow the time lag before other measures such as monetary policy and tighter public-sector spending take effect

This would improve prospects of a slowdown in the inflation rate in the first half of 1982 — which looks unlikely to be achieved at all this

SAR may soon to black appren

RDM 3/9/81

Mail Correspondent

270

128

135

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 as they did not have to do national service. With the granting of the concession, white ap-

prentices 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 yesterday he did not know of one trade union which would continue to refuse to train black apprentices

Delighted

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" at 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 on 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

Military situation

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. "We insisted that whites should not be discriminated against because they have a white skin," he said

The second principle 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.

agree
tices

Resolved

He had "good hopes" that the issues would be resolved soon

But while the doors are opening for black apprentices, the doors for the training of black miners appear to be as firmly shut as before

Mr Arrie Paulus, general secretary of the small but powerful Mine Workers Union, said that apprentices should be trained "in their own countries"

Asked whether his union would take a hard line on the training black miners, he declined to comment

South African Railways Police rates of pay

255 Mr D J N MALCOMESS asked
the Minister of Transport Affairs

(1) What are the rates of pay for (a) White, (b) Coloured (c) Asian and (d) Black members of the South African Railways Police Force of each rank.

(2) whether such members are entitled to additional benefits, if so what additional benefits?

The MINISTER OF TRANSPORT AFFAIRS

(1) and (2) It is not the policy to make public details of the salaries and other service conditions of the staff

I am, however, prepared to make such information available to the hon member on a confidential basis

tion as at the end of December 1980 in respect of (i) the Railways (ii) the Harbours (iii) the Airways and (iv) Pipelines,

- (2) what average annual wage was paid as at the end of December 1980 to (i) White, (ii) Coloured (iii) Asian and (iv) Black employees of the South African Railways and Harbours Administration?

The MINISTER OF TRANSPORT AFFAIRS

- (1) and (2) The information is not readily available and it will demand much time and expense to gather the particulars

South African Railways and Harbours Administration wages

272 Dr A L BORAINÉ asked the Minister of Transport Affairs

How many (a) White, (b) Coloured (c) Asian and (d) Black employees of the South African Railways and Harbours Administration earn (i) R100 or less (ii) between R101 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, (viii) between R501 and R600 and (ix) more than R600 per month?

The MINISTER OF TRANSPORT AFFAIRS

The information is not readily available, and it will demand much time and expense to gather the particulars

South African Railways and Harbours Administration employees/wages

273 Dr A L BORAINÉ asked the Minister of Transport Affairs

- (1) How many (a) White, (b) Coloured, (c) Asian and (d) Black persons were in the employ of the South African Railways and Harbours Administra-

South African Railways and Harbours
Administration employees

268 Dr A L BORAINÉ asked the
Minister of Transport Affairs

- (1) (a) How many (i) Coloured (ii) Asian and (iii) Black employees of the South African Railways and Harbours Administration are (aa) temporarily employed on work normally performed by White graded staff and (bb) performing work formerly done

SEPTEMBER 1981

348

by unskilled and upgraded White workers and (b) what minimum and maximum daily or weekly wages are paid in each case,

- (2) what is the date in respect of which this information is given?

The MINISTER OF TRANSPORT
AFFAIRS

(1) (a)

| | | | |
|------|-----|------|-------|
| | (i) | (ii) | (iii) |
| (aa) | 792 | 344 | 7 680 |

(bb) and (b) The information is not readily available.

(2) 15 July 1981

4.2.2 End

The idea that the capital
constructed asset is used
fully operational even if
by over 70% of the respon
23% are in favour of halt
substantially completed,
into use. The reason for
pulation by management wh
just to have the capital
"substantially complete"

Both of these seem to over
cost - it is an acquisition
should be added to its tot
payments for the asset (i
interest cost does not stop
continues as long as the
that

"interest during construction would be no
different than interest during the operating
period." 13

Arthur Young & Co concur:

"Interest is both an acquisition cost and a
holding cost - as an element of asset cost it
neither stops nor changes its character when
an asset begins or ceases to be under active
development. It is continuous and unchang-
ing as long as the asset is owned." 14

Green light for black railways apprentices

Mail Reporter

THE tracks have been cleared
for the employment of black
apprentices in railway work-
shops, the president of the
Artisan Staff Association,
Mr Jimmy Zurich, said in
Pretoria yesterday after
talks with the deputy gener-
al manager (manpower) Mr
J F Verster

Mr Zurich said all problems in
supplementing scarce white
labour had been solved

The railways aimed at recruit-
ing 2 000 apprentices to start
work next year

There had been a promising
response so far from white
youths "But if we fail to get
the required number - and
this is not unlikely - then
we will attempt to fill the
gaps with suitably qualified
blacks"

Mr Zurich emphasised that
black apprentices would
have to have the same basic
education qualifications as
whites, they would be ex-
pected to be capable of the
same standard of work, and
they would be paid the rate
for the job

He added that white labour was
expected to become scarcer
and the railways, like other
sectors of the economy,
would have to rely to an
increasing extent on blacks

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struction, but
Bierman says

South African Railways and Harbours
Administration: staff establishment

Hans 7 Q C W 270

241 Mr B B GOODALL asked the
Minister of Transport Affairs

- (1) What is the total staff establishment (a) of, and (b) in respect of each rank in, the South African Railways and Harbours Administration,
- (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?

405

TUESDAY, 15 SI

The MINISTER OF TRANSPORT AFFAIRS

- (1), (2) and (3) The information is not readily available and it will demand much time and expense to gather the particulars. Most of the information requested is, however, made available in the Annual Report of the General Manager and should the latter prove to be inadequate, the Railway Budget which will be considered by this House shortly, can be studied to clarify any problem

UNIVERSITY OF CAPE TOWN

DEPARTMENT OF ACCOUNTING

TAXATION AND ESTATE DUTY II - 1981

COURSE OUTLINE/READING LIST 3rd & 4th QUARTER

| LECTURE DATE | LECTURE NO. | TOPIC | THE INCOME TAX ACT | MEYEROWITZ | ILLUSTRATIVE EXAMPLES | TUTORIALS |
|--------------|-------------|---|--|---|----------------------------|-------------------------|
| 10 August | 17 | Source | s.1 'gross income' definition paras. (gA), (k), (n); s.9, s.10(1)(w), s.22A(2), s.24A(3) | Chapter 7 | - | 10.4 10.6 T.1523 |
| | | Double Tax Agreements | s.108 and peruse double tax agreements noted below with emphasis on articles listed - United Kingdom Art.1,3,4,6, 9,10,11,14,22. United States. Germany Art.7 Switzerland, XXII. | Chapter 27 (skim) | Summarised table on D.T.A. | |
| 17 August | 18 | U.P.T. (including foreign companies) | ss.48 - 53, | | | .10 .11 .12 |
| 24 August | 19 | Tax Planning Foreign Companies/ Foreign Transactions - S.W.A. Income - Walvis Bay Residents - N.R.S.T. - N.R.T.I. - Foreign Exchange - U.K. Imputation System | S.1 definition of 'South African Company' 'Republic', 'territory'; definition of 'permanent establishment' in various DTA's; ss.28bis, 37A, 30, 31, 24B. | 1294A, 864A, 193, 1637, Chapters 25, 25A, 548J - K, 847B. | Imputation System | T.1423 T.1430 8.9 |

R55-m hostel for railmen

THE expected rapid increase in black railway employees in the Johannesburg area had necessitated the erection of a hostel complex at New Canada at an estimated cost of R55-million, Minister of Transport, Hendrik Schoeman said yesterday.

Introducing the Railway Budget, Mr Schoeman said 397 new departmental houses were erected during the previous financial year.

There were now 38 staff residences which could accommodate about 5 400 whites, 17 hostels for about 34 000 blacks and three for 720 coloureds.

The older hostels for blacks were being replaced by new ones, such as that at Umlazi.

Whites had already acquired 69 483 houses under the various house ownership schemes, Indians 194 and coloureds 725. In the short time that the home ownership

VI. VIII.

Staff shortages in key railway positions 270

LABOUR relations in the Railways remained sound and had enabled it to fulfil its task, notwithstanding staff shortages in certain key grades, Mr Schoeman said

The SAR realised the value of efficient channels of communication between employer and employee and had therefore involved its staff associations in

future planning

Staff associations for Indians and coloureds had also gained representation as had seven existing white associations, on the Federal Consultative Council of SAR and H Staff Associations

"The department's black employees have now also formed their own staff association I have already granted recognition to this association

At the end of March this year the department's labour force totalled about 271 000 of whom 116 000 were whites, 130 000 blacks 23 000 coloureds and 1 900 Indians

"This exceeds the figure for the previous year by about 5 000 The growth in staff reflects, inter alia, increased recruitment for training The total increase in staff is less than 2% while the increase in production is 3,5% "

The staff position in certain grades was, unfortunately, still unsatisfactory Despite special recruiting efforts during the past few years, the vacancies in many key grades could not be filled

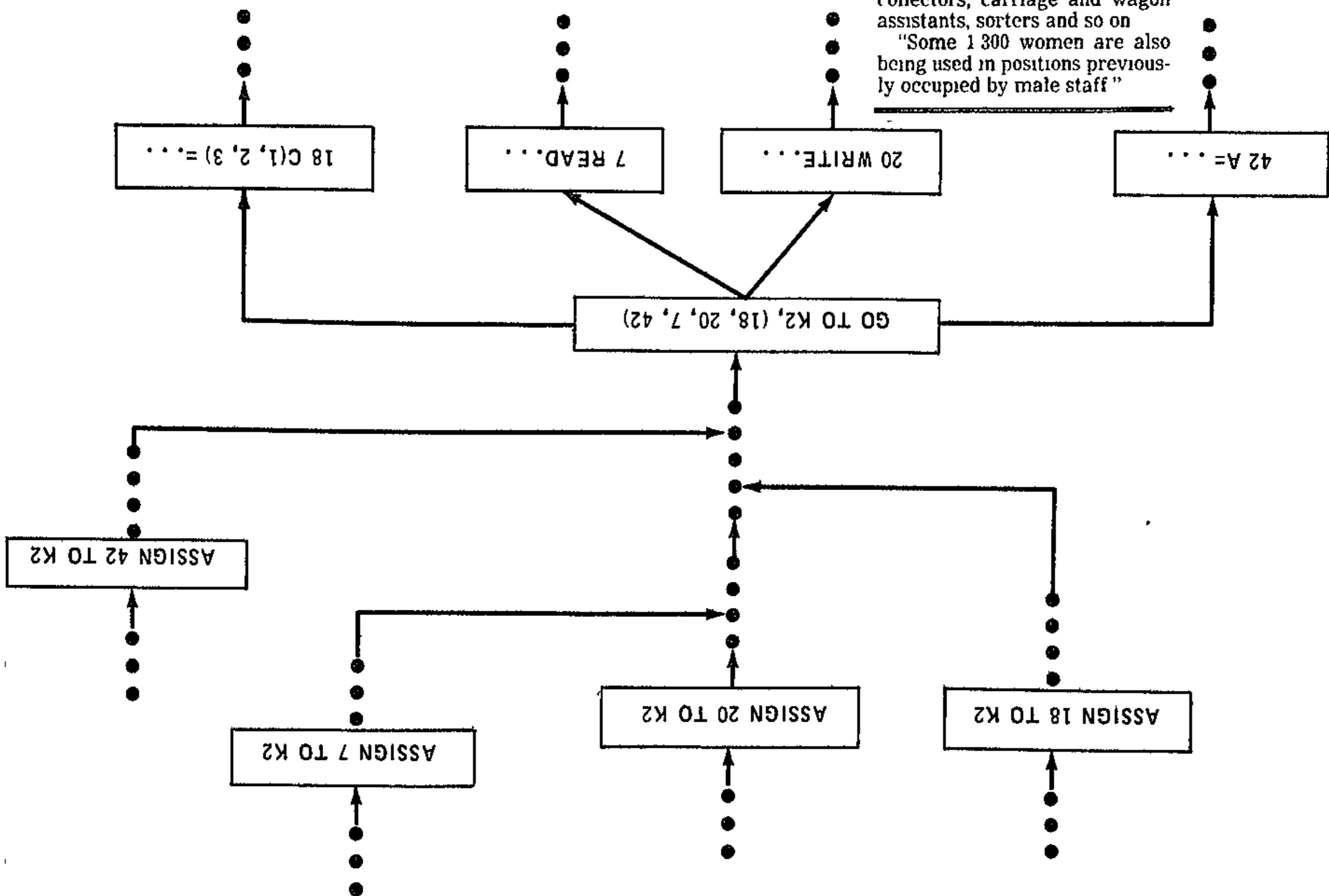
Owing to the shortage of white staff, steps had to be taken in collaboration with staff associations to use available labour as productively as possible

Employees, irrespective of colour, are being trained to perform work previously done by white technicians

"More than 12 000 blacks and coloureds are employed as ticket collectors, carriage and wagon assistants, sorters and so on

"Some 1 300 women are also being used in positions previously occupied by male staff "

ure 5-1. Use of Assigned GO TO Statement



Western Cape: Blacks employed by
Railways and Harbours
Administration/statutory bodies

12/15/81
408 Mr P A MYBURGH asked the
Minister of Transport Affairs

(a) How many Blacks are employed in the Western Cape by (i) the South African Railways and Harbours Administration and (ii) statutory bodies for which it is responsible in relation to such Administration and (b) what is the estimated average figure in respect of each such category for the preceding period of 10 years?

The MINISTER OF TRANSPORT AFFAIRS

(a) (i) July 1981 4 737

(ii) Nil

(b) (i) 5 724

(ii) Nil

Western Cape: Blacks employed by
Transport/statutory bodies

270

407 Mr P. A. MYBURGH asked the
Minister of Transport Affairs.

(a) How many Blacks are employed in
the Western Cape by (i) the Department
of Transport and (ii) statutory bodies for
which he is responsible in relation to such
Department and (b) what is the estimated
average figure in respect of each such
category for the preceding period of 10
years?

The MINISTER OF TRANSPORT
AFFAIRS

(a) (i) 3

(ii) 2

(b) 4 by the Department of Transport

SEPTEMBER 1981

454

and 2 by the National Road Safety
Council

Railways and Harbours Administration

employees

21/1/77

270

350 Mr K M ANDREW asked
Minister of Transport Affairs

How many (a) White, (b) Black, (c) Coloured and (d) Asian (i) male and (ii) female workers were employed by the South African Railways and Harbours Administration in the Western Cape in each of the latest specified 10 years for which figures are available?

The MINISTER OF TRANSPORT AFFAIRS

| | (a) | | (b) | | (c) | | (d) | |
|-----------|--------|-------|-------|------|--------|------|-----|------|
| | (i) | (ii) | (i) | (ii) | (i) | (ii) | (i) | (ii) |
| July 1981 | 16 337 | 1 106 | 4 735 | 2 | 14 062 | 150 | Nil | Nil |
| July 1980 | 15 968 | 1 058 | 3 950 | Nil | 15 239 | 148 | Nil | Nil |
| July 1979 | 15 824 | 1 047 | 4 299 | Nil | 15 465 | 142 | Nil | Nil |
| July 1978 | 15 687 | 982 | 4 538 | Nil | 13 727 | 122 | Nil | Nil |
| July 1977 | 15 913 | 987 | 5 309 | Nil | 12 584 | 110 | Nil | Nil |
| July 1976 | 16 270 | 1 008 | 8 343 | Nil | 11 028 | 113 | Nil | Nil |
| July 1975 | 15 793 | 905 | 8 032 | Nil | 9 524 | 122 | Nil | Nil |
| July 1974 | 15 712 | 945 | 6 253 | Nil | 8 888 | 92 | Nil | Nil |
| July 1973 | 16 104 | 916 | 5 226 | Nil | 8 895 | 85 | Nil | Nil |
| July 1972 | 16 040 | 888 | 5 685 | Nil | 8 263 | 88 | Nil | Nil |

A plea for the forgotten men

THE Minister of Transport should look again at the pensions of a small number of 'forgotten men' who had helped to build the Railways into the grant of today, Mr Yawac Raw said.

He appealed to Mr Schoeman to review the situation of the pre-1973 pensioners who were receiving a pittance compared with the remuneration and pensions of their present day equals in the service.

I ask the Minister to call forth the record of these pre-1973 pensioners and relate their pensions with the responsibilities they held when they built the Railways into today's grant.

Year by year their position deteriorates while they lose out in the struggle against inflation. There seems to be a total disregard for their situation,' Mr Raw said.

'This is a dwindling band of men who gave their lives for the Railways, and now what they gave seems to be forgotten.'

Mr Raw also appealed for a revision of the situation of those dismissed for reasons other than dishonesty and who lost thousands in pension contributions after many years of service — Sapa.

270

22/9/81

270

Promise on SAR pensions

22/9/81 Political Staff 270
HOUSE OF ASSEMBLY

The Minister of Transport, Mr Hendrik Schoeman, has held out the promise of increased pensions for railway workers in next year's budget.

Replying late last night to first part of the railways budget debate, he said the administration would have to get together with the staff associations on the matter

- 40. Ernst & Whinne
- 41. Arthur Young & Memorandum - A
- 42. FASB DM: Op.
- 43. Ibid, paragrap
- 44. Ibid.
- 45. FASB Technical Cost to be Cap February 6, 19
- 46. Included here
 - Mr T.K. V
 - Mr D.C. F
 - Mr J. Ve
- 47. Mr N. Blacksh
- 48. Arthur Young Statement of sation of Int
- 49. Business Week
- 50. Lockett, Pete Light of Rece January 1975,
- 51. Ibid.
- 52. Ibid.
- 53. Ibid.
- 54. FASB 34: Op
- 55. Arcady, Alex Accounting : the Controver Accountancy,
- 56. Ernst & Whinn
- 57. Ibid, page 4
- 58. Ibid. Also Deloitte
- 59. Ernst & Whinn

20M 22-19/81
 220
Railmen will push for 15% pay increase

By GERALD REILLY

THE seven railway staff associations, representing 270 000 workers, will demand increases which compensate for inflation at meetings with the Minister of Transport, Mr Schoeman, next month. Some of the associations' leaders intend telling the Minister that they want their increases based directly on their individual representation. For the past few years all public sector workers — the Post Office, Railways and State departments — have been given blanket increases, which last year amounted to about 12%. The demand by the servant staff associations is expected to be for at least 15% — or the level of inflation for the 12 months to the end of next March, should the level exceed 15%.

The bill

The Railways annual wage and salary bill now amounts to nearly R1 500-million. So a 15% pay rise all round would mean the Minister would have to find almost R300-million more in his 1982/83 budget. This strengthens the fear of As-socom, the Afrikaanse Handels-Instituut and the SA Federated Chamber of Industries that next March's railway budget will impose substantial across-the-board tariff increases. The extent of the increases will be directly influenced by the extent of the pay rises. In last week's budget the Minister increased only rail and air passenger fares. But it seems likely that goods and stock tariffs will be lifted substantially next year. The president of the 28 000 strong Salaried Staff Association, Mr Brian Currie, said his association would press for at least full compensation for the rise in living costs over the 12-months to March. A spokesman for the South African Footplate Staff Association said his association would adopt a similar stance. The president of the Artisan Staff Association, Mr Jimmy Zurich said the living standards of ASA's 22 000 members were falling steadily, and it had become urgent that adequate compensation paid.

onse to Discussion
t Costs".

"Offsetting Interest
st Income",

nd Ltd
hvestments Ltd

ngs Ltd.

sponse to Proposed
Standards - 'Capitali-

may distort Earnings",
page 98.

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, The CPA Journal,

es E.: "Interest Cost
ance - How to Implement
No 34", Journal of

42.

Op. cit.

49.

Africa and what h
 apply to any othe.
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 lowing mining companies
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Mr W. Vause Raw

**Welfare
 of black
 staff a
 'priority'**

22/9/81
 270

- A. WESTERN DEEP (7).
- B. ELANDSRAND G LTD. (8).
- C. BLYVOORUITZIC CO. LTD. (9).
- D. DURBAN ROODE . (10).
- E. KLOOF GOLD 1 (11).
- F. DOORNFONTEIN LTD. (12).
- G. APEX MINES L

THE Department of Transport's policy on the housing and welfare of its black staff required complete revision, Mr Graham McIntosh (PFP, Maritzburg North) said last night.

Speaking in the Railway budget debate, he said the policy should be brought into line with employment practices for white staff.

'I trust the Minister (Mr Hendrik Schoeman) will make this a priority,' he said.

The Minister should say whether his department had taken a careful look at

• The role of blacks in skilled work and management over the next 30 years

• Whether there were any black, coloured and Indian beneficiaries under the university scholarship scheme.

• Whether a programme existed to educate white staff to some of the changes which were going to come about as blacks occupied more responsible positions.' — Sapa.

TABLE 6. APPROPRIATIONS

OF SELECTED S. A.
 - 1980 (R-000).

| | PROFIT BEFORE APPROPRIATIONS | | API | R | DIVIDENDS | | RETAINED. | |
|---|------------------------------|-----|--------|----|-----------|-------|-----------|---|
| | R | % | | | % | R | % | |
| A | 271 034 | 100 | 68 129 | | 75 | 705 | - | |
| B | 36 779 | 100 | 36 000 | | - | 779 | 2 | |
| C | 76 911 | 100 | 677 | | 89 | 7 834 | 10,2 | |
| D | 29 241 | 100 | 14 933 | | 37 | 3 613 | 12 | |
| E | 127 781 | 100 | 28 000 | 22 | 96 768 | 76 | 3 013 | 2 |
| F | 45 750 | 100 | 31 000 | 68 | 11 794 | 26 | 2 956 | 6 |
| G | 11 246 | 100 | 7 800 | 69 | 3 315 | 30 | 131 | 1 |

It must be noted that company expenditure is generally expensed as incurred, thus appropriations represent actual expenditure incurred for the financial period. Reference to the above companies statements of source and application of funds confirms this

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

Pay for hostesses!

Schoeman explains

Political Staff

HOUSE OF ASSEMBLY

Black air hostesses are to be paid the same as whites when they have the same experience, the Minister of Transport, Mr Hendrik Schoeman, said yesterday. He was replying to Mr Ray Swart, the Opposition's chief spokesman on transport, who asked during the Railways debate why black hostesses would be paid less than whites.

"They will have the same training, do the same work and deal with the same public," said Mr Swart. "It is invidious for people doing the same work to have differentiated salaries."

"Why start a new service with a wage gap? Why is it not possible for these young women to start with the same salaries? Here is a golden opportunity for rate for the job and pay on merit."

Mr Schoeman replied and said that it was not possible to close the wage gap overnight.

"It is a different post," he said.

Many of the white hostesses had years of service and it could not be expected that new hostesses should be paid the same as they were.

"If she has gone through the process she will get the same pay," he said.

This was what the airways were striving for and the gap would be eliminated as soon as possible.

Railways and Harbours Administration:

1963
20 C 735 27/1/63
3 Mr S S VAN DER MERWE asked
the Minister of Transport Affairs †

Whether there was any reduction recently in the staff of the South African Railways and Harbours Administration employed in (a) Zimbabwe and (b) Mozambique, if so, (i) when and (ii) why, in each case?

The MINISTER OF TRANSPORT
AFFAIRS

(a) and (b) No

(i) and (ii) Fall away

Argus
**Hostels for
25/9/81
railmen to
~~cost~~ 270
cost R17-m**

Argus Bureau

PORT ELIZABETH.

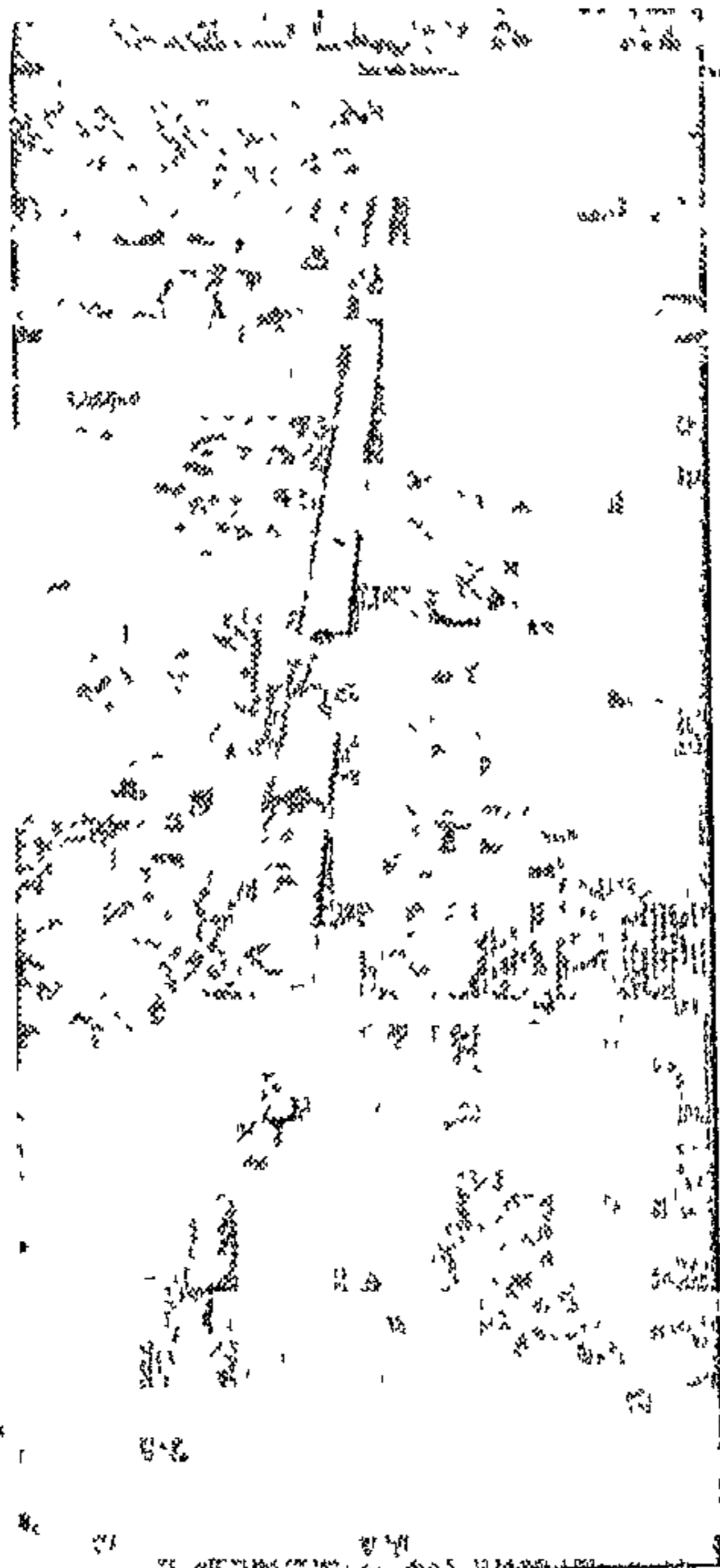
The railways will spend nearly R17-million on hostel accommodation in New Brighton township, Port Elizabeth.

The complex will eventually house 2 493 workers in 10 four-storey blocks.

The first stage, which will provide housing for 1 746 in seven blocks, will be completed by February 1983.

A dining-cum-recreation hall, administration block, beer hall and sportsfield will be built.

At present about 1 500 employees are housed in 195 wood and iron huts, each accommodating between six and eight, and 40 prefabricated concrete huts.



The PVC pipes being laid on the site of the SAR hostel at Imbali

End of phase one in sight

S. Tubu 27/9/81

Earthworks almost complete for Railways hostel complex

Property Reporter

WORK will be completed at the end of next month on the earthworks and other services for the new railways single hostel complex at Imbali near Pietermaritzburg.

The project, worth R1 320 000, has been carried out by Shire Construction of Pinetown and includes 190 000 cubic metres of building sites and sporting facilities — a concrete cycle track and four football fields

Services

In addition there are 15 km of service roads and parking areas, 2 000 m of sewerage reticulation, 2 700 m of water reticulation, 2 000 m precast concrete walling surrounding the site, and stormwater drainage — which includes a 422 m box culvert and 5 000 m of PVC piping for road and building site drainage

The PVC pipes were all from Duroponts of Pinetown

SAR district engineer for the area, Robin Royston, explained that the hostel, which will house 1 500 workers, initially, will cost between R15 and R20-million and take about three years to complete. Work is likely to start in the New Year

Conversion

It is one of seven schemes being undertaken throughout the country and one feature of the Imbali complex will be that the single quarters can be converted into family flats if the need arises.

Bill Morris, Shire's contracts manager said the job had been delayed somewhat due to the current shortage of cement. It will have taken nine months to complete

It was the first time PVC pipes had been used by them on a project, but despite a few teething problems they had been very satisfied with the results.

Train hits
trolley,
porter dies

ANUS 30/9/8
(270) (31)

A RAILWAYS porter was killed and another was injured last night when a train struck their baggage trolley as they were loading parcels into a stationary train at Bellville station.

Mr Andries Johannes de Jager, 50, of Jopie Fourie Street, Parow Valley, died instantly

His injured colleague, Mr H P C Wagenaar of Vasco, is in a satisfactory condition in Tygerberg Hospital.

Railways officials today said an inquiry was being held

In Macassar, divers from the Metro emergency service unit yesterday recovered the body of four-year-old Henry Vermeulen of Macassar, who drowned 12 days ago when he fell into the Eerste River near his home.

The divers were searching the river's mouth for another drowning victim Mrs Jennifer Pearce, 27, of Sandvlei, who disappeared into the water on Monday from a river bank where she had been washing clothes

The body of Mrs Pearce was not recovered

203 v 2
25/7/81
Railway pensioners. return journeys
10 Mr G C DU PLESSIS asked the
Minister of Transport Affairs †

- (1) Whether the number of return journeys to which Railway pensioners are entitled annually will be affected by the abolition of suburban return tickets with effect from 1 October 1981, if so, what (a) is this number at present and (b) will this number be with effect from 1 October 1981,
- (2) whether he will make a statement on the matter?

The MINISTER OF AGRICULTURE
AND FISHERIES (for the Minister of
Transport Affairs)

(1) No

(a) and (b) Fall away

- (2) Yes From 1 October 1981, as is presently the case, only one concession order will be required when pensioners undertake return journeys on suburban trains, irrespective of whether the return journey is undertaken on the same date or later

20.34 2/15/47 270
 Station foreman
 134 Mr G B D McINTOSH asked the
 Minister of Transport Affairs

(a) How many posts of station foreman
 are there on the establishment of the
 South African Railways and Harbours
 Administration and (b) how many such
 posts are (i) vacant and (ii) filled by (aa)
 White, (bb) Indian, (cc) Coloured and
 (dd) Black railwaymen?

The MINISTER OF TRANSPORT
AFFAIRS

(a) 1 800

(b) (i) 686

| (ii) | (aa) | (bb) | (cc) | (dd) |
|------|----------------------------------|------|----------------------------------|---------------------------------|
| 3 | 1 056 | Nil | 59 | 90 |
| | (including 71 in training) | | (including 12 in training) | (including 8 in training) |

**Train hits two
men, one dies**

Staff Reporter

A BELLVILLE Railway employee died and another's leg was fractured when the goods trolley on which they were travelling was struck by a passenger train on Tuesday.

Mr A J de Jager, of 20 Jopie Fourie Street, Parow Valley, was killed and Mr H P G Wagner, of 75 Paarl Street, Vasco, was taken to Tygerberg Hospital.

R60 MILLION RAILWAY HOSTEL

FIVE years ago the thought may have sounded ridiculous, but fact is that the railways is building a hostel complex for its black workers at Umlazi, near Louis Botha Airport, with features normally found only in Olympic villages and expensive townhouse developments.

It is being built in two phases at a total cost of nearly R60-million and is the first of eight complexes the SA plans to build for its black workers in the next eight years at a cost of more than R270-million. More important than this figure, is the metamorphosis in the way the Administration who thinks about the needs and

comforts of its black workers. It now acknowledges — and for some users of migrant labour this is still a complete anathema — that wives would like to visit their husbands and spend a few days with them, and so has provided them with all mod cons including fully furnished double rooms in a building where they can do just that.

It also realises that when a man has finished his day's work he likes to relax but that not all people like to relax the same way. For some relaxation is a glass of beer and a chat in the sound-filled beer

garden, for others a book and a smoke in a library. Others like to try for sports such as athletics, soccer and yelching and others like nothing more than a snooze on a comfortable bed. Facilities have been provided for all these pastimes, and more.

The new line of thinking does not stop there. It goes as far as realising that sooner or later — probably sooner than many think — no one will be able to get migrant labour unless the labourers are allowed to bring their wives and families with them. The complex is therefore planned so that the

modules which are designed to accommodate four each with their own furnished lounge can, without great cost, be changed into small flats to accommodate a set of parents and two children. If another set of bunks is added, accommodation for four children can be provided.

Koos Harding, the SAR's deputy personnel director, says: "We expect a full day's work from our labourers but we realise that we cannot get that unless they have had a good night's sleep, that they have been well fed and have been given the facilities and time they need to relax the way they

want to." The first phase at Umlazi, which is roughly two-thirds of the complex that will cover an area of 21,4 ha obtained from the KwaZulu Government is about 5 percent completed, and is due for completion late in 1982.

Ownership of the complex will pass the KwaZulu in 30 years but the SAR will be able to use it for 60 years after that. The cost of this phase had escalated by about 25 percent to R25-million since work started 23 months ago. The estimated cost of the second stage is R30-million.

The whole complex will accommodate 6 660 staff members, as the SAR refers to them, of which 3 900 will be accommodated in the 15 dormitory blocks being built now in the phase one contract.

Workers from the SAR compounds at Bayhead Browns Road, Maydon Wharf, the Wests compound and the temporary Central Compound — all of which are to be demolished as soon as they are vacated — will be rehoused at Umlazi.

Each of the 15 dormitory blocks being built now (nine will be built in the second

phase) will be four floors high.

A conscious effort has been made to make them attractive and move away from a rubber stamp sort of design.

In 12 of the 15 blocks, there will be four occupants to a module and there will be 19 modules per floor, plus toilet facilities and an ironing room. The other three blocks will offer much more luxurious accommodation for senior staff members.

Those blocks will have 11 single rooms and four modules designed to accommodate three people each on every floor, as well as all the necessary

toilet facilities and an ironing room.

Each of the blocks will have a full-scale laundry on its roof, complete with hot and cold running water, washing troughs, large slabs for washing blankets and drying facilities.

Paved underground parking for cars and bicycles will be provided under some of the blocks. Inhabitants will be able to use a workshop being built for more than R180 000.

Perhaps the most striking feature of the complex at present is the 43 m by 19 m projection screen at the one end of the amphitheatre, believed to be the largest outdoor cinema screen in the southern hemisphere.

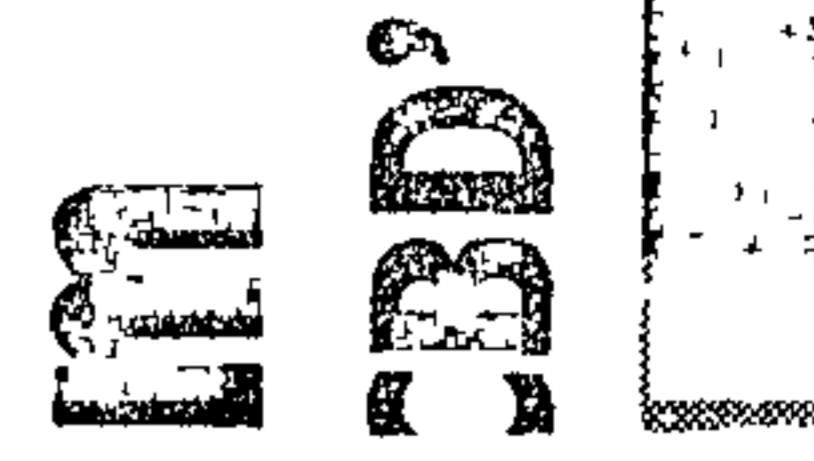
The amphitheatre, which will be able to seat 5 000, will be used mainly for ngoma dancing and for cinema shows.

Apart from the normal cloakrooms and change-rooms for participants, kiosks and toilets facilities for spectators it will also have a commentary box.

Not far below it a stadium that will be able to accommodate 7 000 people, of which 3 000 will be under roof, is being built.

This stadium also has all the necessary facilities for spectators and participants and will be able to cater for soccer, cycling and athletics on a tartan track.

That soccer pitch in the stadium will be one of



seven soccer fields and one rugby field

There will be one main recreation centre, 300 m long, which is being built now at a cost of nearly R1,5-million. It will house the administrative offices, a beer garden, and an open-air dining terrace with beer hall that will be equipped with quadrasonic sound, a dining hall and kitchens. Four thousand people will be able to eat and sit in the beer garden.

Food and mahewu will be available round the clock.

The community centre, which will form part of one of the dormitory blocks for seniors now being built, is best described in a document sent by the SAR to the contractors, LTA.

"The community centre consists of an upper level comprising shopping terrace, library, boardroom, shops, stores, stairs to lower level and open terrace (where tables and chairs will be positioned) while the lower level comprises access passage, recreation hall, stores, billiards and card-playing area, air-conditioning rooms, toilets, referees' and coaches' accommodation and showers"

Each phase — the one being built now and the one due to be started in 1982 — will have another recreation hall which is at present known as Centre A.

Each, like the main centre, will have a dining room to seat 2 000 people, a beer garden, a boardroom and toilet facilities for men and women.

The "centres" will be used for indoor cinema shows and indoor sports such as boxing and wrestling. The cost of the boxing ring is R10 100.

A feature is that it is being built with black labour from KwaZulu. Many of those now expertly laying bricks and doing carpentry knew little or nothing about their trades when they came on site but were trained by LTA in an on-the-job basis.

Because LTA has been able to build the complex with a minimum of expensive white labour, it has been able to drastically reduce the cost of building it.

Everything is of the best. The doors, for example, are solid merante fitted with brass hinges. The SAR is not afraid it will have to cope with vandalism to any great extent.

The reason is simply that hand-in-hand with the job training newcomers to the hostel will receive, they will also receive training in how to operate those things they will have to use, such as showers and switches.

Harding says: "We have tried that approach. It works and no one is going to break down a door and burn it if he knows that if he is cold all he needs do is turn up a heater or put another blanket on his bed"

Staff members will have to supply and clean their own crockery and cutlery.

8/10/81

SAR to spend R62m on new college for Blacks

EXPRESS

25.10.81

270

A R62-million training college for South African Railways — which will train 8 500 Coloureds, Indians and Africans a year — is to be built between Tembisa and the SAR college at Esselen park.

It is hoped tenders will go out next January. The successful tenderer will have to start work on the site on April 1, 1983 and hand over the completed complex by December 1987. Courses will last between a month for labourers and live-and-half months for drivers.

The college will produce, among others, stationmasters and station foremen, ticket collectors, conductors, drivers for

PLANS TO TRAIN 8 500 A YEAR WITH 15 IN EACH CLASS

By ARNOLD DAVY

SAR buses and its containerisation services, track maintenance men and leader trackmen.

Train marshalls and carriage and wagon inspectors as well as SAR Police recruits will also receive their training there. The college will accommodate 2 000 people at a time and provide

“To be able to do that we will build 108 classrooms in the complex

“When they receive practical instruction, groups will be reduced to not more than five and, to make matters easier, we are going to build a block for each of the crafts and disciplines being taught.”

Geel stressed that accommodation and facilities would be on a par with those for Whites. “We are already well advanced on the road of equal conditions and pay for all.”

The complex will have four dormitory blocks that will each accommodate 500 people. The blocks will include

dependent units with their own kitchens, diningrooms, toilet facilities, recreation areas and will have fully-equipped laundries and TV rooms.

The main, or administration, block will also cater for indoor recreation and will have a hall with a stage.

The hall will also be used for cinema shows.

The sports facilities will include one rugby field and three soccer fields, one of which will form part of a large stadium that will also cater for athletics.

“The purpose of the college is to provide formal training. It will not replace on-the-job training,” Geel said.

sion will be made to extend it to take another 500

Bertie Geel, SAR's assistant personnel director, says training will be intensive

“We believe that a lecturer cannot handle a class of more than 15 people so will not allow more than 15 in a class



Trouble down the line?

The South African Railways (SAR), the single largest employer of manpower in SA, could in the coming months face one of the severest tests of its ability to maintain good relations with its black workforce.

The SAR is faced with an application for recognition from a workers' committee of the unregistered General Workers Union (GWU), one of the fastest-growing black unions in SA. Many employers have had to deal with this type of challenge before but because the railways employ so many people and is so important to SA's economy, labour unrest within the SAR could have severe consequences for the whole country.

The GWU represents most of the black stevedores at SA ports and through a process of tough bargaining has managed to negotiate greatly improved wages for them in the past year. It has also started to recruit SAR black workers at ports and claims to have signed up virtually all these workers at East London and most at Port Elizabeth. This claim is, however, disputed by the SAR.

Recently, the union's application to the SAR for recognition of a workers' committee was turned down. The SAR says a union for all its black employees has been formed and this also represents all SAR workers in harbours.

The potential for conflict is aggravated by claims (disputed by the SAR) that the GWU's stevedores earn significantly higher wages than the SAR's black harbour workers. According to one well-informed source, there are periods when the stevedores earn nearly 50% more than the SAR harbour workers. Both groups do the same kind of work: the SAR employees on- and offload goods from the trains to the quayside while the GWU stevedores on- and offload goods from ships to the quayside.

Potential for conflict

The stevedores' employers, as well as some motor industry executives, are aware of the potential for conflict and are nervously watching how the SAR will deal with the problem.

Besides the potential for conflict over pay differentials, some observers fear that SAR workers who are members of the GWU could strike over the union recognition issue. The SAR makes it clear that as far as it is concerned such a strike is forbidden by law and would be seen as a "criminal transgression." GWU stevedores would be drawn into such a strike which could cause severe problems at all SA ports. There is the possibility that other black unions with which the GWU has friendly relations, could also become involved in the dispute.

It is probably premature to outline such a

gloomy scenario. Indeed the GWU leadership is taking great pains to avoid a head-on clash with the SAR at this stage. "We really would not like that to happen," says GWU general secretary David Lewis. But the dangers ahead cannot be ignored. The GWU's recruitment of SAR workers is a challenge to the way in which labour relations have been conducted by the SAR in the past. Lewis says there is nothing unlawful in the GWU seeking to represent SAR workers.

He believes it is logical for the GWU to recruit the SAR dockworkers because they do the same kind of work as the stevedores. It was in fact the stevedores who took the initiative to recruit the SAR workers, he says. He describes the SAR's attitude as "particularly unhelpful," but emphasises that the union will continue trying to negotiate with the SAR while doing its utmost to avoid conflict.

In the past, the SAR has conducted its labour relations through staff associations which have represented its employees. There are seven such associations representing the SAR's white employees: two for coloureds and one for Indians. Three of the white associations have already decided to grant membership to coloured Indian and black employees. The SAR has also helped its black employees to form a staff association which already has about 50 000 members and which has just been registered. It can now apply for affiliation to the Federal Consultative Council of SAR Employee Associations.

SAR management obviously prefers dealing with its own staff associations. When black workers become affiliated to the Federal Consultative Council the SAR will be able to negotiate on broad policy matters with one body representing all its employees, irrespective of race or colour. "This would be an ideal situation for any industry seeking peace on the labour front," says an SAR spokesman.

However, will the SAR be able to withstand a challenge from a union such as the GWU? Many large companies have had to bow to pressure exerted by emerging black unions for recognition. Experienced industrial relations managers are beginning to emphasise the need for black employees to be allowed to help shape the structures within which collective bargaining takes place. They say that attempts by employers to limit workers' freedom of association by defining which union should represent them are bound to fail.

However, the SAR believes that sound labour relations can be maintained through the staff association system which it says has worked very well for many years.

Some senior SAR men believe that, in fact, it would amount to a breach of faith with the emerging black SAR staff association for them to even speak to the GWU. They say the SAR black staff association has been recognised as the only body representing black workers who cannot join the "mixed" staff associations. It would be impractical to negotiate with a large number of unions, each representing only a minor portion of the SAR workforce. They maintain that recognition of the GWU would set a dangerous precedent.

Railway station chaos to be probed

Mercury Reporter

TEN people died and at least 38 were badly hurt when commuters were trampled in a stampede at Kwa Mashu railway station during the evening rush-hour on Thursday

A Railways spokesman said yesterday that a commission of inquiry had been set up to investigate events surrounding the tragedy, including the arrival of three fully-laden commuter trains at the station within minutes of one another after a widespread power failure

Vast crowds, heading in opposite directions, met on Kwa Mashu's solitary overbridge. The force of one crowd outweighed the other, people fell and a chain reaction began. Many people were trampled.

The injured received emergency treatment at the station before being taken to King Edward VIII Hospital. Ambulances ferried the dead to the Government mortuary.

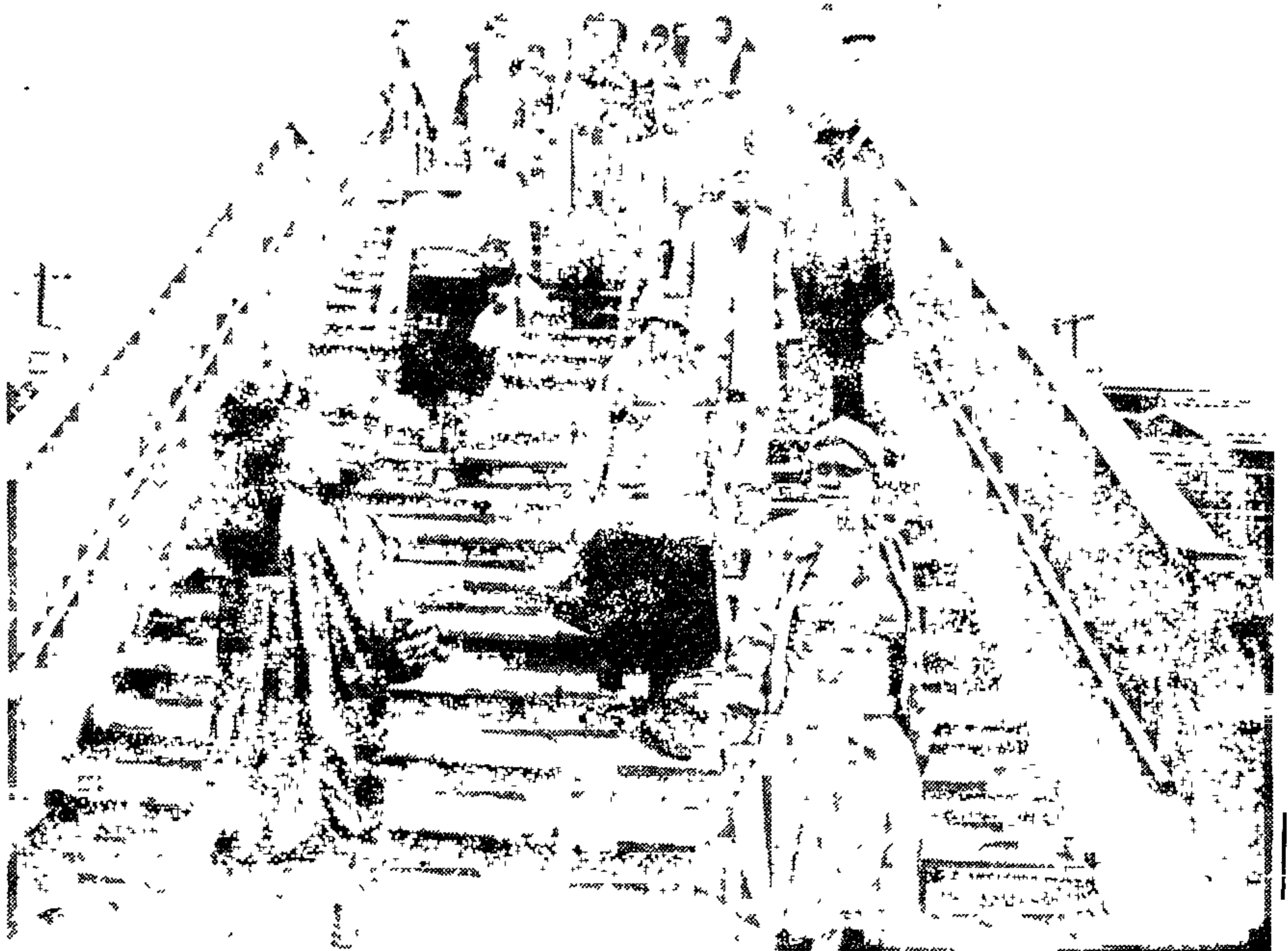
Claims to the Mercury yesterday that the dead and injured had been robbed where they lay before emergency services arrived could not be substantiated by the Railways Police

They would not comment, either, on claims that gangs of youths had set off the stampede in order to indulge in a riot of pick-pocketing, bag-snatching and robbery

Survivors yesterday spoke of those at the head of the two crowds shouting a Zulu war cry as they ran

Women screamed frantically as they held on to their children. One woman's clothes were ripped from her and she fell from the platform, bleeding and dazed. People trying to get free of the panic fought with those struggling to rise from where they had been knocked down

When the chaos was over, Kwa Mashu station was blood-spattered and littered with broken food parcels and pieces of clothing torn from those unable to escape the stampede



THE overbridge at Kwa Mashu railway station yesterday. Mr Enoch Buthelezi shows how he ran back after realising that people were about to be killed in a stampede.

And power failure culprit could be a storm or a fire

Mercury Reporter

A STORM or a fire in northern Natal was likely to have caused the massive power cut which affected much of Natal on Thursday afternoon, Mr Edgar Wohlberg, regional manager of Escom, said yesterday

He said investigations had shown that two major lines in northern Natal tripped simultaneously at 3.45 p.m. on Thursday and because of the loss of these lines to the system it became overloaded, resulting in the power failure

'We do not know exactly where the line tripped, but we do know which lines were involved and we are investigating. We believe there was a fire and storm in the vi-

cinity of the lines and are trying to ascertain which of the two caused the simultaneous tripping,' Mr Wohlberg said

Fire, he said, could cause a line to trip because warm, ionised air could pass through the wires of the line and cause a 'flash-over'

Areas thrown into darkness by the power failure stretched from Durban inland to Pietermaritzburg and Ladysmith, to Matabele in east Griqualand and the Natal South Coast

Mr Wohlberg said that from 4.30 p.m. on Thursday supplies were being restored and Ladysmith, the last to have power, had electricity again from 5.23 p.m.

~~AG/314~~ 52061m 2/11/81
Section 6 men back at work

270

FOUR of the 10 Section Six detainees released after spending approximately seven months in detention resume duties at the post office today.

This was told to The Security Police on March 25 SOWETAN by Mr Vusi and kept in detention at Khumalo, one of the 10 Norwood Police Station released last week after until they were released spending what he called last Tuesday 'seven months of hell' in the cells.

All of us are prepared to take legal action against the Minister of Police, Mr Khumalo said. They were all taken from their homes by members of

The L option will produce a complete listing of the file which will include sequential line numbers. These line numbers will be used when making corrections to the file. Corrections to the file are made in the same manner as corrections to a source language element. (See section on language processor call statement.) If L and FILENAME1 are the only information present in the @DATA statement, FILENAME1 will be listed.

- L Produce a complete listing of the file.
- U Update. Produce a new F-cycle of the file.
- I Insert. Initial insertion of data into the file.

The options field may contain the following characters:

@DATA,OPTIONS FILENAME1,FILENAME2,SENTINEL

Format:

This statement introduces, updates and corrects System Data Format Files (SDF) from the control stream. The @DATA processor operation is terminated by the @END control statement whose sentinel matches the sentinel of the @DATA statement.

2.10.2 THE @DATA STATEMENT

The data element may contain control statements. Therefore, the data following the @ELT,D statement must be terminated with an @END statement and a sentinel exactly the same as found on the @ELT,D statement. The sentinel field need not be coded (Blank sentinels). It is a six-character field used to search out the proper @END sentinel. All images will be passed into the data element being created until an @END command is found with the same character string. The @ELT,D statement may be used to insert complete or partial control streams into a program file as elements which may be called later by the @START or @ADD statement.

The @ELT statement initiates the element processor, which operates in one of two modes. It inserts new elements into the program file from the control stream or updates an element already in the program file.

The options A, R, S, and D identify the element type. Types S and D are both considered source language elements and may be corrected in the same manner. A source language element in a program file has the same format as the system data format file (SDF). The options A, R, S, and D identify the element type. Types S and D are in both statements (BLANKS = BLANKS). not other @ELT and @END, then the sentinel may be left blank proper @ELT statement, if there are nested @ELT and @END statements. If the statements between the @ELT,D and the @END are characters) is used to relate the proper @END statement to the

N. MERCURY 10/12/81 (270)

Mercury Reporter

STARTLING facts about heavy duty truck drivers have been revealed in a CSIR report on transportation.

Compiled by the CSIR's National Institute for Transport and Road Research, the report shows that.

● 'Very few' drivers know what dashboard warning lights and gauges on their trucks indicate,

● While the effects of fatigue on heavy-duty truck drivers are well known, little has been done to improve the situation. There is no legal limit on the number of hours a driver may spend behind the wheel; and

● An 'alarming' incidence of impaired vision, caused by sugar diabetes, was found by firms which regularly test their drivers. Most firms do not carry out any tests.

The report, issued by the institute's Group for Vehicle Safety, also focuses on the transportation of dangerous materials.

It recommends that some form of control should be introduced to regulate the transport of dangerous substances before a major disaster occurs, as already has happened overseas.

Training

It found that the training and ability of vehicle drivers were key areas, and a large section of the report deals with this aspect.

The report says the introduction of a compulsory annual medical certificate for drivers of hazardous loads would go a long way towards preventing those who are found to have poor vision or who suffer from epilepsy from guiding large, hazardous loads along the country's roads.

CSIR researchers found that 'very few' applicants for a certain class of heavy duty licence actually took their tests on the type of truck they would be driving.

Stability

It was necessary that this situation be rectified, particularly in the case of liquid-carrying trucks. Their stability was often impaired by the surging of the tank's contents during braking and cornering manoeuvres.

Two cases were identified where drivers used to handling dry bulk loads were required to relieve tanker drivers at short notice. One driver turned his vehicle over, and the other drove into a queue of cars waiting at an intersection.

Both these accidents were caused by 'load surge', a phenomenon with which the drivers had no experience in dealing.

On the subject of driver fatigue, the report notes that catering and rest facilities were virtually non-existent on the major trunk routes, and most drivers tended to 'press on regardless' in order to reach their destinations.

By [unclear]

Now... Shock CSIR report on 'heavy' drivers

YESTERDAY'S Mercury headline

a call for action

11/12/81
Mercury Reporter 270

RADICAL changes in licensing procedures for heavy duty truckers were suggested by a CSIR road safety researcher yesterday as a step towards making them more safety conscious and better qualified.

The Mercury reported yesterday that a CSIR transportation report had revealed startling gaps in the competence of many heavy duty truck drivers, and yesterday a CSIR researcher suggested that the following steps should be taken to improve the situation:

- Drivers should be tested in, and certified fit to use, every type of truck they would be driving.

At the moment, a trucker might qualify on a standard one-unit truck, and then legally drive an articulated truck

Similarly, there was no provision in the law for a driver to receive training in how to handle a liquid load, which changes a truck's handling characteristics.

Licences specified only the weight of the truck, but this was inadequate, the researcher said

- The law should stipulate that a driver must qualify where he would be employed, not at his place of residence

Truckers, and ordinary motorists, might get their licences where they reside in terms of the law as it stood

It was always possible, the researcher said, to 'find an obscure aunt' in a small town, give a residential address in that town, and obtain a licence there

Advanced

Testing procedures were not uniform, and it was often found that a trucker who qualified in a small town was not able to meet the challenges of driving a large vehicle in heavy urban traffic.

Apart from changes in licensing procedures, it was important that advanced driver training schools be established

Eventually, all licensed truckers should have to receive such advanced training

This procedure would also serve to weed out the 'vast' number of falsified licences in circulation

Hundreds of heavy duty truck drivers were not legally qualified to handle their vehicles, and were carrying false licences

Public Sector

Transport — Labour

1982

JAN. — Dec.

15 pc pay rise for 1000000

ARTICLES

12/1/82

**Agnes
Correspondent**
JOHANNESBURG
— About 1 million
workers in the public
sector will re-
ceive pay increases
of at least 15 per
cent this year.

The increases affect
workers in the South
African railways, Har-
bour and Airways, and
other coloured and black
colleagues who are not
on the same pay scale,
will likely receive slightly
higher increases.

The Minister of Tran-
sport Affairs, Mr. H. M.
Schoonman, announced

that the 15 per cent
increase is a result of
the government's policy
of equalisation of wages
between the public and
private sectors. He said
that the government is
committed to the goal
of a 15 per cent increase
for all public sector
workers.

Average

The 15 per cent increase
is particularly an answer
to the different demands
of the various sectors,
and on the whole, it is
lower than the 20 per
cent increase in the
private sector.

Mr. Schoonman said
that the government is
committed to the goal
of a 15 per cent increase
for all public sector
workers.

The government's
policy of equalisation of
wages between the public
and private sectors is
a result of the govern-
ment's commitment to
the goal of a 15 per cent
increase for all public
sector workers.

The government is
committed to the goal
of a 15 per cent increase
for all public sector
workers. This is a result
of the government's
policy of equalisation of
wages between the public
and private sectors.

Mr. Schoonman said
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committed to the goal
of a 15 per cent increase
for all public sector
workers.

with their
demands
of the trans-
port and
air services
needed to
obtain
the

Minister will not
be the increases
of the railway
parliament

and unions
of the increa-
se of the fed-
erative council
and staff
which repre-
sents

they are granted a substantial pay increase soon, the air traffic control systems at the country's major airports could be seriously undermanned because of resignations.

Senior officials in the Department of Transport believe that salaries should be higher and are anxious that something should be done soon. But they reject some complaints made by controllers.

Controllers interviewed by the *FM* emphasise that they are not seeking a confrontation with government along the lines of the one initiated by controllers in the US. But they warn that unless grievances over pay and working conditions are resolved, the already thin ranks of controllers in SA will be seriously depleted. They complain of

- Low pay, with qualified controllers who have had three years' training earning about R500/month basic pay, while those who have about 10 years' experience earn about R900/month,
- Large amounts of overtime due to staff shortages. Controllers complain that they often have to work an additional 100 hours overtime a month,
- Difficulties in taking annual leave. Because of staff shortages, some controllers have accumulated about three months' leave. This is despite the fact that some medical authorities in Western countries have recommended that controllers should take leave twice a year because of work pressures, and
- Health problems due to stress. They believe full early retirement should be offered to controllers working at large control towers, such as the one at Jan Smuts Airport.

In a report compiled in 1976, the controllers said about 240 controllers were needed to adequately man the country's airports and that the "minimum viable number" was 180.

Department officials however maintain that there are about 120 posts available for air traffic controllers of which more than 90 have been filled. If the staffing levels proposed by the controller were introduced there would be a great many people sitting around doing nothing.

Claims that the safety of air travellers will be prejudiced by a lack of staff are strongly denied by the department. "We would never allow that to happen. If we did not have enough staff we would simply cut out some services. There would never be a lowering of standards," says a senior official.

It has never been necessary to curtail services in the past, he adds. But the question of whether curtailments occur in the future will depend on the department's ability to retain the controllers' services.

AIR TRAFFIC CONTROLLERS

Under stress ²⁷⁰

FM 15/1/82 ^{3/5}

SA's air traffic controllers are becoming increasingly dissatisfied with their pay and working conditions. They warn that unless



Air traffic controllers . . asking for more

Jan Smuts Airport

FM 15/1/82

SA's air traffic controllers are becoming increasingly dissatisfied with their pay and working conditions.

Black air hostesses ^{Argus 29/1/82} ⁽²⁷⁰⁾ to train in February

Argus Correspondent
JOHANNESBURG —
South African Airways
will start training black
air hostesses early next
month

This was disclosed yes-
terday by SAA's spokes-
man M J C van Rooyen

Mr van Rooyen added
that the course would
finish at the end of next
month and successful hos-
tesses would start work-
ing on domestic flights.

He refused to give the
number of applications
received and to say how

many would be on the
training course

Asked why he refused,
Mr van Rooyen replied
that it would be wrong to
do so because not all
black air hostesses would
be successful on the
course

MINISTER

Last year the Minister
of Transport, Mr Hendrik
Schoeman, announced
that they would enlist
blacks as hostesses for
the first time this year.
The decision was wel-
comed by all sections of
the community but came
under fire when the SAA
disclosed that blacks
would be paid less than
their white counterparts

The Minister gave the
SAA permission to start
recruiting limited number
of black hostesses imme-
diately with the approval
of the staff associations
concerned

Candidates would be
subject to the usual selec-
tion procedures and
would have to comply
with the same require-
ments as other candi-
dates, the SAA said

Union

COM 29/1/82

276

accuses

SAR

1/1/82

Labour Reporter

A MAJOR union recognition row on the SA Railways took a dramatic new turn yesterday when the SAR was accused of "waging a campaign" against union members in an attempt to "instigate" worker unrest

The allegations came in a statement from the unregistered General Workers Union (GWU), which claims majority membership among workers employed by the SAR at East London and Port Elizabeth harbours

An SAR spokesman said yesterday the railways were aware of the allegations contained in the GWU's statement but were not prepared to comment on them

The GWU said the chairman of its worker committee at PE harbour was fired two weeks ago and that a large number of workers had been questioned by railway police and management

270 Sowetan
29/1/82

He got the short end

By CHARLES MOGALE

“SHORT” man Mr Absalom Seshange of Evaton got a job with the South African Railways one day, but lost it the next because he was not tall enough.

Mr Seshange has told of his “misery” at the hands of SAR officials who let him get himself registered before deciding he was too short to make it.

“They made me write a test, which I passed. Then they measured my height and said it was right. But now, after leaving me to run around Vereeniging, Germiston and Johannesburg trying to get registered, they discharge me because I am a short man,” he said.

As a result, he lost the little money he had kept to look for a job, and left other opportunities.

He said: “One more thing that annoys me is the stamps they put in my pass. To prospective employers, I appear the kind of man who gets a job on January 26 and loses it the next day. Who will employ such a man?”

A SAR spokesman said Mr Seshange should contact the Railways as soon as possible. He had not heard of his story, but said it had been arranged that Mr Seshange should be interviewed by senior SAR officials.

SAA

Pilots fly off the handle

By JON SWIFT

SOUTH African Airways pilots believe they are underpaid. And they are on the warpath about it.

They have set February 11 as the deadline for settling their complaints about money . . . or, they say, they will declare a dispute.

This was stated in a message to members of the South African Airways Pilots' Association. It is linked to the date when delegates from the SAAPA — along with other airways employee groups — will meet with Mr Hendrick Schoeman, Minister of Transport Affairs.

Their main aim at the meeting will be to seek recognition of senior officials among the aircrews as a separate negotiating body.

This, they feel, will give them the necessary muscle without what they describe as "the tiresome and often unproductive process of dealing through Salstaff".

Salstaff is the union — one of nine representing the interests of railway employees — which speaks for the aircrews.

The pilots, like all other employees of the Transport Services have rights of negotiation and dispute not open to other public servants.

But individual employee



groups, like other public servants, may not strike.

Under the Services Act, any staff group within a specific union can ask to go before the Conditions of Employment Advisory Board made up of equal members of the employees and employers.

But the employers elect the chairman, who has a casting vote, and the machinery is used infrequently.

It can be bypassed in two ways, according to union sources.

The group concerned can petition the Minister directly to appoint a judicial commission. Thus the Minister may decide not to do.

But if they circulate a petition among the members of the staff group and obtain a simple majority, the Minister is compelled to appoint the commission.

The commission comprises a judge or ex-judge, a member representing the employers and a member representing the staff group.

A majority recommendation by the commission must be implemented by the Minister, but legislation does not stipulate when.

It is this machinery that the pilots intend to use if a deadlock is reached on February 11.

The pilots feel that the "differential system" at pre-



sent in operation is outdated and antiquated.

In most cases SAA do not differentiate in salary between captains who have converted from one aircraft to another. This, the pilots feel, is wrong.

They maintain that these conversion courses entitle them to a revision of pay and that salaries paid to Boeing captains are "way out of line" with that of other airlines.

The pilots have approached both the University of South Africa and the Stellenbosch University's Bureau of Economic Research to produce figures to back up their claims.

The pilots have figures of the pay scales operating for their counterparts on United Airlines in the United States.

Pilots on United have contracts that guarantee a salary revision every six months until April 1983.

A Boeing 747 captain at United earns R161 000 a year while the annual salary paid for the same expertise on SAA is R40 000.

United pay a 727 captain R115 000 and a captain of a 737 R108 000 a year, but SAA recognise no differentiation and pay both captains an annual salary of R28 000.

The pilots point to the "awesome responsibilities of their task" as justification for the increased pay demands.

102 VCO
2/3
private sector housing backlog

OSI asked the Development

the committee
Mr
private sector housing backlog on the Table,

OPERATION

interdepartmental commission report for publication is obtainable
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ing for the location of taps to the shanty lack township finalized; if at a cost of so, (a) when d (b) what is

OPERATION

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T asked the
officials who

brought to the notice of his Department the irregularities referred to in paragraphs 3.10 to 3.16.19 on pages 1 to 8 of the Advocate General's Report in terms of section 5(1) of the Advocate General Act, No. 118 of 1979 which was laid upon the Table on 16 September 1981, were subsequently, disclosed, if so, (a) for what reason, (b) on whose orders and (c) what action was taken against them.

- (2) whether he will make a statement on the matter?

The MINISTER OF ENVIRONMENT AFFAIRS

- (1) No (a) (b) and (c) fall away
- (2) No

Bloemfontein/Onverwacht transport of goods

11 Prof N J J OLIVIER asked the Minister of Transport Affairs

- (1) Whether the investigation into the matter of transporting goods between Bloemfontein and Onverwacht has been completed, if so,
- (2) whether a decision has been taken to build an express transport railway line from Bloemfontein to Onverwacht/Thaba Nchu, if so, what is the estimated cost thereof;
- (3) whether such railway line can be operated economically, if not, what will be the estimated annual subsidy thereon,
- (4) whether any other decisions were taken in consequence of such investigation, if so, what decisions?

The MINISTER OF TRANSPORT AFFAIRS

- (1) No request has to date been received to investigate the transport of goods between Bloemfontein and Onverwacht. However, a feasibility study to

establish the best mode of transport for passengers between the two points in question is at present being conducted

- (2), (3) and (4) Fall away

270 Howard 3/2/82 @ Col 6
shortage of technical staff

12 Mr R A F SWART asked the Minister of Transport Affairs

- (1) Whether the South African Airways has a shortage of technical staff involved in aircraft maintenance, if so, how many posts are vacant;
- (2) whether the intake of apprentices in the category of employment was increased in 1981, if so, what was the extent of the increase?

The MINISTER OF TRANSPORT AFFAIRS

- (1) Yes, 170 out of a total staff establishment of 1 952
- (2) Yes, the quota for apprentices for 1981 was increased by 54 per cent over that for 1980

Commission of Inquiry into Civil Aviation

13 Mr R A F SWART asked the Minister of Transport Affairs

Whether the Commission of Inquiry into Civil Aviation has submitted its report, if not, when is it expected that the report will be submitted, if so, when will the report be laid upon the Table?

The MINISTER OF TRANSPORT AFFAIRS

No, but the Commission has completed its report which is now being edited and translated. In view of its length, the summaries and recommendations are expected to be submitted and tabled during the second half of this session of Parliament



'customers' left are the seagulls.

ty history ie Doll House

second heart patient, said St George, her- of the organisa- e her father built pe Town Doll n 1938. larberg chose us first non hospital er the operation, lene 'He ordered n sandwich and a Horlicks It was place where he emain in an space relatively out germs that ave endangered

Seafarer disaster morable for the the Doll House s soared for weeks ey produced 10 s much food as

uning the road- was tough. 'My ' Kelvin regularly from 10 am to 2 ch meant he never ie children,' said

South Africa's Doll House chain was begun in 1935, by two Americans, Evan Wright and Layton Alridge

Darlene's father, Dan Wanberg, built the Cape Town Doll House as the seventh branch in the country.

When World War 2 broke out, the Americans went home Dan Wanberg had a heart attack which crippled him until his death in 1943 This left his wife, Teddie, with the business to manage and two daughters to rear.

She coped, and in 1957 handed over to her daughters and their husbands

But if Cape Town feels nostalgic at the passing of one of its landmarks, the St Georges don't

'Frankly, we're re- heved We're ready to retire now, and our children are busy with other things,' says Darlene

Talks a pointer to one-party rule?

Argus Africa News Service

SALISBURY — Though little has emerged of what was discussed at this week's talks between Zimbabwe's Prime Minister, Mr Robert Mugabe, and Zapu leader, Mr Joshua Nkomo the talks are seen here as one more small but significant step towards one-party rule.

The meeting follows a statement by Mr Mugabe that talks on a one-party state would be held between his Zanu (PF) and Zapu and Mr Nkomo's sharp rejoinder that no such meeting was planned

Zanu's acting information secretary, local government Minister Dr Eddison Zvobgo, said yesterday the talks had covered various matters

Former SAA man says he is 'stunned' by allegations

w/ K ARGUS
6/2/82
270

Weekend Argus reporters in London and Cape Town

to give him R56 000 as a pension lump sum.

FORMER South African Airways sales manager Mr J K Rennie is 'stunned' by allegations by a top SAA official that he worked 'against the interests' of the airline while heading the London sales team

But Mr Rennie denied almost every detail of the allegations

'First of all, I was never an active trade union member, although I belonged to ASTMS (Association of Scientific, Technical and Managerial Staff) dating back from 1956 when I was with BEA

'The whole thing is absolutely nonsense he says. 'I worked for SAA for 20 years and thought them a tremendous airline I still do.'

Mr Rennie, now working for a tour company, said his departure from SAA in London three years ago had been 'entirely amicable and on my own instigation'

'To say I discouraged people from flying SAA is just ridiculous I think it is a fine country and I think SAA was a fine company I still do'

'I broached an early retirement with the personnel director myself. He said 'Do you want a change?' and I said 'Do you want a change?' and we worked out an arrangement

This week Dr Kobus Loubser, SAA's Director-General, said the airline paid R56 000 to get rid of Mr Rennie, who he described as a British trade unionist working against the interests of the airline.

'As you know, golden handshake retirements are quite common in Britain There was nothing extraordinary about this one'

DISCLOSURE

Dr Loubser made his disclosure as an explanation of unauthorised expenditure in the second report of the Parliamentary select committee on railway accounts

CURIOS

He found one of the more curious points of the whole affair was that it should have come to light now — 'It's a good three years since I left,' he said

Dr Loubser said it had been imperative that Mr Rennie's services be terminated, but he had been protected under British law He could have been fired only for misconduct, 'but in order to do so it would have been necessary to have conducted a full-scale investigation into the matter

Mr Gawie la Grange, public relations director for SA Transport Services, told Weekend Argus there was nothing 'odd' about the matter being publicised now

'That could have caused irreparable damage to the image of SAA in the United Kingdom'

'With the two sessions of Parliament last year the select committee sat 'only at the end of 1981, and their report was tabled this week It can be a longwinded business'

After negotiation with Mr Rennie it was decided

Mr la Grange said he did not wish to comment on Mr Rennie's departure from SAA.

GET IN THE SWIM WITH A FIBRELINE FIBREGLASS POOL

SAA cabin crews plan work to rule

270

ANGRY cabin crews on SAA flights plan a work-to-rule over proposed changes in their work schedule and a cut-back.

Negotiations are still being conducted between SAA management and the union, but industrial action is likely if some of the proposals are accepted.

The Sunday Tribune spoke to cabin crews on internal flights and most seem to be angry at the new policy of "rationalisation" that SAA has introduced on this service:

• Crew on the Airbus service to Cape Town from Johannesburg have been reduced from 11 to nine and crew feel they have to work harder on this run.

• Introduction of the block-system on internal flights means crew have absolutely no say in their flight schedules whereas in the past they were given

By LEW ELIAS

a certain amount of choice over these.

• The withdrawal of free travel passes and 10 percent overseas flight concessions has made crews feel that the work outweighs the perks.

SAA pro Mr J. C. van Rooyen said the gripes were unjustified but management would not push through any proposals without thrashing things out with the union first.

He was emphatic that cabin crew on the Cape Town flights did not have to work harder as the system had been streamlined by cutting out in-flight meals and by supplying drinks free.

Mr van Rooyen said the block system was one of the fairest and SAA had had no complaints about it although cabin crew seemed disappointed

that they were no longer allowed to choose flights.

A proposed one-day strike by cabin crew in December 1980 in protest against low pay and excessive overtime fell flat when SAA management threatened to bring in the police.

Cabin crew now say they fear victimisation if they go through with proposals for a go-slow.

"We hope that management will realise that we are unhappy with the proposed block system for overseas flights and the free time we get while on certain flights is making us unhappy and we will act accordingly," said a flight steward, who did not wish to be named.

"If a work-to-rule does take place it will mean crew scheduled to go on flights which result in overtime will not report for them.

"We will also refuse to work on our free-days," he said.

Former UK sales manager stunned by SAA chiefs' allegations

By GARNER THOMSON

LONDON: Former South African Airways sales manager Mr J. K. Rennie has been stunned by allegations by SAA chiefs that he was working against the interests of the airline while heading the London sales team.

He told me: "The whole thing is absolute nonsense. I worked for SAA for 20 years and thought them a tremendous airline I still do"

Mr Rennie, now working for a tour company, said his parting with South African Airways in London had been "entirely amicable and on my own instigation"

Mr Rennie was reacting to a statement issued in Cape Town by Dr Kobus Loubser director general of South African Airways and Railways, claiming Mr Rennie had been uncovered as a British trade unionist who "turned out to be work-

(270)

Nonsense!

S. T. Loubser 7/2/82

TO say I discouraged people from flying SAA is just ridiculous. The whole thing is absolute nonsense. I worked for SAA for 20 years and thought them a tremendous airline I still do. I helped build up the airline from a very small turnover in the UK to something around R36 million. — MR J K RENNIE, former SAA sales manager

ing against the interests of SAA"

A full-scale investigation to prove the charge would have caused "irreparable damage" to the image of the airline in the UK, Dr Loubser said. A settlement was negotiated and Mr Rennie was paid R56 000 as a pension lump sum to leave, he said.

But Mr Rennie denied almost every detail of the allegation. "I was never an active trade union member, although I belonged to ASTMS (Association of Scien-

tific, Technical and Managerial Staff) dating back from 1956 when I was with BEA

"On the contrary, with my sales team, I helped build up the airline here from a very small turnover in the UK to something around R36-million

"To say I discouraged people from flying SAA is just ridiculous. Oddly enough, the company I work for now promotes only South African tours, so I'm still promoting South Africa. I think it is a fine country and I think SAA was a fine

company I still do"

Mr Rennie said he had a hunch that some people at SAA might have thought he was not sympathetic to South Africa or the airline, but dismissed it as "probably a bit of paranoia" about trade unions in general.

"In fact, I broached an early retirement with the personnel director myself. He said 'Do you want a change?' and I said, 'Do you want a change?' and we worked out an arrangement.

"As you know golden handshake retirements are quite common in Britain. There was nothing extraordinary about this one."

He found one of the more curious points of the whole affair was that it should have come to light now — "it's a good three years since I left," he said.

Dr Loubser . . . Rennie worked against interests of SAA

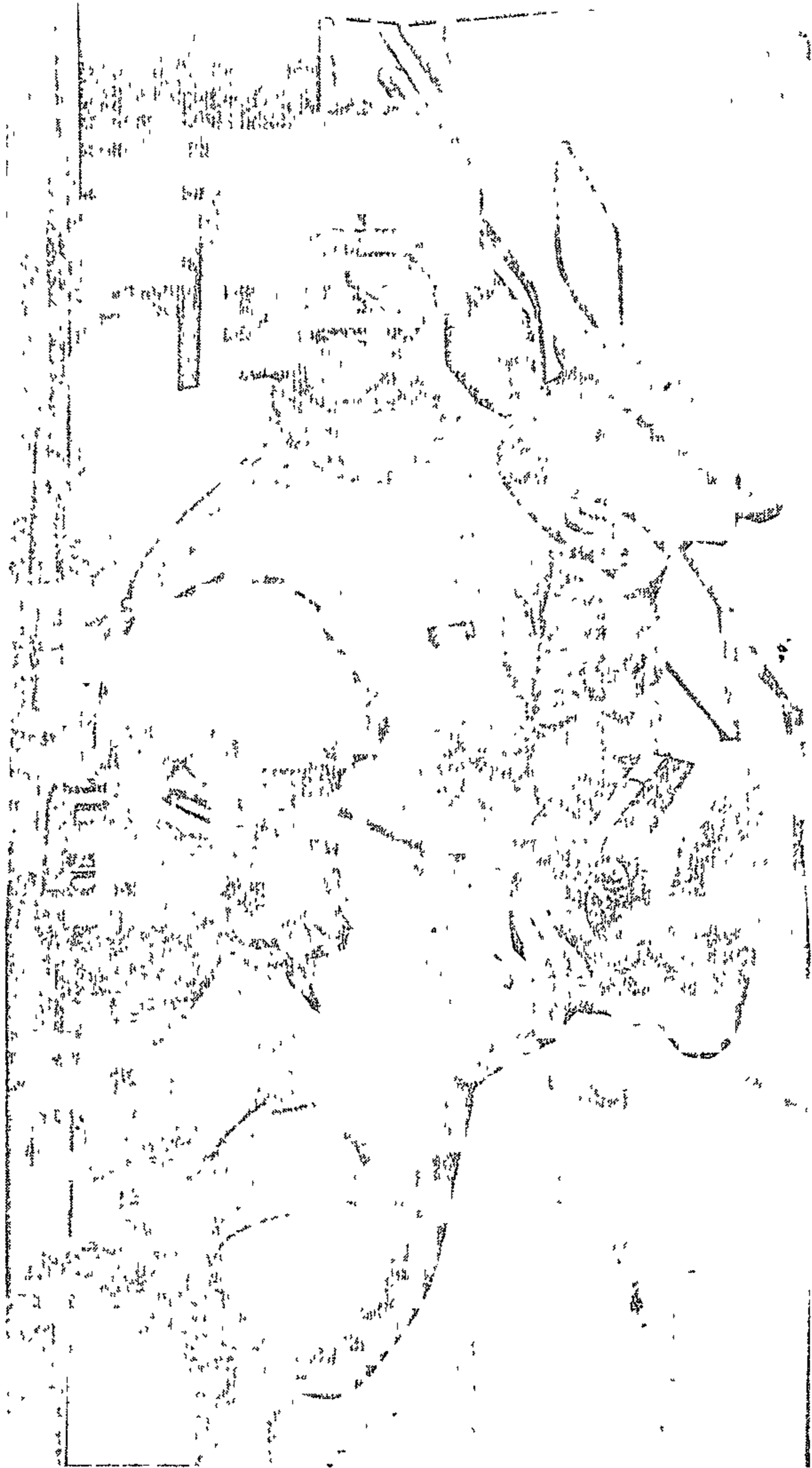
Mr Gawie la Grange, public relations director for SA Transport Services, said the delay was not unusual.

He said he did not wish to comment on Mr Rennie's departure from SAA as it was a domestic matter, but he understood that Mr Rennie had not behaved with the loyalty expected of an employee.

Handwritten notes:
 - Mr Rennie was never an active trade union member
 - Mr Rennie was never an active trade union member

Handwritten notes:
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Handwritten notes:
 - Mr Rennie was never an active trade union member
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IN THE DRIVING SEAT Mrs Lea le Roux and Mrs Truia van der Berg hope to be Johannesburg's first women bus drivers

PICTURE: DANIE COETZER

270 179 204 9/2/82

Women training as Jo'burg bus drivers

By DAVID CAPEL

TWO women are training as bus drivers at the Department of Municipal Transport — and will soon be behind the wheels of Johannesburg buses

Mrs Lea le Roux and Mrs Truia van der Berg are Johannesburg's first potential women bus drivers

It will be several weeks before they actually transport passengers. Mrs Van Der Berg already has her extra-heavy duty licence and Mrs Le Roux will be tested shortly

Mrs Van Der Berg, a former taxi driver

says she enjoys transporting people and being on the road

'I have been waiting a long time for women to be allowed to drive buses — it is something that has always appealed to me,' she said

Mrs Le Roux is not oblivious of the hassles of being responsible for dozens of passengers. Her husband Pieter has been a bus driver for many years

Both said they wanted to be treated as equals by their male colleagues

'We don't want doors opened for us. We can do these things ourselves,' they said

Sacked!

The man who said he was sorry

710

ORLIANDE POLLOK
Political Correspondent

Mercury
11/2/82

CAPE TOWN—A Louis Botha Airport official, who apologised to a British doctor who had a book of harmless newspaper clippings confiscated from his luggage after questioning by the Railways Police, later was dismissed on 24 hours' notice

This was revealed at question time in Parliament yesterday by Mr Ray Swart, Opposition chief spokesman on transport, who said the official, Mr Kurt Rencken, had been dismissed as a 'security risk'.

However, Transport Minister Hendrik Schoeman denied that his dismissal had anything to do with the incident involving Dr Nigel Clay of Birmingham and said that the police officer had been 'overzealous'.

Dr Clay said that his book of political cuttings from The Natal Mercury and the Rand Daily Mail had been confiscated.

Mr Schoeman said the book and a letter of apology were handed to Dr Clay on October 26.

'The Press cuttings contained nothing harmful. The police officer concerned was overzealous'.

When asked by Mr Swart if he were aware that the official had been dismissed as a security risk because he apologised to an overseas passenger, Mr Schoeman replied that Mr Rencken had been a temporary official and had been dismissed on medical grounds, not because of the incident.

Mrs Helen Suzman (PF, Houghton) 'Oh, come on!'

Mr Schoeman 'Well, that is the information I have'.

Mr Swart 'Is it not that because the official apologised to an overseas passenger he was considered part of the total onslaught?'

Later Mr Schoeman said South African Airways was the best in the world and it did not become a 'patriot' to spoil its good image.

In a brief comment on the minister's remarks, Mr Swart said 'The official was trying to maintain that good image. He was doing a good public relations job and it is disgraceful that he was dismissed for it'.

Nine years

of nagging

was enough

London Bureau

THE Des O'Connor TV show was the last straw for a husband who was constantly nagged by his mother-in-law.

After spending all day looking after her, cooking and running errands while his wife was at work, Frederick Dobson settled down to watch his favourite comedy show.

But his mother-in-law didn't like the show and started nagging him again — so he strangled her with her own tights.

At Winchester Crown Court, Dobson, 57, unemployed of Portsmouth, was jailed for life after a jury found him guilty of murder.

Dobson, who denied the

charge, told the Court of his life of misery with his wife's 29-year-old mother, Irene Tuck.

His wife, Joyce, had left for work, leaving him to look after her mother.

'During the day she nagged me about money, nagged me about shopping and cooking her eggs and bacon.

'She was nagging, nagging, nagging, but every man has a breaking point.

'I told her there was a good programme on the telly — the Des O'Connor show. I switched it on but even that was not right. I just got worked up, got the tights, and that was that. I put an end to nine years of nagging,' he told detectives.

Tennis chief apologises for remarks about blacks

PEBBLE BEACH—The president of the Interna-

play'
Tennis will be played as

50 134 138 139

Blacks pledged rate for job

3

Political Correspondent

THE black-white wage gap in the transport services would disappear within three to four years, the Minister of Transport Affairs, Mr H Schoeman, told staff association leaders in Cape Town today.

Mr Schoeman had talks today with representatives of coloured, Indian and

black staff associations which have been registered as trade unions.

He said that within a few years the rate for the job would be paid to all race groups in his department.

White trade unions were also insisting on this because they regarded this to be in their own interests.

Both the Minister and the black trade unionists expressed satisfaction with today's talks.

Mr N M Mbewu, president of the executive of the black staff association, said the Minister had promised that blacks would receive wage increases in April.

In order to close the wage gap the percentage increase for blacks would be higher than that for whites from 'national states'.

Mr Schoeman promised to take up these matters with the Cabinet and the governments of the black homelands.

ARGUS 12/2/82

Minister Schoeman says SAA clerk fired for medical reasons,

By RON GOLDEN

THE Minister of Transport and a senior official in his department contradicted each other this week on the possible reasons for the dismissal of a Louis Botha Airport clerk who apologised to a British doctor after a busybody policeman seized his book of Press cuttings.

All efforts to trace the sacked man, Kurt Rencken, a casual employee at SAA, failed.

His mother and father, Mr and Mrs W Rencken of Greytown, said they wanted to leave the matter alone and had nothing to say to the Press.

Mrs Rencken, who would not give her first name, said however, that Kurt had not got another job.

A man who answered the telephone yesterday said they had gone away. He said Kurt had left a long time ago and he did not know if Kurt was in Johannesburg.

In Parliament this week Ray Swart, Opposition chief spokesman on Transport, claimed Mr Rencken had been dismissed on 24-hours notice as a "security risk".

Transport minister

Hendrik Schoeman, replied that Mr Rencken lost his job on medical grounds.

The director of Transport Services, Gawie la Grange, said he had read Press reports that Mr Schoeman had said Mr Rencken had been dismissed because of medical reasons.

"The formal reply which I had prepared for the minister was that



Hendrik Schoeman ... medical reasons

Ray Swart ... questions in Parliament

Mr Rencken's services had been terminated in terms of his service contract under Railways regulations. He had done

something for which his services had been ended but I emphasise, this had nothing to do with the incident involving the British doctor at the airport.

Mr la Grange said he had made no mention of medical grounds in his reply for the minister to Mr Swart's query.

"I was not in Parliament at the time," he said, adding that such information could have

been passed to the minister by someone else.

Mr la Grange would not disclose exactly what Mr Rencken had allegedly done.

The regional manager of SAA in Natal, Mr Gert Raffert, said that, in his personal capacity he had given Mr Rencken a letter of recommendation after his dismissal which came through SAA's head office in Johannesburg.

Swart says he was considered a...

TIYRISKY

nesburg
The letter said merely Mr Rencken had performed his services satisfactorily.

It was an unusual move in the circumstances, for me to issue such a letter, which would go on his file here and in head office.

But he was not criminal and would probably be looking for a job the next day." Mr Rencken ap-

parently suffered from an ear problem and may also have had weak eyes. But a source said it would be unusual for the transport department to dismiss a man under such circumstances.

An alternative post could usually be found possibly in the clerical department of the Railways, said the source.
The Rencken affair began in October when

a scrapbook of Press cuttings was seized by a Railways policeman at the airport. It belonged to British doctor Nigel Clay who was returning home after a spell in South Africa. The cuttings were from several English-language South African newspapers.

Dr Clay said a group of customs officials who had witnessed the seizure had apologised to him after the incident.

Dr Clay left for England and his scrapbook was later returned.

The Commissioner of Railways Police subsequently apologised for the "over-eagerness" of the junior officer who had confiscated the cut-

tings.
Mr la Grange said as Mr Rencken was not a pensioner, SAA had had no contact with him since the dismissal.

- Newspaper (one per pers
- Compass
- Two ski poles
- Knife

Winter Survival Exercise
The situation
You have just crash-landed
Drakensberg range of mountains
The small plane in which

APL Times 16/2/82
SAA not training black hostesses 270

NO BLACKS were being trained as hostesses by South African Airways and it was impossible to indicate at this stage when they would be, the Minister of Transport, Mr Hendrik Schoeman said yesterday. He said in reply to Mr Ray Swart (PFP Berea), that SAA were training one coloured woman and one Indian woman as hostesses. They were receiving training at Jan Smuts Airport and were being paid a starting salary of R5 670 — one notch lower than that for whites. However from April 1, all cabin service officers would receive the same remuneration, irrespective of race.

UJGTR

Man 'set on fire at station'

ARGUS 11/2/82 (270)

Argus Correspondent
 JOHANNESBURG - A
 Railway policeman
 poured methylated spirit
 over a man who was then
 set alight at the Johan-
 nesburg Station, the Rand
 Supreme Court was told
 yesterday.

Acting Sergeant Her-
 manus Jacobus Redeling-
 huys 30 of Lenz pleaded
 not guilty before Mr Jus-
 tice Hymie Steyn and two
 accessories to a charge of
 murder.

The court was told that
 Mr Johannes Jacobus
 Hendriks died in the
 Johannesburg Hospital
 two days after an incident
 on June 1 last year.

Constable G. D. Tabu-
 chagne said that while he
 was on duty at the charge
 office at the Johannes-
 burg Station an unknown
 man arrived and handed
 him a bottle of methyl-
 ated spirits which he
 found in the public
 toilets.

REMOVED

The constable said he
 knew the bottle had
 belonged to Mr Hendriks
 whom he had removed
 from the station con-
 course several times on
 previous occasions.

He found Mr Hendriks
 lying down in front of a
 bench on a concourse. He
 helped him up and took

him to the charge office.

After telling Sergeant
 Redelinghuys what had
 happened, the sergeant
 poured the spirits over
 the head of Mr Hendrik.

The sergeant took Mr
 Hendriks outside and
 asked for the box of
 matches which Constable
 Labuchagne had in his
 hands.

The sergeant told Mr
 Hendriks to leave. Then
 he said 'I am going to set
 you alight' and struck a
 match holding it toward
 Mr Hendrik who was one
 pace away.

Constable Labuchagne

heard the sergeant shout
 'Oh God he is burning'.

Mr Hendriks was
 thrown to the ground and
 his clothing removed.

Acting Sergeant P. H.
 Coetzee brought a blanket
 from the charge office
 and wrapped it around
 Mr Hendriks who was
 taken to hospital by
 ambulance.

Dr D. F. van Blerk, a
 district surgeon who ear-
 ned out a post mortem,
 said Mr Hendriks had
 sustained 'full thickness'
 burns.

The hearing continues
 today.

507

Acting-Sergeant Set fire to hotel

Cape Times 16/2/82 270

Own Correspondent
JOHANNESBURG. — A young railway policeman appeared in the Rand Supreme Court yesterday charged with murdering a hobo by pouring methylated spirits over him and setting him alight.

Acting-Sergeant Hermannus Jacobus Redelinghuys, of Lenz, pleaded not guilty to the charge of murder before Mr Justice Irving Steyn and two assessors.

The hearing followed the

death of Mr Johannes Hendriks who died of extensive burns in Jehanbesburg Hospital on June 3.

Constable G. D. Labuschagne, of the Railway Police, told the court that on the evening of June 1 he had been on duty at the police station on the Johannesburg Station.

An unknown man arrived at the charge office with a bottle of methylated spirits which, he said, he had found in the station toilets.

The man left the bottle which was three-quarters full at the charge office.

Constable Labuschagne said he knew the bottle belonged to Mr Hendriks, whom he had removed from the station concourse on several occasions.

He went to look for Mr Hendriks and found him lying completely drunk in front of a bench on the main concourse. He took him to the charge office.

At the charge office Ser-

geant Redelinghuys told him to hand him the bottle of spirits. He did so and Sergeant Redelinghuys poured the spirits over Mr Hendriks's head. Then Sergeant Redelinghuys took Mr Hendriks out of the charge office.

Constable Labuschagne said he had a box of matches in his hand and Sergeant Redelinghuys asked him for the matches. He handed the matches to Sergeant Redelinghuys.

Outside the charge office Sergeant Redelinghuys told Mr Hendriks that he would now leave the station. Then, saying, "I'm going to set you alight," Sergeant Redelinghuys struck a match and held it towards Mr Hendriks.

The next moment Sergeant Redelinghuys shouted "Oh God! He is burning," Constable Labuschagne said.

He pulled off Mr Hendriks's burning clothes Ser-

geant Redelinghuys threw Mr Hendriks to the ground and also pulled off clothes. Constable Labuschagne said. Acting-Sergeant Coetzee came running from the charge office with a blanket and wrapped it around Mr Hendriks.

The fire was smothered and an ambulance later took Mr Hendriks to hospital.

The hearing continues today

| Income category | Number of individual taxpayers in income category | Tax assessed in income category as percentage of total tax assessed |
|------------------|---|---|
| 8 001- 9 000 | 101 900 | 3,59 |
| 9 001-10 000 | 97 178 | 4,15 |
| 10 001-12 000 | 170 104 | 9,64 |
| 12 001-14 000 | 127 543 | 10,19 |
| 14 001-16 000 | 87 566 | 9,54 |
| 16 001-18 000 | 56 009 | 8,02 |
| 18 001-20 000 | 35 585 | 6,53 |
| 20 001-22 000 | 23 018 | 5,26 |
| 22 001-24 000 | 15 657 | 4,33 |
| 24 001-26 000 | 10 800 | 3,53 |
| 26 001-28 000 | 7 357 | 2,80 |
| 28 001-30 000 | 5 445 | 2,38 |
| 30 001-40 000 | 12 430 | 7,24 |
| 40 001-50 000 | 3 829 | 3,33 |
| 50 001- 80 000 | 2 923 | 3,80 |
| 80 001-100 000 | 480 | 0,97 |
| 100 001-150 000 | 442 | 1,23 |
| 150 001 and over | 198 | 1,20 |
| Total | 1 877 914 | 100,00 |

Sandton: restaurants

36 Mr D J DALLING asked the Minister of Industries, Commerce and Tourism

(a) How many licensed restaurants are there in Sandton and (b) what is the name of each such restaurant?

The MINISTER OF INDUSTRIES, COMMERCE AND TOURISM

(a) 16

(b) Restaurants

- Casaurina
- Cock Robin
- Big Ben
- La Margaux
- Shaft 58
- Panda House
- Tudor Rose

Wine and Beer establishments
The Fidler

| Longhornsteer | La Marmite | Mexican Village Steakhouse | The Clay Oven | Stuffers Bistro | The Wagons | Bonanza Steak Pit | Beau Geste Grill |
|---------------|------------|----------------------------|---------------|-----------------|------------|-------------------|------------------|
| | | | | | | | |

Tobacco: customs/excise duty

65 Mr A B WIDDMAN asked the Minister of Finance

What amount of (a) customs and (b) excise duty was derived from the tobacco industry in the 1979-'80 and 1980-'81 financial years, respectively?

The MINISTER OF FINANCE

1979-'80 1980-'81

Customs Duty R 12 623 646 R 17 090 166
Excise Duty R274 132 577 R293 426 120

92 Mr R A F SWART asked the Minister of Transport Affairs:

How and Air hostesses Q Col 101 16/2/82

- (1) Whether the South African Airways has commenced training (a) Coloured, (b) Indian and (c) Black air hostesses, if not, when will such training commence in each case, if so,
- (2) (a) where are such air hostesses being trained, (b)(i) how many trainees are there, and (ii) what salaries do they receive, in respect of each such race group,
- (3) whether the salary scales of such trainees differ from those of White trainees, if so, to what extent?

The MINISTER OF TRANSPORT AFFAIRS

(1) (a) and (b) Yes

(c) No Not possible to indicate at this stage,

(2) (a) Jan Smuts Airport

(b) (i) Two One Coloured and one Indian

(ii) Both are being paid at the commencing salary of R5 670 per annum

(3) Yes The commencing salary scale for Whites is at this stage one notch higher than that for the other race groups. However, as from 1st April 1982 all cabin service officers, irrespective of race, will be remunerated on the same basis

Films

95 Mr H H SCHWARZ asked the Minister of Industries, Commerce and Tourism

(1) What amounts were paid in subsidies during the financial year 1980-'81 in respect of films in (a) Afrikaans, (b) English and (c) the Black languages,

(2) in respect of how many films in each language were these subsidies paid?

The MINISTER OF INDUSTRIES, COMMERCE AND TOURISM

(1) (a) R 484 420

(b) R1 486 773

(c) R 631 380

(2) Afrikaans-medium 27
English-medium 9
Black-medium 27

Agricultural colleges

98 Mr P A MYBURGH asked the Minister of Agriculture and Fisheries

What was the cost to the State per student for the two-year diploma course at agricultural colleges for the financial years 1979-'80 and 1980-'81, respectively?

The MINISTER OF AGRICULTURE AND FISHERIES

1979-'80 — R730
1980-'81 — R940

TUESDAY, 16 FEBRUARY 1982

†Indicates translated version

For written reply

Howard Q. Col. 102-103 16/2/82
Restaurants: permits

33 Mr D J DALLING asked the Minister of Industries, Commerce and Tourism:

(1) Whether any applications for permits or permission to admit persons, other than Whites, as patrons of licensed restaurants in White group areas in the (a) Johannesburg North and (b) Sandton area were received in 1981, if so, (i) who was the applicant and (ii)

Faint, mostly illegible text at the top of the page, possibly containing a header or introductory paragraph.

Another witness, Mrs. Ouma, said that she had seen the man in question on June 2, 1961, at a meeting of the D.O.C. held in South Hill.

She said the meeting was addressed by two men known as T-shops and J. They introduced themselves as members of the group and told her...

Main body of faint, illegible text, likely the main report or transcript.

The first woman police reserve... Mrs. Fouche said after the... time women were actively... A statement from Police Inspector... ing to be reserves...

Handwritten notes and signatures at the bottom right, including the name 'A. N. C. Inc.' and other illegible text.

(1) Premiums Treated as Business Expense

01, Jan 1: Insurance Expense 300
 Bank being payment of premium

Dec 31. Income Statement 300
 Insurance Expense being closing entry

Years 02 and 03 - same as 01

04, Jan 1: Insurance Expense 300
 Bank

Jan 2: Debtor (Insurance Company) 24 000
 Income from Life Policy being accrual of proceeds receivable

Jan 2: Income 24 000

Jan 2: Insurance 300
 being

Jan 31: Bank 24 000
 Del

(2) Premiums Treated as (2)
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Dec 31: Income 300
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STEFAN ROBERTS

Railways to train black firemen

Mercury Reporter

INDIAN, coloured and black trainees are being accepted by the South African Railways for training as firemen on steam locomotives.

Their starting salary is to be the same as that for whites, R382,50 a month; according to a spokesman for the SAR's Durban system manager's office

A Std 6 school certificate, and the ability to speak English or Afrikaans are basic requirements for the job, and applicants should be in good physical health

Applications were at present being invited, and application forms for employment could be obtained from the nearest station master or from Employment and Registration offices of the SAR & H, the spokesman said

Mercury 22/2/62

270

270

Continued/.....

(aligned)

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for inclusion in the annual report of the Department, hence the overlap in the abovementioned periods. The statistics for the last quarter of 1981 will be included in the statistics for the period 1 October 1981 to 30 September 1982.

270 Air traffic controllers 22/2/82
 Hansard Q Col. 173-177
 121 Mr D J N MALCOMESS asked the Minister of Transport Affairs

- (1) How many (a) qualified and (b) trainee air traffic controllers were employed at (i) Jan Smuts, (ii) D F Malan, (iii) H F Verwoerd, (iv) Ben Schoeman and (v) Louis Botha Airport on 31 December 1960, 31 December 1970, 31 December 1980 and 31 December 1981, respectively,
- (2) what was the staff establishment in respect of air traffic controllers in 1981,
- (3) what are the salary scales applicable to air traffic controllers?

The MINISTER OF TRANSPORT AFFAIRS

(1) No information is available in respect of 31 December 1960 and 31 December 1970. The information is not readily available in respect of 31 December 1980. On 31 December 1981 the staff position was as follows

| <i>Auport</i> | <i>(a) Qualified air traffic controllers</i> | <i>(b) Trainee air traffic controllers</i> |
|--------------------|--|--|
| (i) Jan Smuts | 34 | 7 |
| (ii) D F Malan | 13 | 4 |
| (iii) H F Verwoerd | 8 | — |
| (iv) Ben Schoeman | 2 | 1 |
| (v) Louis Botha | 13 | 2 |

(2) The staff establishment for 1981 was as follows

CAPE TIMES 26/2/82

R12m housing complex for men

Staff Reporter

SA Transport Services is to build a R12-million residential complex at Phillipi for 2 000 males in its employ

The contract for the complex, due for completion in 1987, has been awarded to Ovcon (Cape) (Pty) Ltd, and work has already started

The complex will consist of eight three-storey, single-room hostel blocks, four social centres, a combined administration, dining room and kitchen complex and a laundry block. There will also be a block of six houses for residential staff

A recreation hall-cum-sports centre will be completed in the first phase of construction and operational by 1986, when 1 000 employees move into the partly-completed complex

The hall, with a club-

house attached, will have cinema facilities and sufficient floor space for badminton, basket ball, volleyball and other sports

The sports fields will contain a cricket pitch, three rugby pitches, four football pitches, tennis courts, a cycling and a running track. A grandstand to seat 900 is also on the cards

Mr Leon Els, public relations officer of SA Transport Services, said an advantage of the new complex was that employees now housed in municipal and private compounds would be housed under one roof

"The complex is in line with our policy to upgrade accommodation for our employees. The accommodation we are giving these coloured employees is the same as white standards of accommodation"

GENERAL NEWS

Powerful Railway union joins Tucsa

Star 26/2/82 270 255 238

By Drew Forrest

A predominantly white Railways trade union, the 10 000-strong SA Footplate Staff Association, has affiliated to the Trade Union Council of South Africa (Tucsa)

It is understood that Safsa's application to affiliate — made early this year — has been approved by the council's officers' committee

A black and a coloured union have disaffiliated from Tucsa. They are the Textile Workers Union (Tvu), which claims

more than 2 000 black members, and the 2 500-strong Natal Baking Industry Employees Union

Safsa's affiliation is the second by a conservative, largely white Railways union in the past year. Last year the 23 000-strong Artisan Staff Association joined the council.

Sources within Tucsa fear that it will exert further "ideological drag" on an already conservative union grouping

Safsa's new general secretary, Mr A C Koekemoer, said the time was ripe for the

union to come in from the cold and Safsa and Tucsa "had probably grown together"

The disaffiliation of the Textile Workers Union is the climax to a long dispute over union demarcation.

TWU general secretary Mrs Evelyn Seloro had accused Tucsa of failing to protect the union's membership from encroachment by another council affiliate, the Textile Workers Industrial Union.

She wanted an amendment to the Tucsa constitution which would allow it to intervene in demarcation disputes between its affiliates.

In a letter to Mrs Seloro Tucsa stated that its approach to inter-union rivalry was one of non-interference and that any other policy would be "totalitarian".

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Dec

01,

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Years

Dec 31: Statement

01, Jan 1: Insurance Expense
Bank
being payment of premium

(1) Premiums Treated as Business Expense

SOLUTION TO: GL5

ACCOUNTING A

Q 61, 216
2/3/82
250 Mr R. A. F. SWART asked the
Minister of Transport Affairs

Whether his Department is experiencing
a shortage of air traffic controllers and, if so,
what is the relevant figure?

The MINISTER OF TRANSPORT AFFAIRS

Yes three Control Air Traffic Controllers
and seventeen Air Traffic Controllers
There are, however, fifteen Assistant Air
Traffic Controllers in training

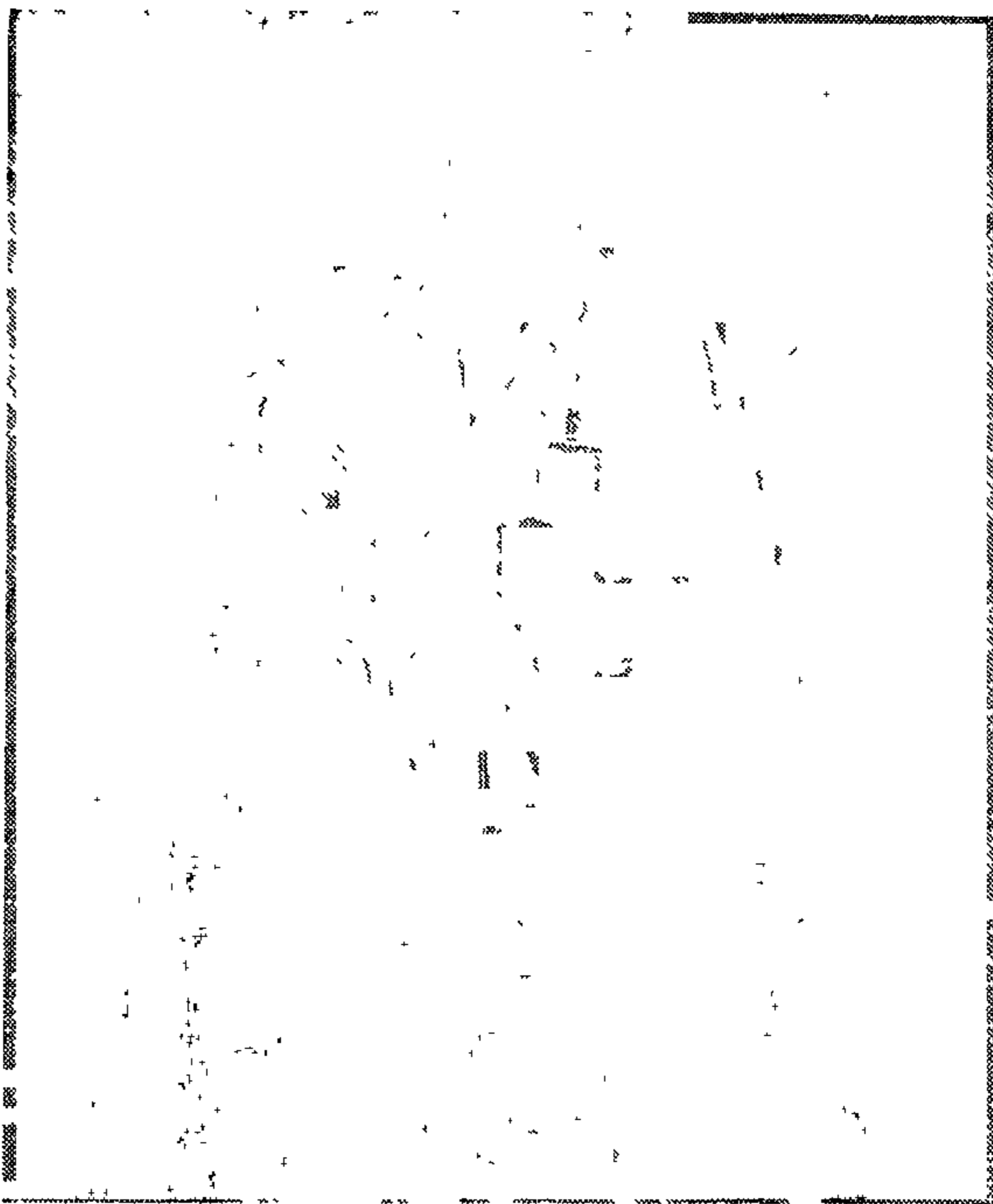
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Aviation apprentice technicians working on an aircraft engine under the supervision of an instructor.

13 trades to learn in SAA 270

Step 3/3/82

Aviation technicians in the South African Transport Services receive initial training as apprentices in one of the 13 trades needed to maintain more than 30 aircraft and support equipment

The trades are as diverse as aircraft mechanic and painter, electroplater and motor mechanic. The usual period of apprenticeship is three years during which the ap-

prentice is trained in all aspects of the trade

The first six months training is in a well-equipped school where the apprentice learns the basics of the trade from specialist instructors. Later he is assigned to the various overhaul workshops and maintenance hangars in accordance with a strict schedule. He learns by watching, assisting and doing.

In the hangars he is part of a crew, in the

workshops he works under qualified technicians

For three months a year he attends full-time lectures at a technical college. The subjects for a radiotrician include mathematics (a must for all apprentices), electronics, communications. For a metalworker the main subjects are technical drawing and aircraft structure theory.

Even after qualifying, training continues. For example, the now-qualified air mechanic

assigned to the long range-aircraft hangar will later be sent with other recently-qualified technicians on an intensive theoretical course on Boeing 747 maintenance.

Such a course, in the airline's own technical school, lasts 12 weeks.

When a later model of the 747 is added to the fleet it is back to school again for the technicians, and their supervisors, to learn the differences between old and new.

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(2) Premiums Treated as an Asset - Cont'd:

Navigators sue SAA on unlawful dismissal

Own Correspondent
Three navigators have alleged in papers filed before the Pretoria Supreme Court that their employer, South African Airways, was guilty of dismissing them unlawfully.

Mr Jacobus Hendrik Slabbert, Mr Gideon Jacobus van Metzinger and Mr Graham Ronald Munro have worked for SAA for more than 13 years as navigators. In 1980 they were told the B 707 aeroplane was to be withdrawn and that they would become redundant.

In affidavits the men said SAA offered them alternative posts as navigation instructors or early retirement with the applicable benefits.

All three turned down the offer of a post as an instructor.

They said the post was of a lower status and grade. The work was clerical and menial and had nothing to do with navigation and they would lose their navigator's licence which had to be renewed yearly.

Early last year they wrote to the SAA asking for early retirement but their applications were turned down.

The airline said an employee could be employed in any capacity as determined by the head of department.

Sugar up?

The price of sugar is expected to go up shortly.

There are rumours that the new price will be announced in the Government Gazette on Friday but the Price Controller Mr Duggie de Beer said he could not comment on this speculation.

CHOOSE
FROM SA'S
LARGEST
MARKET PLACE
THE STAR
CLASSIFIED
833-0111

Swazis expect more land and people

The Star's Africa News Service

MBABANE — The Swazi Government is highly optimistic about its prospects of taking over kaNgwane and northern Zululand in the near future.

"Agreement is imminent," said a top palace source after a second round of negotiations with the South African Foreign Affairs Minister, Mr Pik Botha. He said there would be further talks this week.

If kaNgwane and northern kwaZulu were ceded to Swaziland, they would become the first South African homelands, or parts of homelands, to be internationally recognised as independent.

Homeland leaders Enos Mabuza of kaNgwane and Chief Gatsha Buthelezi of kwaZulu are known to be totally opposed to the move.

OUT OF STEP

Observers suggest South Africa supports the merger as a way of luring Swaziland into the proposed constellation of southern African states.

Swazi Foreign Minister R V Dlamini has dismissed the suggestion as "out of step".

The Swazi Government position is that it has been asking South Africa to 'return'

these areas since 1967 — a year before its independence and long before the word "kaNgwane" was coined.

It claims these areas either belonged to Swaziland historically or, as in the case of the Tembe tribe in northern Zululand, were occupied by people who gave their allegiance to King Sobhuza II.

SOME GAINS

Swaziland sees the current talks as a matter of "border adjustments" which just happen to include parts of homelands.

Mbabane does not recognise kaNgwane or kwaZulu and will negotiate only with Pretoria.

From "border adjustments" Swaziland stands to gain a considerable amount.

Incorporation of northern Zululand would give Swaziland an outlet to the sea as well as providing something of a buffer zone between South Africa and Mozambique.

But Swaziland would also acquire a gigantic underemployment burden when it already has a large body of unemployed teachers and civil servants that are accustomed to salaries higher than Swaziland

pays, and all the social and administrative responsibilities that come with a 140 percent increase in population.

"Swaziland will make every endeavour to increase employment opportunities in the areas claimed," King Sobhuza's ambassador extraordinary, Dr Sishavi Nxumalo, said recently.

He said there will be "massive development" in the new areas.

South Africa would be expected to contribute to the financing of this growth as "compensation for the valuable contribution the peoples (in the claimed areas) have made to the economic development of South Africa."

NOT RADICAL

Dr Nxumalo was asked if kaNgwane's 750 000 people might pose a political problem for Swaziland if they disagreed with the conservative policies of King Sobhuza II.

"Our knowledge of the Swazis in South Africa does not suggest there could be any radical political demands," he replied.

Those South African Swazis who did not wish to be ruled by the King would not be chased out, but would naturally have to seek other places to live.

SAA Jumbo turnaround for sick child cost R26 000

Air Correspondent

A Jumbo Jet captain's decision to return to Jan Smuts Airport two hours after taking off for New York last week because of a sick child on board cost SAA no more than a bad weather diversion, said an airline spokesman yesterday.

Fifteen month-old Martine Schwartz of Wisconsin, US, went into convulsions during SA flight 209 on Thursday night after leaving Johannesburg. After her parents requested medical assistance, a doctor on board determined that she needed to be taken to hospital. Although the aircraft was over

Namibia at the time, Windhoek's international airport had closed down for the night. It was decided to return to Jan Smuts where an ambulance took Martine to the Johannesburg Hospital.

The spokesman described as incorrect a report that the return to Jan Smuts and the delay of several hours in getting the aircraft to New York had cost SAA R50 000.

"We estimate it was more in the region of R26 000 and, while this figure sounds high, it is not necessarily more than a diversion that might have to be made owing to bad weather or other problems."

Black union welcomed to SAR 'family'

Trade unions on the railways were called 'sweetheart unions' by some people but there was nothing wrong with unions of this type, the general manager of the Department of Transport Services, Dr Kobus Loubser, said yesterday.

Opening the annual meeting of the Federal Consultat-

ive Council of SAR and H Staff Associations. Dr Loubser asked 'Why can't a union be a sweetheart union? As long as you can fight for your rights, see the general manager and have a right to state your claim — what's wrong with it?'

His comments

come in the middle of a dispute over recognition between an independent union organising railway workers, the General Workers Union and railways management.

This year's official opening of the ICC meeting was a 'special occasion,' Dr Loubser said, as it was attended for

the first time by observers from the SAR and H Staff Association for Black Employees.

This union formed last year with the assistance of railways management now claims 52 000 members.

Addressing officials of the black

union Dr Loubser said the railways, as elsewhere in the world was a 'conservative, family-type organisation.'

'We know that at times overseas influences have come into your society, and we are thankful that you want to be part of the railways family.'

POST

(270) S. Times 7/2/82

'No-cheating' memo for SAA staff

SOUTH African Airways personnel have been issued with a "friendly warning" to stop importing dutiable articles into the country without declaring them.

In a memo recently issued to all SAA staff it was stated that such unlawful acts, plus the contravention of currency-control regulations, were occurring more frequently.

"These activities have increased to such an extent that customs inspectors have been imposing heavy punishments against SAA staff," the memo read.

Crew members were warned that, although they were in positions of trust, the authorities could change their tolerant attitude towards SAA staff if the situation persisted.

The public relations offi-

By KEN SLADE

cer for SAA, Mr J C van Rooyen, told the Sunday Times that the memo was simply a friendly warning to staff.

He denied that there had been any sudden increase in unlawful activities.

Unethical

"Such directives are issued in the interests of our staff to ensure that they are not tempted into breaking the law," he said.

But Mr van Rooyen admitted that, although in most reported cases the guilty crew members were directly

involved, it had also come to the attention of the airline's authorities that sometimes they were assisted by other personnel and outsiders.

He said that in some cases the "activities" were not illegal, but most certainly unethical.

"An example of this would be if a crew member bought two cameras overseas and asked another crew member or passenger to take one of them through customs for him or her.

"In this way duty on one of the cameras could be avoided," he explained.

"But I have been informed that such incidents are minimal when compared to staff numbers," he said.

SATS pay efforts praised

Cape Times
12/3/82
270

Political Staff

HOUSE OF ASSEMBLY
— The South African Transport Services had made great progress in closing the wage gap, the Nationalist MP for East London North, Mr Hendrik Coetzer, said during the parliamentary debate on its budget

Because there were a large number of coloured, Indian and black employees in the transport services the closing of the salary gap could not be achieved overnight, he said

"The salaries of coloureds, Indians and blacks have been adjusted on a percentage basis over the last few years and it has introduced great progress in the closing of the wage gap," Mr Coetzer said

The government had a definite programme to eliminate the wage gap which was being introduced from the higher grades

The SA Transport Services was committed to implementing this policy and due to the greater percentages the government's programme was being strictly implemented

In April last year, the transport services had introduced phase six of the programme and the first group of people of other races — about 650 people — had been placed on the same salary scale as whites

"It is expected that equal pay for equal work will be achieved for all personnel in the SA Transport Services by 1984," Mr Coetzer said

The first step towards the narrowing of the salary gap in the transport services had taken place in July 1976 when whites received a ten percent increase, the coloureds and Indians at least 12,5 percent and the blacks 15 percent

Similar adjustments had taken place in April 1979, April 1980 and April 1981

"The question exists now why the opposition press avoids this

"Are they so antagonistic to the truth that the truth must always be avoided as far as they are concerned," Mr Coetzer said

In December 1979, an in-depth study had been made of this matter and it showed that it would cost about R258,5 million to eliminate the gap and to equalize service conditions

"The indications are that since that in-depth study was made the additional expenses in connection with the achievement of salary parity in the SA Transport Services have reduced to R247m

"These facts reflect a wonderful achievement by the SA Transport Services," Mr Coetzer said

CAP Times 12/3/82 (270)
SAA selection 'not racist'

HOUSE OF ASSEMBLY
— The Minister of Transport Affairs, Mr Hendrik Schoeman, yesterday gave an assurance that there was absolutely no prejudice on the basis of race in the selection of cabin crew and air hostesses for South African Airways

Selection was undertaken by an impartial panel and the requirements for acceptance of black, coloured, and Asian candidates were exactly the same as for whites, he said in committee on the

transport services budget

When posts were advertised this year for cabin crew and air hostesses of all race groups, only 204 of the 830 white applicants were accepted while "with the best will in the world", only one out of 341 black and one out of 50 Asian applicants could be accommodated.

Of the 37 coloured applications received, six were accepted

One of the main problems was language, he said. — Sapa

Hostel ²⁷⁰ S. Times contract

14/3/82
By John Spira

A R17-million contract has been awarded by SA Transport Services to LTA Building (Natal) for a hostel complex to house 1700 workers at Mball, near Maritzburg.

The contract calls for the construction of seven multi-storey dormitory blocks, a double-storey main centre and ancillary buildings, a soccer stadium and cycle track and roads.

Work at the site has started and is expected to take three years.

270

Pace-setter Truia takes to the road

IF THE Village Main Depot were the name of a boutique, Truia van der Bergh would have looked at home.

But Truia, 32, is Johannesburg's first woman bus driver and the depot, her working base, is a large yard full of buses and she is quite at home.

"I love driving," she says, "and any woman can drive a bus. It doesn't take any extra strength because the buses are power-assisted."

Even as an eight-year-old, Truia had a passion for driving.

"I used to plead with my parents to let me take the car in or out of the garage," she says.

"And I've wanted to drive a bus for a long time. I kept on asking the municipality when they were going to let women drive buses."

"As soon as they decided to I applied."

She started her training on February 8 and went out on her own for the first time last week.

But it is quite a step from coping with a car to navigating a large and ponderous omnibus. Imagine trying to park one.

Truia first had to get a heavy-duty licence which she did at the first attempt.

"It was luck," she says modestly.

She then had to train on all the different types of buses used in Johannesburg — double deckers, single deckers and trolley buses — so she could drive whichever bus was assigned to her on any one day.

"In a way, the trolleys were the most difficult to get the hang of because they are so different from other buses. They work with brakes and power and the tricky part is when you have to change from one line to another. It's all a question of power application," says Truia.

Breaking into the previously all-male world of bus drivers was easier than she had expected.

"At first, I was very nervous about going into the canteen during my break. In fact I didn't want to go in," she says.

"But the men I work with have been very nice to me. They have tried to put me at ease and have helped me as much as they can, especially when I had to learn all the routes in only a week."

Truia has no difficulty in dealing with the public nor with working over weekends — she was the manageress of a restaurant for eight years.

"And the eight working hours don't leave me feeling tired," she adds.

Her friends don't regard her as odd for choosing the job she has.

"They were all excited for me and hoped I could do it," says Truia.

After work, Truia enjoys buying old furniture and restoring it for her home in Newlands — the house she was born in — where she lives with her 12-year-old son.



Carol Marshall READY TO GO . . . Johannesburg's first woman bus driver, Truia van der Bergh, is off on another long drive.

Taking an ear at what life pr

THE personal characteristics with which most people come into the world, are now being analysed in the delivery room.

An innovative programme traits we are born with — advice to boot.

THE QUALITY OF LIFE

Railway union opens its doors to all races

One of the most conservative of the white Railways trade unions — the 6 500-strong Spoorbond — has amended its constitution to allow black, coloured and Indian members.

The 50-year-old union, which caters for S\A and H construction workers and road transport drivers, was the first formed on the Railways for Afrikaner workers, and is affiliated to the all white S\A Confederation of Labour (Sacla).

Spoorbond's general secretary, Mr Eben Jacobs, said, however, that the union would not withdraw from Sacla as it had decided not to recruit workers of other races at this point.

"Blacks, Indians and coloured people have

their own staff associations," he said "We will have to negotiate with these unions to take over workers eligible for Spoorbond membership."

Explaining Spoorbond's decision to open its constitution, taken at its quadrennial conference late last year, Mr Jacobs said "More and more blacks are working shoulder to shoulder with our members — and we negotiate on items which affect them."

Three other formerly white Railways unions, the Artisan Staff Association, the SA Footplate Staff Association and the SA Railways Police Staff Association, last year amended their constitutions to allow for multiracial membership.

Call for patience as pink eye (270) ~~271~~ hits bus drivers

Mercury
African Affairs Reporter 18/3/82

AT LEAST 50 African bus drivers of the Durban Corporation's Transport Department were absent from work yesterday because they had pink eye — conjunctivitis — which has reached epidemic proportions in Natal and Zululand

Mr Allan Bray, deputy manager for the department, said they hoped that there would be no bus delays and everything would be done to avoid the disruption of the bus service. He appealed to commuters to be patient.

Dr W G McNeil, superintendent of Prince Mshiyeni Hospital in Umlazi, said they were treating about 150 people a day for pink eye.

In Newcastle, Mr P van der Merwe, administrative secretary for Madadeni Hospital, said they had treated about two to three cases a day. A spokesman for Ladysmith Provincial Hospital said not a single case had been reported.

In Durban more than 2 300 pink-eye cases have been treated at King Edward VIII hospital in the past two weeks, while the Kwa Mashu Polyclinic is treating more than 300 people a day.

A spokesman for Ngwelezane Hospital in Zululand said the disease was at its peak in the area. At Esikhawini near Empangeni more than 65 people were being treated daily.

C. Herald 20/3/82 (270)

Rail Union Opens Up

ONE of the most conservative of the white Railways trade unions — the 6500-strong Spoorbond — has amended its constitution to allow for African, coloured and Indian members.

The 50-year-old union which caters for railways construction workers and road transport drivers was first formed on the Railways for Afrikaaner workers, and is affiliated to the all-white SA Confederation of Labour.

secretary Mr Eben Jacobs said that the union would not withdraw from South Africa as it had decided not to recruit workers on other races at this point.

Africans, Indians and coloureds have their own staff associations, he said. We will have to negotiate with these unions to take over workers eligible for Spoorbond membership.

Explaining Spoorbond's decision to open its constitution taken at its quadrennial conference late last year, Mr Jacobs said: More and more blacks are working shoul-

der to shoulder with our members — and we need to be on items which affect them.

Three other formerly white Railways unions, the Artisan Staff Associa-

tion, the SA Footplate Staff Association and the SA Railways Police Staff Association, last year opened their constitutions to allow for open membership.

270 *How many Pilots Q. Col. 455*
Q. Col. 24/3/82
398 Mr R A F SWART asked the
Minister of Transport Affairs.

- (1) How many pilots are employed by the South African Airways,
- (2) how many of them received their training in (a) the South African Air Force and (b) flying clubs and schools?

The MINISTER OF TRANSPORT AFFAIRS

- (1) 537.
 - (2) (a) 334
 - (b) 203.
-

270 RDM 3/4/82

Blacks taking off on a new career with SAA

By CHERYL VAN EYSEN
Mail Reporter

FOR the first time two black girls — a coloured and an Indian — yesterday received their "wings" to look after

passengers on South African Airways' domestic flights

Miss Gail Charles, 22, and Miss Glenda Prins, 21, were among 75 recruits, many of them former teachers and nurses, who received their

badges. They are expected to graduate to international flights early next year.

Miss Charles had worked as a ground hostess for four years.

Miss Prins, who gave up

nursing to become an air hostess, said she was looking forward to working on domestic and international flights.

Among yesterday's successful group were twins, 21-year-old Gerda and Frieda Ferreira, of Pretoria.

Africans can be SAA hostesses

ARGUS 7/4/82

270

AFRICAN women can now become air hostesses on South African Airways provided they have suitable qualifications. Only when we need aircraft cabin staff White and black air hostesses undergo exactly pay the same training, have the same working conditions and receive same pay

This assurance was given today by a senior official of the Department of Transport who said 'Gone are the days when the posts of hostesses on our aircraft were filled only by white girls

'From now on applications will be accepted from any racial group and selection will be done purely on qualification and merit,' he said.

Asked if this included African women, the official replied that it did.

The change in policy by SAA coincides with the recent appointment of the airline's first two black air hostesses — 21-year-old Miss Glenda Prins of Cape Town and 22-year-old Miss Gale Charles of Durban

Miss Prins, formerly a nurse, and Miss Charles, who served as a ground hostess at Durban's Louis Botha Airport, received their 'wings' at a passing-out parade last week after completing the three-month training course

The Department of Transport official said 'Quite a number of non-white girls have applied for positions as air hostesses, but the next training course will be held

SAA's black air hostesses will get same pay as whites

CAPE TOWN — Black women can now become SAA air hostesses provided they are suitably qualified, a senior Department of Transport official confirmed yesterday.

The policy change coincides with the recent appointment of SAA's first two black air hostesses — Miss Glenda Prins, 21, from Cape Town, and 22-year-

old Miss Gale Charles, of Durban. White and black air hostesses underwent the same training for the job, had the same working conditions and received the same pay, the official said. "Gone are the days when posts of hostesses on our aircraft were filled only by white girls," the official added. "From now on applications will be

accepted from any racial group and selection will be done purely on qualifications and merit." The department official said a number of black girls had applied for positions as air hostesses but no more training courses would be held until more aircraft cabin staff were needed — Sapa

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d) Elasticity of substitution = 0 = $\frac{a(k/l)}{a(pl/pk)} \cdot \frac{k/l}{a(pl/pk)}$

From above this is always negative →

$$= - \frac{mpp_k}{mpp_L}$$

Using implicit function rule = $-\frac{\partial F/\partial L}{\partial F/\partial K}$

c) The slope of the isoquant = $\frac{\partial L}{\partial K}$

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$$mpp_K = \frac{\partial K}{\partial Q} = -\frac{1}{p} A \left[\dots \right] \cdot \frac{\partial K}{\partial Q} = A \delta K^{-(1+p+1)} \left[\dots \right] \cdot \frac{\partial K}{\partial Q}$$

b) $mpp_L \cdot mpp_K$

$$= A \left[\delta K^{-p} + (1-\delta)^{-p} \right] \cdot \frac{\partial L}{\partial Q} = 0$$

Black air hostesses

Staff Reporter

THE Progressive Federal Party has welcomed the decision by the Department of Transport to allow black women to become air hostesses on South African Airways.

The PFP's spokesman on transport, Mr Ray Swart, said, however, that while the decision was "certainly to be welcomed", there should be a definite move towards eradicating discrimination on the airways.

He was responding to a statement by the a senior official of the Department of Transport, who said this week that black women could become air hostesses provided they were suitably qualified.

"From now on applications will be accepted from any racial group and selection will be done purely on qualification and merit," the official said

The official confirmed this included blacks
Mr Swart said he had been told in reply to a question in Parliament that there was only one coloured and one Indian hostess working for the SA Airways

"It would be interesting to know how many black applicants will be given training," he said

Basiss

Official version of golden handshake' is challenged

270

C. Post

12/4/82

Post Correspondent
LONDON — A former South African Airways sales manager in London, Mr Keith Rennie, has challenged the version given by Dr Kobus Loubser, Director-General of Transport Services, over why he was given a R56 000 "golden handshake".

Questioned by the parliamentary select committee on railway accounts, whose report was published earlier this year, Dr Loubser was asked to explain unauthorised expenditure of a lump sum of R56 000

Dr Loubser told the committee that the sum had been paid to get rid of the London sales manager, Mr Keith Rennie, whom he described as a British trade unionist working against the interests of the airline

In an interview in London, Mr Rennie rejected the allegation that he was working against the interests of the airline as "absolute nonsense", and

produced correspondence to back up his version of what happened

He freely admitted he was a member of the trade union, the Association of Scientific, Technical and Managerial Staff, and had been ever since he was employed by British European Airways, where union membership was compulsory, before joining SAA, but emphatically denied that his ASTMS membership was a factor

"What happened was that after I had been with SAA for 15 years — which I enjoyed very much — Ronnie Garten, the assistant commercial director of marketing (now retired)

promised another senior official a promotion

"But SAA has become very bureaucratic and promotions are made for seniority, not merit. So Garten could not promote this official over my head, and the man was pushing Garten to honour his promise

"Garten approached me, asking about my loyalty to SAA. I told him I had been loyal to the company for 15 years, but that if he wanted me to go and would make it worth my while, I would leave," Mr Rennie said

He later received a letter from a firm of London solicitors. Dated February 16, 1979, it states

"We act for South African Airways. We have been instructed that you are to resign from our client's employment with effect from the 31st August, 1979, and that the terms upon which this resignation will take effect are to be recorded in an agreement and under aegis of the Arbitration, Conciliation and Advisory Service (ACAS)."

Mr Rennie maintains he did not, in fact, resign from SAA and challenges the airline to produce a letter of resignation from him

I have in my possession a copy of the subsequent ACAS agreement, signed by Jaques and Co, agreeing to pay Mr Rennie a lump sum

of £30 000 as "full and final settlement". And a second document shows that Mr Rennie did not leave SAA under a cloud

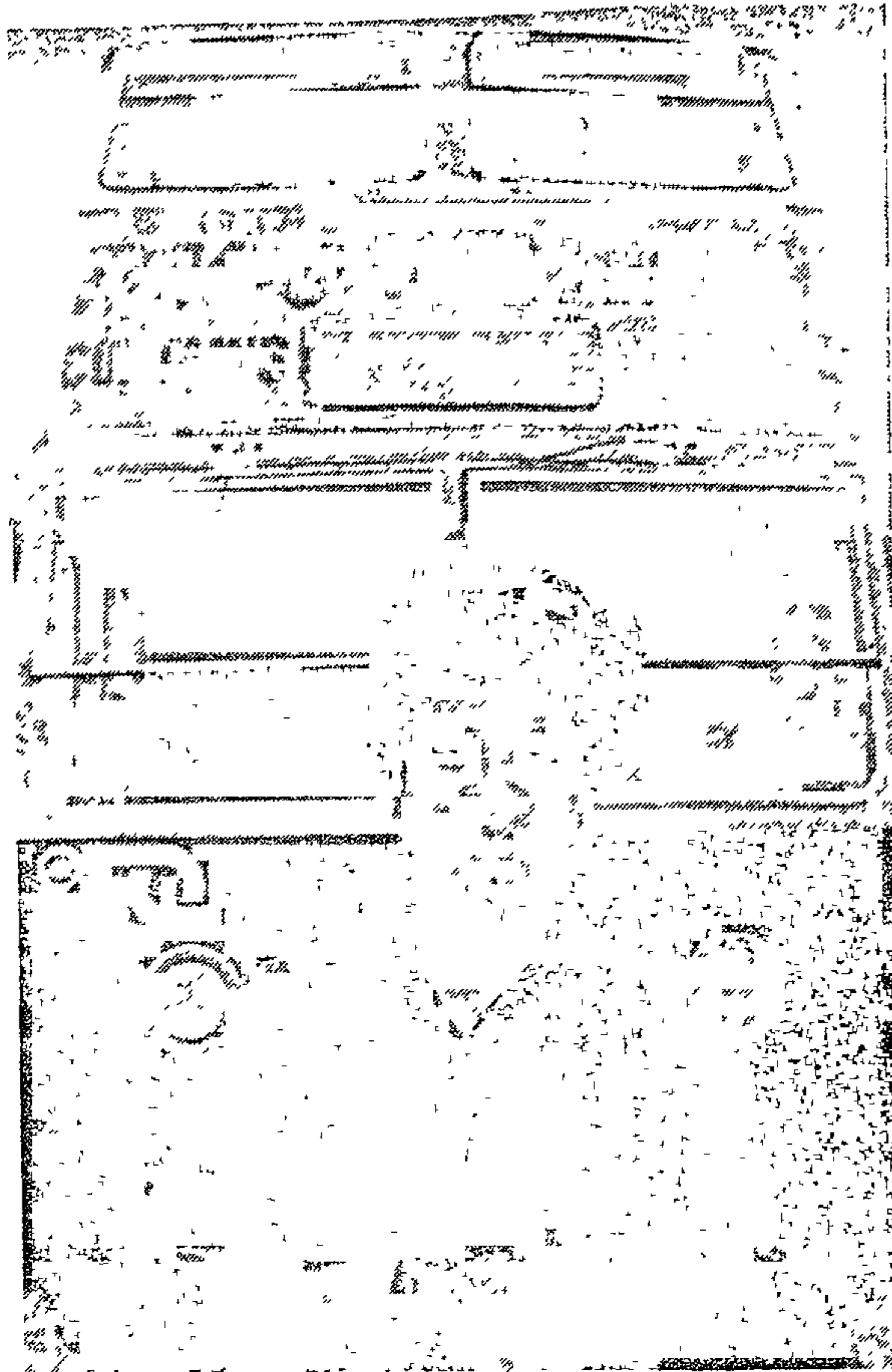
The agreement between SAA and Mr Rennie, dated August 1, 1979, appointed him a "consultant on marketing matters in the United Kingdom" for a nominal annual sum. It also gave him and his wife the right to a return ticket on any of SAA's international services once a year for three years at 10% of the price, and free travel on domestic flights

Mr Rennie said he believed Dr Loubser was "incorrectly advised" about

the matter

In Johannesburg, the director of public relations of the South African Transport Services Board, Mr G J la Grange, said "It is absolute nonsense that Rennie was paid off so that we could promote someone else over his head. The reason we wished to replace him was because he wasn't doing his job properly"

"But because he was a trade unionist we weren't actually able to fire him. Instead we managed to reach a mutual agreement whereby we were able to pay him off," said Mr La Grange



Miss Jenny Katz, Johannesburg's first coloured woman bus driver, cannot wait to complete her training programme and to get down to some real work.

Picture by Dale Yudelman.

A driving ambition motivates Jenny to get behind the wheel

Municipal Reporter

Within the next fortnight Johannesburg commuters will be greeted with a cheerful smile from the city's first coloured woman bus driver, 23-year-old Miss Jenny Katz of Eldorado Park.

"With instructors of the calibre of those employed by the Johannesburg Transport Department, I am confident of completing my training by then

"I am absolutely delighted that I was selected because I have always wanted to be a bus driver," said the enthusiastic recruit, previously employed as a sales assistant and a secretary.

Her dream was realised when she recently visited a driving school in Eldorado Park to obtain a heavy duty driver's licence.

"I told the man I wanted to learn to drive a bus and he told me I did not have to pay for the instruction as the transport department would pay me to learn."

Miss Katz did not waste any time and after an interview was appointed a trainee bus driver.

"It's easier than driving a car. All I must get used to is the length of the vehicle," she said.

An added bonus is that Miss Katz earns more than in any previous job doing work that until now was only a dream

D. Dispatch 22/4/82 (100)
CTC raises salaries 22pc (270)

EAST LONDON — Employees of Ciskei Transport Corporation — the bus company that runs services here, in King William's Town and Hewu — has increased salaries and wages of its staff by an average 22 per cent, the company's group manager, Mr Hans Kaiser announced yesterday

Mr Kaiser said the increases were in keeping with the Ciskei President's philosophy of providing a meal a day, and would benefit the company's 1 116 employees of all categories

He said the increase should not be seen as just passing hard cash from employer to employee

"It should be seen as an expression of the meal-a-day concept initiated by President Sebe," he said

He added that the concept should be seen as a good thing by all those who loved peace and prosperity in the Border-Ciskei region

The increases would add R700 000 to the company's annual wage bill, Mr Kaiser said — DDR

Call to Govt to employ staff of all races

28/4/82
270
a. Post

Post Reporter

THE manpower shortage in the public sector could only be eased by a non-racial employment policy, the president of the Artisan Staff Association, Mr. J. Zurich, said today

Speaking at the opening of the association's annual congress in Port Elizabeth, he said the shortage of manpower would not be solved by "buying" workers from the private sector

This would lead to higher salaries being paid in the private sector — and this would be inflationary

The solution lay in employing people of any race or colour

He also accused agricultural control boards of keeping the cost of food artificially high

An investigation into the workings and effectiveness of these boards, and their worth, would benefit the consumer, he said. Their dissolution would be of service to the free enterprise system

It was unfortunate that the present economic climate meant that despite wage increases worker's wages did not keep pace with rising living costs, Mr Zurich said

If workers did not occasionally get wage rises which were higher than the inflation rate, their standard of living would drop

The association had hoped the economy would be strong enough for the Minister of Finance to end the general sales tax on basic foodstuffs

The higher sales tax on basic foodstuffs placed a greater financial burden on pensioners and the less fortunate race groups

Workers, who generally did their duty in attempting to keep wage demands within the limits of the inflation rate, expected commerce and industry to keep their profits within reasonable bounds

Amidst increasing unemployment the Government service complained of staff shortages. It needed trained workers for certain posts and "because they work with the public it is difficult to employ people of other race groups in certain posts"

However, the public service had to take note that the public did not complain about being served by "persons of other race groups" in building societies, shops and banks

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Officials: General Secretary: T.S. Neethling

Area of Operation: National

Founded: 1886-1893 (2)

Registration: Yes

- Industrial Council:
- 1) Industrial Council for the Dissolving Pulp Manufacturing Industry
 - 2) Industrial Council for the Electrical Contracting and Servicing Industry - Cape
 - 3) Industrial Council for the Electrical Industry - Natal
 - (a) Electrical Contracting Section
 - (b) Electrical Engineering and Servicing Section
 - 4) National Industrial Council for the Iron, Steel Engineering and Metallurgical Industry
 - 5) Industrial Council for the Pulp and Paper Manufacturing Industry
 - 6) Industrial Council for the Sugar Manufacturing and Refining Industry.

(1) 1980/81 TUCSA Directory gives figures as 30465 - this is presumed to be a typographical error.

(2) Between 1886-1893 branches of British Amalgamated Society of Engineers formed - became Amalgamated Engineering Union and remained a branch of the Commonwealth

29/4/82
Unusual
issues
for PE
congress
270
E post

Post Reporter

ISSUES as diverse as bonus bonds, death gratuities, overtime rates and the date-stamping of food will be discussed behind closed doors at the SA Transport Services Artisan Staff Association's annual conference in Port Elizabeth

Resolutions, both controversial and strange, appear on today's agenda

Among the resolutions is one from Pietersburg calling for women to be balloted into the Defence Force for a year, during which time they would also work in hospitals

The Koedoespoort mechanical branch has suggested that apprentices "of other race groups" be taken into the Railway Police for two years in place of military service

The date-stamping of all food, with the exception of fresh produce, has been mooted by the Cape Town transportation branch and the Pietersburg branch of the association

From Kimberley comes the suggestion that one-tenth of bonus bond prizes and all prize money unclaimed for two years, should be placed in a fund for the improvement of hospitals and to improve nurses' salaries.

(270) ROOM 5/5/82

Overseas workers watch SA harbours union row

By STEVEN FRIEDMAN
Labour Correspondent

OVERSEAS transport unions are taking a personal interest in a union recognition row brewing in South African ports between SA Transport Services (SA Railways) and the General Workers Union

The dispute has re-erupted following a speech last week by the Minister of Transport, Mr Hendrik Schoeman

He said the GWU was organising SATS workers and said the railways would never recognise "outside unions" It would deal only with its own black staff association

His speech followed one earlier this year by SATS general manager Mr Kobus Loubser, who also ruled out talks with unions organised independently of SATS

The GWU issued a statement yesterday attacking Mr Schoeman's speech and saying it would seek a meeting with him on SATS's refusal to deal with the union

It said most SATS workers at Port Eliza-

beth and East London harbours had belonged to the GWU for over seven months It was also gaining support in Cape Town and Durban

A union spokesman said yesterday Port Elizabeth and East London harbours were tense He said railway police had been harassing GWU members Pamphlets attacking the GWU had been distributed and a union man fired

"The workers are refusing to be provoked into a confrontation But we don't know how long we can hold them back," he said

The GWU said the International Transport Workers Federation had promised it support Employer sources confirmed this They said wharfside managers were "very worried"

The GWU statement said the union had consistently tried to discuss the issue with Mr Loubser and had been rejected

It warned of tension and said SATS management appeared to be "completely insensitive to the potentially serious consequences of their actions"

A senior SATS source said yesterday he knew of no harassment of union members

6/5/82

By STEVEN FRIEDMAN
Labour Correspondent

AN ATTEMPT to test in court a point of law with far-reaching implications for labour practices at SA Transport Services (SA Railways) has ended in a settlement — which means the legal point has not been tested.

But similar cases in the future are a possibility

At issue is an alleged SATS ruling which, lawyers claim, deprives black rail workers of protection against firing which white workers enjoy, by automatically classing all blacks as "casual" workers

SATS is the largest employer of black workers in the country

Employment practices at SATS are governed by the Railways and Harbours Services Act which offers workers extensive protection against firing

But the Act also lays down that casual workers are not covered — their conditions are to be laid down by the railways administration

Lawyers acting for the General Workers Union, which is locked in a battle for

270 ~~115~~ 100M

Cheque stops test case for rail workers

recognition at SATS, claim that all black workers are automatically classed as casuals by SATS

The GWU briefed lawyers earlier this year to act on behalf of Mr Jeremiah Tolwana, a former GWU leader employed by SATS at Port Elizabeth docks who was allegedly fired after being given 24 hours' notice

The union's lawyers alleged that Mr Tolwana was classed as a casual worker despite working continuously for SATS since 1969. They said he was not a casual worker in the eyes of the law and was entitled to 30 days' notice

Had the court ruled in Mr Tolwana's favour, it would have established the right of black workers to become ei-

ther "temporary" or "permanent" workers in terms of the Act and give them greater job security, lawyers said

Instead, SATS has sent a cheque for 30 days' notice pay for Mr Tolwana, settling the claim. It has not admitted any liability and the legal point remains unresolved

A lawyer for Mr Tolwana said yesterday he had discussed with SATS the possibility of agreeing to submit the claim to court as a test case. The arrival of the cheque had removed the possibility of such a case

An SATS legal representative confirmed yesterday SATS had sent a cheque. But he insisted this had been done without conceding that Mr Tolwana had any legal claim to the money

TRANSPORT WORKERS

Pressure builds up

FM 7/5/82 (45) (270)
Increasing attention is being focused on the status of the more than 100 000 blacks working for the SA Transport Services (SATS). Virtually all these workers are classified as 'casual servants' in terms of the SAR & H Services Act of 1960, a status which provides them with limited service conditions.

When Jeremiah Stoki Tolwana, a SATS employee in Port Elizabeth, was dismissed with only 24 hours notice in January this year, the General Workers' Union (GWU) sought legal advice. No reason was given for Tolwana's dismissal, but the GWU be-



SATS worker ... casual, temporary or permanent?

lieves he was fired because he was the chairman of a workers committee attached to the union.

The view of the SATS was that because Tolwana was classified as a casual servant the conditions of his employment were not determined by the Act but by internal regulations which provided for dismissal with 24 hours notice.

Lawyers of the Legal Resources Centre who handled Tolwana's case saw matters differently. They argued that because he had worked continuously for the SATS since 1969, it was wrong to classify him as a casual servant. They said he should have been regarded at least as a "temporary servant," a status which would have resulted in his employment conditions being governed by the Act. If he had been awarded this classification the SATS would have had to give him 30 days notice of dismissal.

Worker paid

Lengthy negotiations took place between Tolwana's attorneys and the SATS in a process which could have paved the way for a court hearing. However, before the matter came to court, the SATS paid Tolwana a month's wages without admitting any liability. A test case, which could have had an important bearing on the status of virtually all SATS black employees, was therefore avoided.

There the matter rests for the moment. However, the union is determined to bring a test case to court. If a court were to rule that blacks providing lengthy uninterrupted service to the SATS are entitled to temporary servant status, this would be an important gain for them. In terms of the Act, once they have this status they will automatically, after a specific period of time, be entitled to the more secure position of "permanent servant."

The GWU has already briefed a group of workers who plan to go to court to have a ruling made about their status. GWU general secretary David Lewis deplores the attitude of the SATS. With some important exceptions, the Act is a fairly progressive piece of legislation, he says. It does not, for example, specifically provide for racial discrimination. Lewis charges that the SATS has in fact manipulated it to discriminate against black workers.

These developments are taking place against a backdrop of potential conflict between the SATS and GWU over the issue of recognition. The SATS has rejected a GWU application for recognition of a workers' committee attached to the union. Senior SATS officials insist that for a number of practical reasons labour relations have to

be conducted through SATS staff associations.

Any doubts about the SATS attitude to "outside" unions encroaching on what it regards as its turf were dispelled by a speech given recently by Transport Minister Hendrik Schoeman. He displayed a hostile attitude towards these unions and emphasised his commitment to the traditional system of negotiating with staff associations only.

Meanwhile the deteriorating relations between the GWU and the SATS are attracting attention abroad. The International Transport Workers' Federation is taking an interest in the matter and there are signs of increasing press coverage.

GWU in recognition dispute with SATS

Cape Times 12/5/82 (270)

By PHILLIP VAN NIEKERK

A RECOGNITION dispute which could alter the course of labour relations in South Africa is emerging between the South African Transport Services (SATS) and the unregistered General Workers' Union (GWU).

While the dispute involves only about 1 000 workers, mainly in the East London and Port Elizabeth docks, it has started to capture the attention of trade unions and the media overseas and the Minister of Transport Mr Hendrik Schoeman has already been drawn into it.

This is because it is the first time that a predominantly black union operating outside the official bargaining system has applied to a State employer for recognition.

Tension at the two ports began about a year ago after Railways quayside workers at East London and later Port Elizabeth joined the GWU. At both ports, along with Cape Town, the union had already organized the stevedores and been recognized by the SA Stevedoring Service Company (Sassco) and Rennies Grindrod Cotts.

'Harassment'

Mr David Lewis, general secretary of the GWU, claims that the response of the SATS management, apart from rejecting the union's approaches for negotiation, has been harassment and intimidation of union members. He says police threats of dismissal have been made and the chairman of the Port Elizabeth workers committee, Mr Jeremy Tolwana, was dismissed early this year.

Mr Lewis believes the SATS could be provoking a strike — in which they would be afforded an excuse to sack the entire workforces at the two ports — in an attempt to rid the SATS of GWU members.

The SATS has rejected any possibility of dealing with the GWU. Last month Mr Hendrik Schoeman told the annual congress of the Artisan Staff Association that the SATS refused to recognize any 'outside trade union' or to let them represent railway workers.

The SATS standpoint is that there is already a union to represent their workers — the Black Staff Association which, after one year of existence, claims to represent 50 000 workers.

Mr Lewis dismisses the Black Staff Association as the "SATS black personnel department dressed up and registered as a trade union".

Discipline

"The SATS workers want to be represented by a union of their own choice, a right which has been recognized in present government policy," he says.

"What must be noted is the extraordinary discipline of our workers who have not allowed themselves to be provoked into striking."

There would be profound implications for industrial relations in South Africa if the SATS, one of the largest employers in the country and a State corporation, chose to recognize a workers committee affiliated to an unregistered 'progressive' union. There could also be serious implications if the present situation were to continue.

Close working contact between the quayside workers and the stevedores means that in the event of a strike they would be united, with the power to effectively shut both ports, affecting Cape Town and Durban as well. In addition, interest shown in the dispute by the powerful International Transport Workers Federation (ITF) and its affiliate unions, who have pledged support for the GWU, raises the possibility of blacking of South African goods.

The question is how the private sector and in particular the stevedoring companies, who have been silent until now, will react to the mounting tension at the two ports — which could prove a serious threat to industrial

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which cover will be provided to (a) private individuals and (b) property owners suffering harm or loss in consequence of accidents occurring at nuclear power stations?

THE MINISTER OF MINERAL AND ENERGY AFFAIRS

(a) and (b) No In terms of section 5 of the Nuclear Installations (Licensing and Security Act, 1963 (Act 43 of 1963), the liability for all nuclear damages rests with the licensee

Mr D J N MALCOMESS Mr Speaker, arising out of the reply given by the hon the Minister, is he aware of the fact that a number of insurance companies specifically exclude damage resulting from any nuclear accident from their policies?

†The MINISTER Mr Speaker, I am not aware of it However, I want to advise the hon member to read the article which I referred to, in full He will find in it that comprehensive insurance for people against nuclear damage exists in terms of the legislation

Howard Q Col. 851-852
Ciskei: financial aid for building of clinics/medical facilities
19/5/82

*4 Dr M S BARNARD asked the Minister of Foreign Affairs and Information

(1) Whether the South African Government has been approached by the Government of Ciskei for financial aid (a) to build clinics (i) at Sada, (ii) at Thokhill and (iii) in the Hewu district and (b) for medical facilities, if so, (aa) when was such approach made, (bb) what was the response thereto and (cc) what was the amount requested.

(2) whether financial aid has been granted to Ciskei for such clinics, if not, why not, if so, (a) when and (b) to what amount?

†The MINISTER OF MINERAL AND ENERGY AFFAIRS (for the Minister of Foreign Affairs and Information)

(1) (a) No
(b) Yes

(aa) On 28 April 1982

(bb) The applications are presently being considered in accordance with the normal procedure applicable to the consideration of project aid

(cc) R34 000 000

(2) Falls away

Ciskei: financial aid to build hospital

*5 Dr M S BARNARD asked the Minister of Foreign Affairs and Information

Whether the South African Government has been approached by the Government of Ciskei for financial aid to build a hospital at Poplar Grove, if so, what was the (a) amount requested and (b) response to such request?

The MINISTER OF MINERAL AND ENERGY AFFAIRS (for the Minister of Foreign Affairs and Information)

No

Howard Q Col. 852-853
Western Cape: Black workers
19/5/82
6 Mr G B D McINTOSH asked the Minister of Transport Affairs

(1) How many Black (a) contract workers and (b) workers with rights under section 10 of the Blacks (Urban Areas) Consolidation Act, No 25 of 1945, are employed by the South African Transport Services in the Western Cape,

(2) (a) where are such contract workers housed and (b) what is the length of their contracts?

†The MINISTER OF TRANSPORT AFFAIRS

(1) (a) 3 009

| | |
|-----------------------------|-------|
| (b) 1 855 | |
| (2) (a) Hostel at Langa | 2 049 |
| Hostel at Table Bay Harbour | 938 |
| Section hostel at Elgin | 22 |
| (b) 6 Months | 364 |
| 9 Months | 300 |
| 12 Months | 2 345 |

Report of Commission of Inquiry into Security Legislation 19/5/82
*7 Mr B W B PAGE asked the Minister Justice

(1) When is it expected that the English translation of the Report of the Commission of Inquiry into Security Legislation will become available.

(2) whether there has been a delay in this regard, if so, what has been the reason for the delay?

The MINISTER OF JUSTICE

(1) During June 1982

(2) No—not if the normal processes of translation, printing and proofreading are taken into consideration

Howard Q Col. 853-855
19/5/82
*8 Mr P A MYBURGH asked the Minister of Co-operation and Development

(1) Whether there are street lights in the old residential area of Nomondi Township, Molteno, if so, how many, if not,

(2) whether a charge is levied for street lighting in the township, if so why?

†The DEPUTY MINISTER OF CO-OPERATION

(1) No

(2) No

†Mr P A MYBURGH Mr Speaker, arising out of the reply of the hon the

Deputy-minister, is he aware of the fact that people in that area do have to pay a monthly amount for street lights which are not there?

†The DEPUTY-MINISTER Mr Speaker, I am not aware of it If the hon member brings the full particulars to my attention, I shall investigate the matter

Nomondi Township, Molteno

*9 Mr P A MYBURGH asked the Minister of Co-operation and Development

(1) Whether his Department has received any complaints regarding the dumping of night soil from Nomondi Township, Molteno, if so, (a) from whom were such complaints received and (b) what was (i) the nature of and (ii) his Department's response to such complaints.

(2) whether any action has been or will be taken in consequence of such complaints, if so, what action?

The DEPUTY MINISTER OF CO-OPERATION

(1) Yes

(a) The Municipality of Molteno, the Department of Health and Welfare and Mr M H Louw M P

(i) The sewerage works does not comply to standards required by the Department of Health and Welfare

(ii) This matter has been the subject of correspondence for the past number of years between the Eastern Cape Administration Board and the Municipality of Molteno as well as the Department of Health and Welfare via the Department of Co-operation and Development. The unsatisfactory conditions already prevailed before the urban Black residential area was taken over by the Ad-

270 RDM
22/5/82

Minister balks on black rail workers

Pretoria Bureau

THE Minister of Transport Services, Mr Hendrik Schoeman, has balked at giving black railway apprentices the same employment benefits as are available to whites

As a result he is in serious conflict with the Artisan Staff Association

The Minister's refusal to accord black apprentices all benefits enjoyed by white apprentices follows a demand by the ASA that, because the 30 black apprentices in railway workshops are on the same grade and get the same pay as whites, they should get the same fringe benefits, including housing loans

The president of the the ASA, Mr Jimmy Zurich said in Pretoria yesterday that most black apprentices were members of the ASA

"It is completely unacceptable to us that black

apprentices should be discriminated against in this way

"It makes no sense, especially at a time when there is, for the first time, serious talk of reform," he said

Because of the Minister's attitude, Mr Zurich said the ASA had told him the association was not prepared to accept black, coloured or Indian apprentices in 1983

"If we can't give them equality with whites in all aspects of their employment then we are not interested in indenturing them," he said

Mr Zurich said he was at a loss to understand just how the Minister could defend or justify his attitude

The official attitude seemed to be that full work equality — including pension and sick fund membership — for black apprentices might only be possible in 1987 This was also unacceptable to the ASA

magazine of the South African Police, in May 1982, if so.

- (2) whether this article (a) was published with his knowledge and (b) meets with his approval,
- (3) what is his policy in respect of the publication of articles with a political purport in this magazine,
- (4) whether he will make a statement on the matter?

The MINISTER OF ENVIRONMENT AFFAIRS (for the Minister of Law and Order)

- (1) Yes *servamus* is not the official mouthpiece of the South African Police but a personnel magazine published on own initiative
- (2) (a) No
- (b) I have not studied the article myself

(3) I am not involved in formulating the policy regarding articles to be published in *Servamus*

(4) No

†Mr F J LE ROUX Mr Speaker, arising out of the hon the Minister's reply, I want to ask whether the Department of Law and Order does any financing with regard to this magazine?

†The MINISTER Mr Speaker, the hon member must put that question to the Department of Law and Order

Handwritten: 107 Handand Q Col. 903 - Greater-Handa area master plan 904

*8 Mr R A. F. SWART asked the Minister of Co-operation and Development

- (1) Whether the master plan for the Greater Inanda area as referred to in his reply to Question No 13 of 28 August 1981 has been submitted to his Department, if so,

(2) whether such plan will be made public, if not, why not,

(3) whether the draft master plan referred to in such reply has been accepted by the Kwazulu Government, if not, why not, if so, when?

†The MINISTER OF CO-OPERATION AND DEVELOPMENT

- (1) to (3) The master plan for the greater Inanda area has not yet been submitted to the Department of Co-operation and Development. The consultant has, however, indicated that it will be submitted within a month's time. The Kwazulu Government took part in the preparation of the plan and it will also be submitted to them. Consultation with Kwazulu will take place and it will then be decided whether the plan will be made public or not

Handwritten: 26/5/82 Air hostesses/male cabin crews

*9 Maj R SIVE asked the Minister of Transport Affairs

(1) Whether (a) air hostesses and (b) male cabin crew are required to be weighed on a regular basis, if not, why not, if so, (i) how often and (ii) why, in each case,

(2) whether any (a) air hostesses and (b) male cabin crew were grounded because of weight fluctuation during the latest specified period of 12 months for which figures are available, if not, why not, if so, (i) how many, and (ii) why, in each case?

The MINISTER OF HEALTH AND WELFARE (for the Minister of Transport Affairs)

(1) (a) Yes

(b) No, as male cabin crew members are not contractually bound to be weighed

(i) Initially once per month for

a period of 3 months, and thereafter every 6 months if constant mass is maintained during the initial period otherwise once every month within the prescribed limit

(2) (a) Yes

(b) No as male cabin crew members are not contractually bound to be weighed

(i) One

(ii) On account of a long history of exceeding the prescribed mass limit

May R SIVE Mr Speaker, arising out of the hon the Minister's reply, I should like to ask him whether he feels that women should be weighed and their height taken like cattle and whether this is not blatant discrimination between males and females?

The MINISTER Mr Speaker I think that owing to the technical nature of this supplementary question, the hon member must address that question to the hon Minister of Transport Affairs himself [Interject Cabin crew]

*10 Maj R SIVE asked the Minister of Transport Affairs

(1) Whether any cabin crew of the South African Airways were grounded during March 1982, if so, (a) how many (b) for what reason and (c) how were they informed of their being grounded,

(2) whether they were permitted to discuss the reasons for their grounding with South African Airways officials

(3) whether any punishment other than grounding was imposed on them,

(4) whether they were subsequently re

instated, if so, (a) when and (b) on whose recommendation?

†The MINISTER OF HEALTH AND WELFARE (for the Minister of Transport Affairs)

(1) Yes

(a) Four

(b) Case one Poor work performance

Case two Excessive drinking habits

Case three Serious passenger complaint about unbecoming conduct

Case four Poor work performance and persistency in not addressing passenger in passenger's choice of language

(c) Verbally

(2) Yes

(3) Yes

Case one Subsequently dismissed

Case two Case pending

Case three and four Letters of reprimand

Case one No

Case two Performing ground duties at own request

Case three and four Yes

(a) Case three 3 April 1982

Case four 29 March 1982

(b) Cases three and four Cabin Services Manager

May R SIVE Mr Speaker, arising out of the reply of the hon the Minister, is he aware of the fact that two of the people who were grounded were given laundry duty as punishment?

The MINISTER Mr Speaker the answer is no, but if the hon member feels that this point is important he should again refer it to my hon colleague the Minister of Transport Affairs who unfortunately cannot be here this afternoon

Railway workers face housing clamp

By CAS St LEGER

HOUSING loans for new South African Railways' employees are likely soon to be drastically curbed

Top management met this week to discuss changes to the Railways' housing schemes, regarded by employees as the biggest and the best in the country

Dr EL Grove, deputy general manager of SAR, said because of the economic recession, management was looking at the entire capital budget

The Railways' home-ownership scheme was just one of the aspects of the budget being examined

Railways PRO Mike Adendorf said loans already allocated or in the pipeline would definitely not be cancelled or withdrawn

However, he said, there were sure to be curbs on allocations of new loans for prospective Railways' homeowners

Earlier on Friday, a Roodepoort estate agent was telephoned by a Railways' housing inspector and told that three deals she was negotiating for employees had been cancelled

The estate agent said she was told the deals had been withdrawn due to lack of funds

Union leader speaks out

Mr J R Benade, secretary of the Federated Consultative Council of the SA Transport Services Staff Association and general secretary of the Running and Operating Staff Union, said the Railways' housing scheme had come under the magnifying glass

No curtailment on benefits would be made by management without consultation with the unions and Mr Benade had been assured that no cutbacks would be made except in the case of luxuries

There had been a growing commitment in regard to housing for coloured, Asian and black Railway worker housing over the last few years

The railwaymen had to be realistic, said Mr Benade. The 10 local housing officers throughout the country had been asked to provide housing statistics with a view to reviewing the situation

Instead, clerks had misinterpreted this instruction and some applicants had been told that funds had been cut off

Two years for loan

This had occurred particularly in the Western Transvaal and Western Cape areas, said Mr Benade

At present, railwaymen on permanent staff (after two years' employment) are entitled to a 100 percent housing loan or they may apply for assistance under the pension-fund scheme

The sum available under the Railways Home Ownership Scheme is fixed by Government White Paper. For the year 1982-83, R325-million had been allocated

This sum may not be used for other purposes

Under the 100 percent scheme, funds totalled R146,25-million

Of the R1 250-million in the pension-fund scheme, SA Transport Services could borrow R178,75-million for housing for all races

Requirements under the second scheme were allocated monthly

If employee benefits were to be changed, said Mr Benade, he would be the first to know. Nothing had yet been finalised

crew positions in the South African Airways which are held by men at present and for which applications were received from women with higher educational qualifications if so, (a) how many such positions are there and (b) what are they?

The MINISTER OF AGRICULTURE AND FISHERIES (for the Minister of Transport Affairs)

Handed @ 61.931-933X
 South African Airways: Cabin crew positions
 28/5/82
 *5 Maj R SIVE asked the Minister of Transport Affairs

(1) Whether senior cabin crew positions in the South African Airways are open to men and women alike, if not, why not, if so,
 (2) whether there are any senior cabin

- (1) Yes
- (2) Senior positions for cabin crew are filled in accordance with the nomination procedure. This implies that candidates do not apply for appointment to such positions whatever their educational qualifications, but the most suitable candidates are promoted

(a) and (b) Fall away

933

FRIDAY 25

South African Airways Cabin crew employees

*6 Maj R SIVE asked the Minister of Transport Affairs

- (1) Whether male cabin crew employees of the South African Airways are granted rebates on travel for their families if so, what is the amount of the rebate
- (2) whether such rebate applies to (a) local and (b) overseas travel,
- (3) whether (a) husbands and (b) children of female cabin crew employees are entitled to the same rebates if not why not?

†The MINISTER OF AGRICULTURE AND FISHERIES (for the Minister of Transport Affairs)

- (1) Yes the rebate varies between 7 per cent and 100 per cent on normal fares depending on the employee's length of service

(2) (a) and (b) Yes

- (3) (a) and (b) No Travel concessions are granted to the breadwinner of the family only. A married male cabin crew member is regarded as the breadwinner under normal circumstances.

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Status of 100 000 SATS workers may be tested

By SANDRA SMITH
THE status of more than 100 000 black employees of the SA Transport Services (SATS) as that of "casual servants" could be seriously challenged if the General Workers Union (GWU) goes ahead with a plan to bring a test case to court.

Virtually all black SATS workers are classified as "casual servants" in terms of the SAR & H Services Act of 1960, even if they have been in the employ of the SATS their entire working life. It is a status which provides them with limited service conditions.

The issue came to a head in January when an SATS employee in Port Elizabeth, Mr Jeremiah Stoki

Tolwana, was dismissed with only 24 hours' notice. No reason was given for his dismissal, but the GWU believed it was because he was the chairman of a workers' committee attached to the union.

The union therefore sought legal advice at the Legal Resources Centre in Johannesburg.

SATS spokesmen said because Mr Tolwana was classified as a casual servant, the conditions of his employment were not determined by the Act, but by internal regulations which provided for dismissal with 24 hours' notice.

The GWU attorneys did not agree and argued that because he had worked

continuously for the SATS since 1969, he could not be classified as a casual servant.

They felt he should at least have been regarded as a "temporary servant", which would have meant his employment conditions would have been governed by the Act. The SATS would then have had to give him 30 days' notice of dismissal.

Lengthy negotiations between the GWU attorneys and the SATS took place, which could have led to the case going to court.

However, before the matter could lead to a court hearing, the SATS paid Mr Tolwana a month's wages. They thus did not admit any liability and the status of

other workers in Mr Tolwana's position was not challenged.

The union has decided to force the issue and bring a test case to court. If a court were to decide that black workers who have completed lengthy uninterrupted service to the SATS are entitled to the status of temporary servant, this would have important implications for all black SATS employees and the union.

In terms of the Act, once they had this status they would automatically, after a specific period of time, be entitled to the somewhat more secure status of "permanent servant".

A group of Port Eliza-

beth workers has already volunteered and been briefed by the GWU to go to court and have a ruling made about their status.

The general secretary of the GWU, Mr Dave Lewis, is critical of the SATS attitude. He said the Act, with some important exceptions, was a fairly progressive piece of legislation. For example, it did not specifically provide for racial discrimination.

Mr Lewis said the SATS had in fact manipulated it to discriminate against black workers.

These developments are taking place against a backdrop of potential conflict between the SATS and

● Turn to Page 5

MAURITIOUS
ST, MAY 29, 1982

Union plans to test black SATS workers' status

● From Page 2
GWU over the issue of recognition. An application to have a workers' committee attached to the union recognised has been rejected by the SATS.

Spokesman for the employer have insisted labour relations must be conducted through SATS staff associations.

Opening the annual congress of the Artisan Staff Association in Port Elizabeth last month, the Minister of Transport, Mr Hendrik Schoeman, dispelled all doubt about the SATS' attitude.

He stated categorically the SATS would not negotiate with unregistered unions. He said one union

was organising SATS workers "in four of our biggest harbours" and the department would never recognise "outside unions".

In response, the GWU warned that if railway workers in South Africa were not allowed representation by the union of their choice, the consequences could be politically and economically damaging.

In a statement, the union said "The situation at the Port Elizabeth and East London docks is extremely tense and management appears to be completely insensitive to the potentially serious consequences of its actions".

The SATS, as the largest

employer of blacks in South Africa, was not "exempt from the evolving industrial relations framework". The SATS should take the lead in implementing Government policy in this regard, the statement said.

The GWU's attempts to discuss the issue with management had met with "intensified police harassment and management victimisation". Pamphlets attacking the union had been distributed at the harbours.

Overseas transport unions have shown an interest in the dispute and the International Transport Workers Federation has promised its support for the GWU.

such Blacks are employed subject to a notice period of (i) 30 days, (ii) 7 days and (iii) 24 hours?

The MINISTER OF TRANSPORT AFFAIRS

- (a) (i) 131 518
(ii) 55 809
(iii) (aa) Nil
(bb) Nil

- (b) (i), (ii) and (iii) The information is not readily available

South African Transport Services. staff associations

667 Mr G B D McINTOSH asked the Minister of Transport Affairs

- (1) How many staff association members of the South African Transport Services are (a) Black, (b) Coloured and (c) Indian,
(2) whether any conditions have been laid down in regard to membership of such staff associations, if so, what are these conditions,
(3) whether such conditions differ from those laid down in respect of White membership of staff associations, if so, in what respect?

The MINISTER OF TRANSPORT AFFAIRS

- (1) (a) Blacks 50 834
(b) Coloureds 10 790
(c) Indians 1 247

- (2) The S A Transport Services do not lay down any conditions in regard to membership of staff associations. However, the conditions laid down by the respective staff associations in regard to membership are as follows

- (a) How many Blacks employed by the South African Transport Services are (i) salaried staff, (ii) contract workers and (iii) paid on a (aa) weekly and (bb) daily basis and (b) how many

- (a) Blacks—After completion of three months continuous service
(b) Coloureds and (c) Indians—Those on the regular staff establishment upon engagement/appointment and those on the supplementary staff after completion of six months continuous service
(3) Yes, all White employees may enrol as members of their respective staff associations upon engagement

X

~~270~~ 270 3/6/82 X
Blacks employed by South African Transport Services
Handwritten Q 601.967-969
666. Mr G B D McINTOSH asked the Minister of Transport Affairs

Argentina says forming an alliance with UK and

Med alliance

Britain, the South Atlantic military force in the area, Foreign Minister Nicanor Costa told the Non-Conference in

Earlier, he had a series of meetings with the Cuban leader, Mr Fidel Castro, the current chairman of the Non-Aligned Movement

Mr Costa Mendez said Britain had a history of violating the right of self-determination of peoples "whenever its selfish interests have been affected"

Argentina was a firm defender of the anti-colonial principles of the Non-Aligned Movement, he said, adding that the American republics had freed themselves through struggle

He said Argentina had never rejected dialogue to solve the Falklands dispute

Proof of this were the peaceful claims his country had made for a century and a half for the return of its territory and the unfruitful dialogue it maintained for 17 years within the framework of the United Nations, he added — Sapa Reuter

Union warns of 'bloodshed' in PE harbour

Post Reporter

THE refusal of the South African Transport Services to recognise the General Workers' Union in Port Elizabeth and East London "threatens the short-term economic and political stability of the area"

This is said in an open letter from the GWU to the general manager of the SATS, Dr Kobus Louber

And the union warns that the dispute could involve solidarity action by overseas transport workers

The unregistered union repeated an appeal to Dr Louber, who has refused to negotiate with the union, to meet worker representatives to discuss the issue

SATS spokesmen insist that negotiations take place through SATS staff associations

In Port Elizabeth last month, the Minister of Transport, Mr Hendrik Schoeman, stated categorically that the SATS would not negotiate with unregistered unions

GWU claims support amongst SATS workers at Port Elizabeth and East London harbours and has asked SATS on several occasions to negotiate with a workers committee

Club opens doors to all races

Post Correspondent

JOHANNESBURG — South Africa's biggest sports club, the Wanderers Club, has thrown its membership open to all races

The unanimous decision was taken at the club's annual meeting here yesterday and blacks will now be able to become ordinary members and use all club facilities

Previously, they were able to join as sectional members. The outgoing chairman, Mr Kelsey Stuart, said the recent changes in the Liquor Act and the Group Areas Act had enabled the club to make the change

Total sanctions 'unlikely to succeed'

LONDON — Total economic sanctions against South Africa by its major trading partners would probably be ineffective in ending or modifying apartheid, the intelligence unit of the magazine, the Economist, said yesterday

The British publication, in a special report on South Africa, said total sanctions, while unlikely to be applied, would seriously harm the economy but their impact would be borne most heavily by the blacks

South Africa, however, was rich in essential food, energy and raw materials

Unregistered unions held for questioning by the Railway Police

The letter alleged they were offered money to leave the union

Despite this, workers had "in the face of extraordinary provocation, exhibited an exemplary commitment to conciliation and negotiation

Open conflict in the hours would have "severe consequences", the union said

There was "good reason to believe there will be heavy police intervention"

The SATS has acknowledged receipt of the letter but has refused to comment publicly

Officials claim the GWU represents less than 1 000 of the 8 000 SATS workers in the docks and is unrepresentative

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Mr Bower said reason separate visited towns on occasions to replenish

libraries was because different people read different things and it was possible to get all the books into the same

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Children Association

bring the heart of Italy into your home

270

4/6/82

RDM 4/6/82

270



A LABOUR relations time-bomb is ticking in the country's ports. If it explodes, the economic and political consequences could be awesome — a fact that has not been lost on key private sector employers, unionists, even, it is claimed, the Department of Manpower.

Indeed, the unregistered General Workers Union charges that the one which created the problem in the first place — the SA Transport Services

At issue is a recognition dispute between the GWU and SATS at East London and Port Elizabeth harbours

The GWU says it represents most SATS workers at the ports — about 1 100 — but SATS has refused to negotiate. Instead it has "harassed" workers and appears to back an "in-company" union, the Black Staff Association (BSA)

This week the union released an open letter to SATS general manager Dr Kobus Loubser charging that workers who joined the GWU had been subjected to a "reign of terror" by management and Railways Police

It repeated requests for a meeting to negotiate on the dispute and warned of "extraordinarily serious consequences" if confrontation developed

Dr Loubser has not replied publicly — he says he will reply to the union. But it is known that private employers are worried about the implications

The dispute has its roots in the fact that the GWU has been organising stevedores in the country's four major ports

It has won recognition from employers in three ports and is likely to win it in the fourth, Durban, soon

Stevedoring firms and the GWU say their relations in the ports are excellent

Working alongside the stevedores are harbour workers employed by SATS

GWU general secretary, Mr David Lewis, says SATS workers do "the same sort of work as stevedores — the one group loads goods off ships and the other then loads them onto trains". It was thus "natural" that stevedores would recruit the SATS men into the GWU

The union also has members in Durban and Cape Town docks, he says, but is asking for recognition only in the two ports where

SATS and labour on collision course

A dispute in two East Cape harbours between the SA Transport Services and the General Workers Union could spark a chain of events with considerable economic and political consequences. Labour Correspondent STEVEN FRIEDMAN reports.

It has a majority SATS has offered little comment on the dispute, but both Dr Loubser and Transport Minister Mr Hendrik Schoeman have made clear where they stand

In a speech to railway unions, Dr Loubser reacted to charges that the BSA was a "sweetheart union". Manpower Minister Mr Fanie Botha has attacked "sweetheart unions", but Dr Loubser disagreed

"What is wrong with a sweetheart union?", he demanded to know. In a subsequent speech to an established rail union, Mr Schoeman went further. He said SATS would never recognise an "outside union", and he later told SATY that the union would not be recognised as long as he was Minister

In the face of these statements, the GWU says it has gone all out to avoid confrontation, but that workers are now "at the end of their tether". But why should a dispute involving only about 1 000 workers be serious enough to cause shipping employers to hold worried meetings and other major companies to watch the dispute with trepidation?

Some possible implications are spelled out in the GWU's letter. Firstly, stevedores are the best organised members of the union and it was their idea to organise the SATS workers in the first place. The union says stevedores are "outraged" at the treatment of their fellow dockers and would lend their support in the case of a strike or conflict

Secondly, the union is affiliated to the International Transport Workers Federation, a powerful international alliance of transport workers

It warns in the letter that there is a "long history of solidarity" among dockworkers and foreign dockers could, intervene "heavy police intervention" in such a conflict and the union was "genuinely worried" about possible bloodshed

"In an area as volatile as PE unchecked police intervention will generate an angry response from other workers in the city". In short, this dispute threatens the short-term economic stability of two highly volatile areas of the Eastern Cape, it threatens a stable and mutually productive relationship between the stevedoring employers and the union, and indeed, threatens the very existence of the union

It is understood that shipping employers and other industrialists believe the union is not exaggerating the possible consequences. The ITF, they say, has already indicated in its magazine that it may support SATS dockers with sympathy action if open conflict develops. Stevedores in the two ports are almost certain to take sympathy action as well.

So the dispute could affect any company which exports or imports by sea. It also has implications for the Government's labour reform policy. "The spectre of a State-owned institution of the reformist direction of stated

Government industrial relations' policy will undermine the credibility of the new labour dispensation," says the union. In the letter, the union also spells out its view of the dispute

It details charges of "extraordinary brutal" action against the union by Railways Police. The chairman of the GWU worker committee in PE, it notes, has been fired from SATS after 13 years service — he was given only 24 hours notice

"Scores" of workers in both ports have been held for questioning by Railways Police and "threatened with dismissal or imprisonment", and some have been offered "substantial sums of money" to leave the union, it charges. Anonymous "scurrilous" pamphlets attacking the union have appeared in the harbour area, it also charges. It says it has informed Dr Loubser of this

Despite this, workers remain committed to negotiation, the union says. The union details its efforts to settle the dispute including approaches to industrialists and the Director-General of Manpower, Dr Piet van der Merwe. These gentlemen have all indicated concern but their efforts at mediating this dispute have proved fruitless.

(One source says a stevedoring company invited SATS to a negotiation between it and the GWU to "see for themselves" how the arrangement worked, but that SATS did not take up the offer)

Loubser in which he said management must "actively aim at promoting effective communication and work towards creating and maintaining a situation in which employees feel that management acknowledge their right to freedom of association". It comments "We hope there is still time to generate your attitude throughout the SATS management". Although many workers belonged to the 50 000-member BSA, this was "at best, an in-company union, not independent of the employer's control". Black workers demanded independent unions and would not be satisfied by the BSA

The union also suggests workers may not have joined BSA voluntarily. It says PE dockers have resigned from the BSA but are still having dues deducted from their pay. Their resignation letters had "been handed to the police".

The union says it is prepared to be "sensitive" to the present labour relations structure in SATS — it will not necessarily demand the same arrangement as it has with the stevedoring firms

"But the workers are at the end of their tether — they believe all avenues of conciliation have been closed and they find the daily abuse to which they are subjected increasingly humiliating and intolerable". SATS's version of events is more difficult to ascertain. It has refused to comment on claims of Railway Police "harassment" of union men

And Dr Loubser has refused to comment publicly on the open letter. But a spokesman did say that SATS would not recognise the union because it was not representative of dock workers as a whole. It only had around 1 000 members and there were 8 000 SATS dockworkers in the country, he added.

The spokesman also went on to suggest that SATS' refusal to recognise the union was partly prompted by the attitudes of established rail unions. "The unions operating in SATS, including the BSA, do not want us to recognise union who have only scattered support in a few areas. We have 270 000 workers and both we and they feel we should not recognise any union which represents only a few of them," he says. Meanwhile, the time-bomb keeps ticking away



DR KOBUS LOUBSER: "What's wrong with a 'sweetheart' union?"

260 270

Would-be black air hostesses not 'up to scratch'

By STEPHANIE PICKOVER

HUNDREDS of black woman have applied to become air hostesses with South African Airways but none has met the required standards.

This was the reply from SAA this week to the fact that only one coloured and one Indian air hostess had thus far made the grade as air hostesses.

Mr J C van Rooyen, SAA public relations officer, said new applicants from all races would be considered soon

The airline had been flooded with applications.

If the need arises the airline was able to draw potential hostesses from a reserve list of more than 500 already accepted candidates.

Mr Frans Swarts, SAA chief executive, said all hostesses were chosen purely on merit and there was no racial discrimination in the screening process.

Initially, all aspiring hostesses were asked to fill in the same application forms and if they had the necessary education and physical requirements, they were asked to write a psychometric test which determined intelligence, reflexes and personality traits.

Attractive

Once it had been established that an applicant had the right kind of personality for dealing with passengers, a personal interview conducted by a committee was arranged

It was here where most of the black applicants are turned down, because very few of them could speak fluent English and Afrikaans — one of the major criteria for all SAA air hostesses.

Mr Swarts said only one or two black applicants were fully bilingual, but unfortunately they didn't make the physical grade.

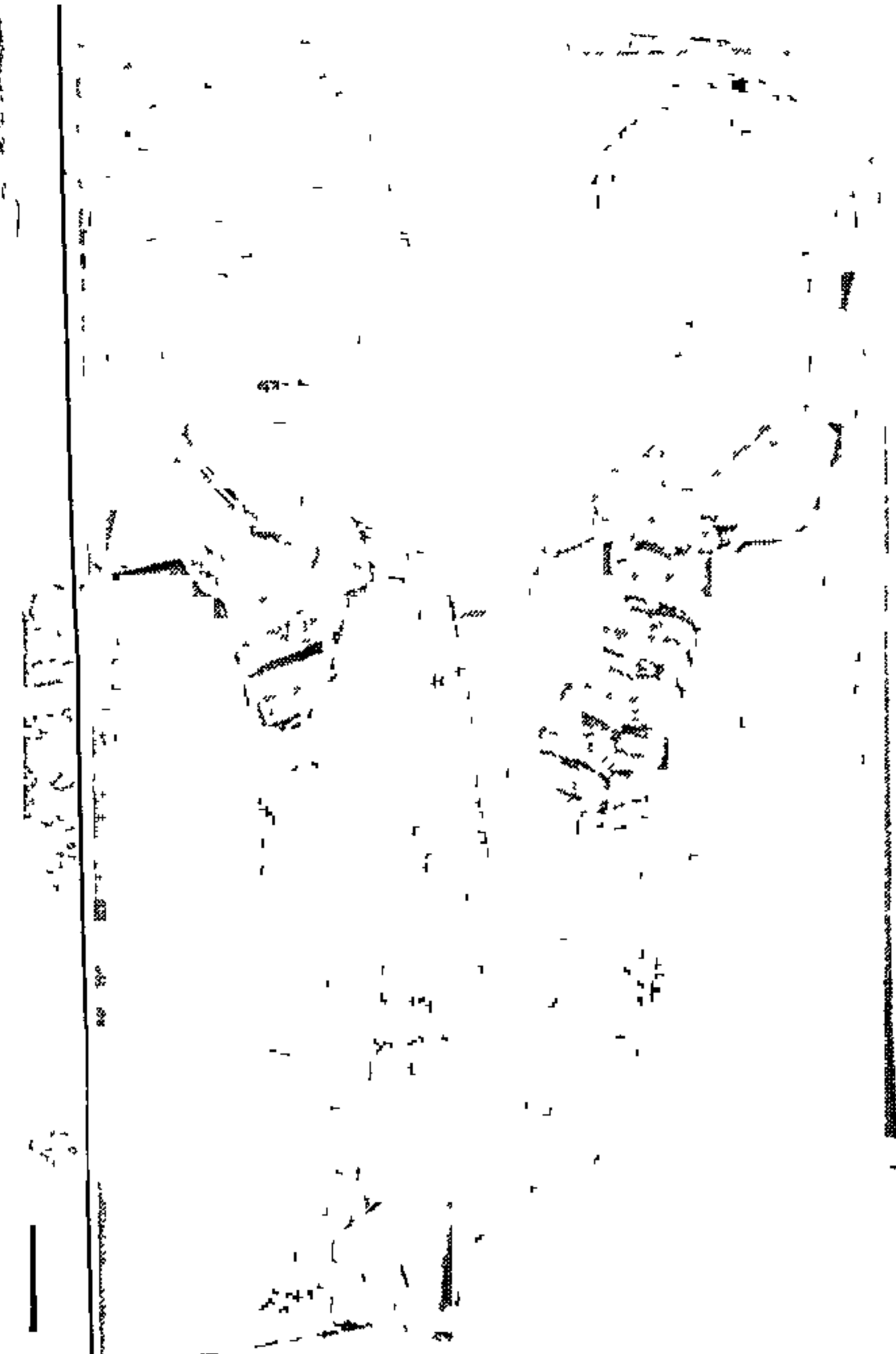
The SAA specified that hostesses should be taller than 1,6m and that their weight and height should form a near-perfect balance

They should be between 19 and 31 with at least a standard eight certificate.

"But most of the girls who want to become air hostesses have diplomas or degrees, so that those with Junior or Senior Certificate fall out after the first screening," Mr van Rooyen said

"Air hostesses must also be attractive girls. That is another very important criterion."

The SAA had, he said, appointed many coloured and Indian ground hostesses, specifically in Cape Town, Port Elizabeth and Durban, but here again bilingualism and appearance were essential and to date, black women had not made it



● Glenda Prince and Gail Charles — two girls who made the grade with SAA

Picture by RODNEY CILLIERS

SAA's screening grounds Africans

By HELENE ZAMPETAKIS

SOUTH African Airways turned down all African applicants for its non-racial air and ground hostess scheme because none made the grade.

In August last year, a month after SAA's decision to recruit black hostesses, more than 500 blacks applied for training. Only an Indian and a coloured received their wings at graduation this year.

SAA chief executive Mr F Swart said no more applications would be considered.

He denied race influenced SAA's selection. The selection committee set rigid screening requirements, he said.

Since then 530 more applications had poured in from all races, about 110 from Africans. There were no vacancies and none was screened.

Mr Swart said of the hundreds of black applicants, only a small minority were Indians and coloureds. Many blacks did not meet minimum educational and age requirements and were turned away.

Hostesses had to be aged between 19 and 31, bilingual and with at least a Junior Certificate. "They must be sophisticated, friendly and spontaneous, with neat appearance, sympathetic to elderly people or children, and at least 1,6m tall in proportion to their mass." None had met these requirements.

An SAA air hostess, Miss B van Rensburg, said SAA emphasised the importance of grooming above anything else.

"It's not so difficult to be accepted — it's got a lot to do with looks. You have to prove you are refined."

Air hostesses from British Airways, TAP (Portuguese), and KLM (Dutch), said the acceptance standards were high.

BA hostess Julia Cooper said she had been interviewed three times by individuals and a panel of judges before being accepted.

Miss Cooper and KLM ground hostess Morgan Kryz said their airlines employed hostesses from all classes and race groups.

Labour Reporter

INCREASINGLY strained labour relations between the South African Transport Services and the General Workers' Union in the Port Elizabeth and East London harbours threaten "extraordinarily severe consequences" at four major ports if they erupt into open conflict, the union warns in an open letter to Dr Kobus Loubser, general manager of SATS

The dispute, over SATS's refusal to recognise GWU shop steward committees in the two Eastern Cape harbours as representative of the railway workers, is almost a year old

In the letter to Dr Loubser, the union claims that the railway workers' decision to join the GWU "has met with an extraordinarily brutal response" from the railways administration, particularly the Railway Police

DISMISSED

The chairman of the workers' committee in Port Elizabeth, Mr Jeremiah Tolwana, was dismissed from the SAR & H with 24 hours notice after 13 years' service

Moreover, "scores" of workers have been detained and interrogated by the Railways Police about the union, says the letter

"The workers have been subjected to a reign of terror and abuse

"But in the face of the most extraordinary provo-

Union warns of 'severe consequences'

AGUS 9/6/82

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ation, they have not wavered in their commitment to the union and have exhibited an exemplary commitment to negotiation and conciliation," it adds

The GWU general secretary, Mr David Lewis, said the conflict in the two Eastern Cape ports had now affected Cape Town and Durban harbours

AT GUNPOINT

The abduction at gunpoint last week of union organiser, Cindy Mngadi, in Durban, by men claiming to be security policemen, is seen by the union to be an attempt at intimidation

In Cape Town, union organisers have been told by the Railways Police that they are not allowed to collect subscriptions from the stevedores who are GWU members

"We've been doing this freely and peacefully for two years now. It is unlikely that the stevedores are going to accept this," said Mr Lewis.

in the event of a serious conflict"

The GWU is affiliated to the International Transport Workers' Federation (ITF), which represents transport workers throughout the non-communist world

If conflict erupts, it might "spill beyond the confines of South Africa" says the letter

The manager of the public relations division of the SAR & H, Mr T van den Berg, said SATS would not negotiate with the GWU because they were not nationally representative of railway workers

The "extraordinarily severe consequences" of open conflict in the harbours are spelt out in the union's letter to Dr Loubser

GOOD REASON

It says there is good reason to believe there will be police intervention

"We are genuinely worried at the possibility of bloodshed," it says

In an area as volatile as PE, police intervention will generate an angry response from other workers in the city, it adds

It also points out that the union is representative of the stevedores throughout the country

Both major stevedoring firms, Rennie's Grindrod and South African Stevedoring Services Company, have recognised GWU and the union says they enjoy a "productive and harmonious relationship" with them

The letter says the stevedores are "outraged at the harsh treatment meted out to their fellow dockers and will undoubtedly lend their support

9/6/82
SAR unions clash

Star
 270
 128

By Drew Forrest

The controversial SAR and H Staff Association for Black Employees has denied that it is "the railways" black personnel department dressed up and registered as a trade union.

Reacting to rival union attacks, the president, Mr N M Mbewu, said his association was autonomous and was recognised by SA Transport Services management because it was representative of all black employees of the SATS

The association is at the centre of a recognition dispute between the SATS and the un-

registered General Workers Union (GWU) which claims to have won majority support among railways workers at the Port Elizabeth and East London docks

SATS says it will deal only with the association — it will not recognise "outside unions," and says the GWU is unrepresentative nationwide

Mr Mbewu accused the GWU of deliberate encroachment on his membership "This is inconsistent with trade union practice," he said

He added that it was not clear how a union

could seek to negotiate for staff without knowledge of their work and service conditions

The GWU says railways police have begun blocking the collection of union dues from stevedores at the Cape Town docks

"We have been collecting dues freely and peacefully for two years," a GWU spokesman said "It appears the police are trying to restrict our access to the docks, where railway workers are not fully organised."

An SATS spokesman denied the allegations

About 550 paintshop workers at Volkswagen in Uitenhage returned to work yesterday after a series of work stoppages which paralysed production at the plant.

The paintshop workers were demanding the reinstatement of a shop steward dismissed, according to management, for disciplinary reasons.

About 3 600 employees in other departments were sent home on three successive days as a result of the unrest.

The company said it would rehire the dismissed man in another position at the plant, but not as a steward. It also said it would not negotiate on the issue

Workers return to paralysed car plant

until all workers returned to their posts.

Despite the return to work, our Port Elizabeth correspondent reports that the workers are still demanding the steward's full reinstatement.

Representatives of the National Automobile and Allied Workers' Union were to meet top management, including the managing director, Mr Peter Searle.

LABOUR NEWS

Strike by 400 hits container service

1982 270 ROM 9/6/82

By STEVEN FRIEDMAN
and AMRIT MANGA

ABOUT 400 black truck drivers at SA Transport Services's City Deep container depot went on strike yesterday, disrupting deliveries of containerised goods to central Johannesburg

Workers sources said about 670 drivers had joined the stoppage, but a spokesman for SATS (formerly SA Railways) put the figure at around 400

The spokesman said the stoppage was caused by an incident when an official at the depot disciplined one of the drivers

The workers objected to this and downed tools

He said container deliveries to the city would "inevitably be delayed" but added that SATS had assigned other workers to temporarily load trains

"Fortunately, the trains are still moving," he said

Late yesterday afternoon, SATS manage-

ment and workers were locked in negotiations which had begun in the morning

The workers do not belong to a trade union and it is not yet clear which worker representatives are taking part in the talks

Workers at the depot said the strike had been prompted because workers were dissatisfied with one of their supervisors

Attempts to speak to SATS management at the depot were unsuccessful "There is nothing happening here", an official said He later referred the Rand Daily Mail to another official, who was not available

The SATS spokesman said management had reacted by deciding to hold an inquiry into the incident "We obviously want to establish whether the supervisor was right to take the action he did," the spokesman added

He said this approach had "the full support of worker representatives at the depot"

The spokesman said talks were continuing with worker representatives

"It is nothing serious It simply revolves around this one issue and workers have not made any other demands," he added

Workers assured: No pension freeze plan

Labour Correspondent

THE Government is not planning to "freeze" workers' pension money

This assurance was given yesterday by the Registrar of Financial Institutions, Mr Naas van Staden

"No legislation is contemplated which will interfere with the right of any worker who is a member of a pension fund to withdraw their money when they leave their jobs", Mr Van Staden said

"I cannot make it more categorical than that"

Last year, a pension Bill which proposed the "freezing" of employees' pension contributions was dropped after nation-wide strikes by black workers

Mr Van Staden was reacting to reports of a sharp increase in labour unrest and threatened strike action by Natal black workers on the pension issue

The workers have been reacting to a speech made by the Minister of Finance, Mr Owen Horwood, in Durban

Mr Horwood said then that he had given instructions for fresh pension legislation, incorporating some of the provisions of the Pensions Bill

which was dropped last year, to be drawn up

But he implied the Government was not planning to reintroduce the "freezing" clause

However, the speech led to a strike at a Durban plant and threatened unrest in the Natal paper and textile industries, when workers demanded the refund of their pension money, fearing that the "freezing" clause was to be reintroduced

According to unionists, workers were also upset at a reference by Mr Horwood to the fact that 53% of pension money must be invested in Government securities

However, Mr Van Staden said yesterday the Minister had been referring only to a plan to allow workers to open "frozen" savings accounts at banks, building societies and post offices, which would be subject to the same tax concessions as pension contributions

"We are offering workers an opportunity — on a purely voluntary basis — to accumulate money which they can use in their old age Absolutely no one will be forced to make use of these accounts," he said

Strike ends, but dispute lingers on

Labour Correspondent

THE strike by 500 paint shop workers at Volkswagen's Uitenhage plant which brought the assembly line to a standstill for four days ended yesterday

But negotiations between Fosat's National Automobile and Allied Workers Union and top Volkswagen management had not resolved the issues last night

The strike was sparked by the dismissal of a NAAWU shop steward After a strike on the issue last month the company agreed to re-employ the worker on condition he no longer served as a union shop steward

NAAWU members rejected this and downed tools again

Yesterday management and NAAWU representatives met to negotiate on the issue

A company spokesman said yesterday the talks had not resolved the dispute and that a further meeting was planned soon

A NAAWU spokesman Mr Les Kettleidas said talks were "extremely delicate at this stage"

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Railways bound by gentleman's agreement

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RAILWAYS management was bound by a "gentleman's agreement" to negotiate only with recognised staff associations, the SA Transport Services' assistant general manager, Dr Anton Moolman, said yesterday.

Dr Moolman was speaking at a Press conference called to explain the SATS refusal to deal with the independent General Workers' Union (GWU), which claims majority support among SATS workers in the Port Elizabeth and East London docks.

The dispute has attracted international interest. The GWU says it threatens labour peace in the docks — although Dr Moolman questioned this.

IMPOSSIBLE

Dr Moolman said it would be "totally impossible" if every employee group on the railways had separate representation. Through the 11 recognised staff associations, management could deal coherently with all SATS employees.

Emphasising that the policy would hold "until the situation changed entirely", Dr Moolman said the GWU would not be recognised even if it won full support in the Cape Town and Durban docks.

Mr Moolman said there was no indication that railways police had harassed workers because of their GWU membership, as the union claims.

He also denied union claims that GWU members were being forced to pay dues by stop-order to the rival Black Staff Association, after formally resigning from it.

"For administrative reasons, we cannot keep chopping and changing," he said.

"Workers therefore have to maintain stop-orders for a 12-month period."

Dockers' union gets cold shoulder

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10/6/82

Labour Correspondent

THE SA Transport Services yesterday ruled out any dealings with the General Workers Union, which claims majority support among SATS dockworkers, "unless circumstances change considerably"

But at a Press conference yesterday, SATS assistant general manager (staff), Dr Anton Moolman, said he could not spell out what conditions would have to exist for the railways to negotiate with the union

He also said he could not spell out any conditions the union would have to meet to gain recognition from SATS

Dr Moolman issued a Press release which appeared to confirm that railways police had questioned union members, but denied that the SATS was harassing workers in an attempt to get them to leave the union

The GWU says 1 100 SATS dock workers in East London and Port Elizabeth harbours — the "vast majority" — belong to it and are demanding recognition of the union in the two harbours But SATS has refused

There are fears the dispute could spill over into a confrontation in which the stevedores and overseas dockers would become involved

Dr Moolman issued a statement yesterday which said SATS "does not proscribe to or prohibit its staff from joining the union of their choice"

But it was "morally bound to only negotiate with those registered associations which are best suited to promote the interests of the staff they represent"

Dr Moolman said SATS had a "gentleman's agreement" with its 11 staff associations, including that for blacks, not to deal with any other union

The size of SATS's labour force — it employs about 276 000 workers — also made it impossible to recognise the union

Warning on effects if union is ignored

10/6/82

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By SANDRA SMITH

THE Midland Chamber of Industries and an industrial relations expert have warned of possible serious economic consequences if the South African Transport Services continues to refuse to recognise the General Workers' Union (GWU)

The GWU has attempted unsuccessfully to arrange a meeting with SATS management, which has moved from a position of refusing to deal with an unregistered union to saying the GWU is not sufficiently representative

GWU general secretary Mr Dave Lewis said the union had more than 1 000 members on the Port Elizabeth and East London docks

He said the GWU was not asking for the right to negotiate national conditions for dock workers but to negotiate in respect of local matters in the Port Elizabeth and East London docks

The executive director of the Midland Chamber of Industries, Mr Brian Mathew, said today the chamber was seriously concerned, as any disruption of "our supply lines" would affect industry in the area

"We are hopeful the matter will be amicably resolved to the benefit of all concerned," he said

Ford's director of industrial relations, Mr Fred

Ferreira, said it would be a pity if the SATS management were "to continue to underestimate the seriousness of the situation developing in this area — particularly in the light of potential international ramifications"

"It seems totally senseless for an impasse to develop when the issues involved appear to be essentially questions of principle which are totally consistent with current perspectives on labour relations in South Africa," he said

"One hopes that this is not another case of different Government departments each going off in their own direction"

The country could not afford to have its harbour activities crippled through potential strike action and the SATS ought therefore, at least, to show a willingness to discuss the issues involved, he said

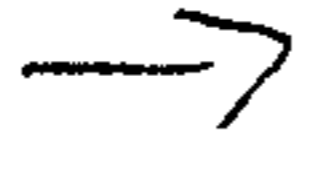
In an open letter to the SATS general manager, Dr Kobus Loubser, this month, the GWU said its members had met with "an extraordinarily brutal response" from the SATS and Railway Police in their activities

The union warned of the possibility of bloodshed if the dispute led to open conflict. Overseas transport unions have shown an interest in the dispute, and the International Transport Workers Federation has promised its support

270 ~~127~~ Hansard Q. Col. 1035
Sentrarand
11/6/82 -1036

*7 Mr S P BARNARD asked the Minister of Transport Affairs †

Whether the South African Transport Services recently provided accommodation to Black employees on its site at Sentrarand, if so, (a) to how many Black



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employees and (b) what is the cost of the accommodation per person?

†The MINISTER OF TRANSPORT AFFAIRS

No, but a hostel to accommodate approximately 1 300 Black employees is at present being built and should be completed by 31 January 1983.

270) ^{annuities} Hansard Q Col 1050 1982
 743 Mr W V RAW asked the Minister of Transport Affairs

- (1) Whether any persons have been granted annuities in terms of section 13 (1) of the Railways and Harbours Service Act No 22 of 1960 since 1965 if so (a) how many persons (b) what are their names (c) what were their grades, (d) what reasons were furnished by the South African Transport Services (e) on what dates were such annuities granted to them and (f) what were the percentages of the annuities granted
- (2) whether any persons have been refused annuities in terms of section 12A of the said Act since 1965 if so (a) how many persons (b) what are their names (c) what were their grades, (d) what reasons were furnished by the South African Transport Services and (e) on what dates were such annuities refused?

| | |
|---|---|
| <p>port Services and (e) on what dates were such annuities refused?</p> <p>The MINISTER OF TRANSPORT AFFAIRS</p> <p>(1) Yes</p> <p>(a) 29</p> | <p>Particulars relating to parts (b), (c), (e) and (f) of the question are contained in the enclosed annexure</p> <p>(d) Each case was dealt with on its own merits</p> <p>(2) No</p> <p>(a) (b) (c), (d) and (e)—fall away</p> |
|---|---|

| (b) Name | (c) Grade | (e) Date Annuity Granted | (f) Percentage Annuity Granted |
|------------------|--------------------------------------|--------------------------------|--------------------------------------|
| W A J Bester | Station Foreman | 25 August 1965 | 50% |
| C P Barnes | Shedman | 21 January 1966 | 50% |
| A P Burger | Constable | 9 September 1966 | 50% |
| G Coetzee | Driver | 25 June 1965 | 50% |
| D J du Toit | Constable | 18 March 1965 | 50% |
| J H de Lange | Roster Compiler | 28 April 1965 | 50% |
| C J Diedericks | Driver | 24 June 1966 | 50% |
| N J J Erasmus | Driver | 15 June 1965 | 50% |
| C F Gunter | Driver | 10 March 1967 | 50% |
| A M Jordaan | Driver (Road Transport Service) | 17 March 1966 | 50% |
| J J Jordaan | Platelayer | 4 May 1966 | 50% |
| P J Kruvshaar | Fitter | 25 March 1965 | 50% |
| J D Klassens | Shunter | 10 April 1967 | 50% |
| W H J Kotze | Guard | 11 June 1968 | 50% |
| C E Langley | Driver | 24 June 1965 | 50% |
| A O McLaren | Leading Shunter | 10 August 1965 | 50% |
| G J Moolman | Driver (Road Transport Service) | 28 June 1966 | 50% |
| P J Nothnagel | Senior Steward | 23 February 1965 | 50% |
| H P C E Nel | Driver | 17 October 1966 | 50% |
| W J Naude | Marine Signalman | 7 February 1967 | 50% |
| J E Nienaber | Guard | 1 July 1968 | 50% |
| T G Oosthuizen | Attendant Yard Inspector's Office | 3 May 1967 | 50% |
| H J Piel | Messenger | 3 November 1965 | 50% |
| M J P Pieterse | Shedman | 2 November 1979 | 50% |
| J J Rose | Shunter | 27 May 1966 | 50% |
| J G Shickerling | Driver | 14 December 1965 | 50% |
| P J van Deventer | Driver | 26 May 1965 | 50% |
| J M Vosloo | Driver | 2 November 1979 | 50% |
| W J Willemse | Constable | 27 January 1966 | 50% |

By PHILLIP
VAN NIEKERK

THE FRAGILE labour peace at the East London and Port Elizabeth docks — where the South African Transport Services (Sats) has refused to recognize the unregistered General Workers' Union (GWU) — was rapidly deteriorating, the general secretary of the GWU, Mr David Lewis, warned yesterday.

And two prominent industrialists, Mr Fred Ferreira, industrial relations director of Ford SA, and Mr Brian Mathew, executive director of the Midland Chamber of Industries, said they were seriously concerned at the situation and called for an amicable resolution to the dispute.

Mr Ferreira said "It would be a pity if the Sats management were to continue to underestimate the seriousness of the situation developing in this area, particularly in the light of potential international ramifications."

Willingness

He said the country could not afford to have its harbour activities crippled through potential strike action and urged the Sats to at least show willingness to discuss the issues involved.

The dispute has attracted international attention and the GWU, which claims a majority membership among railway dockers at the two ports, has issued an open letter to Dr Kobus Loubser, general manager of Sats, calling for negotiation, alleging a "reign of terror" by Railways Police against GWU members and warning of "extraordinarily severe consequences" if a confrontation developed.

At a press conference this week, the assistant general manager of Sats, Dr Anton Moolman, ruled out any chance of the GWU being recognized, even if it won full support at the Cape Town and Durban docks as well.

Sats 'policy' stand

Dr Moolman said railways management was bound by a "gentleman's agreement" to negotiate only with the 11 recognized staff associations. It would be totally impossible to deal coherently with Sats employees if every employee group had separate representation.

This policy would hold until the situation had changed entirely — mean-

ing the GWU would have to become nationally-representative of Railways workers before Sats would talk to them.

Dr Moolman denied that Railways Police had harassed workers because of their GWU membership.

Commenting on resentment by 546 GWU members whose subscriptions to the Sats Black Staff Association (BSA) are still being deducted from their wages in spite of having resigned from that body in March, Dr Moolman said that for administrative reasons the workers had to maintain stop orders for a 12-month period.

Management 'lackey'

Meanwhile, the BSA has denied a claim by the GWU that it is a lackey of Railways management. Mr N M Mbewu, president of the BSA, said he "would like to thank the Minister of Transport Affairs for his stand in refusing to negotiate with unions other than the only body which is truly representative of employees of Sats."

Mr Mbewu said his association was conversant with working and service conditions of Railways staff and was the best qualified to negotiate on their behalf.

Mr Lewis said Mr Mbewu's statement was an attempt by Railways management to portray the recognition dispute as an inter-union conflict.

Mr Lewis repeated an earlier claim — denied by Mr Mbewu — that the BSA was the Sats personnel department dressed up and registered as a trade union.

Labour peace
'fragile' at
Cape docks

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11/10/82
Tunis

300 rail workers fired over stoppages

Labour Reporter

About 300 railway workers at Johannesburg's Kazerne yards lost their jobs on Wednesday after being involved in several work stoppages

And at the Irvin & Johnson food processing plant in Springs yesterday more than 600 striking workers agreed to return to work when the company agreed to mediate the dispute with the union

A South African Transport Services spokesman confirmed that 300 workers at the Kazerne sheds lost their jobs as the result of a dispute over working hours

The workers involved had conducted a number of stoppages and their employment was terminated in terms of their contract, he said

But the men were eligible to reapply for work on Monday and their applications would be considered, the spokesman said

There are about 1800 shed workers at the yards

The I & J strike saw more than 600 workers stop work yesterday morning over wage demands

Talks were held with the Cusa-affiliated Food and Beverage Workers' Union, which has a recognition agreement at the plant, and workers returned to their jobs in the afternoon.

Under the dispute procedure between I & J and the union, a mediator will be appointed soon to examine worker demands

The Reckitt and Colman group, a British-owned company, has announced it will retrench about 200 workers in South Africa because of a "redirection in business"

The Car Distributors Plant in East London has also announced its intention to retrench 28 workers. The decision was reached in conjunction with the National Automobile and Allied Workers' Union

Cape Times 11/6/82

Home for SAR pensioners

Staff Reporter

270

AN old age home to house 285 white Railways pensioners will be built in Parow North. It will cost the Department of Community Development more than R4-million.

The Minister of Transport, Mr Pen Kotze, told a meeting of the Parow City Council yesterday that his department would give an initial R2 856 000 for the complex to be built on a seven-hectare open lot between the Paarl National Road and Sonnendal. Parow falls in his constituency.

The Mayor of Parow, Mr Jan Burger, who is also the chairman of the Western Cape Region of the South African Railways Association for the Care of the Aged, said yesterday that the building plans for the project had been drawn.

"The minister gave us the go ahead to get tenders. Building will probably start before the end of the year."

(270) (MYS) (62) 204 12/6/82

SATS peace bid by Ford man

12/6/82 Labour Correspondent

IN AN unprecedented move, Ford's industrial relations director in Port Elizabeth has asked SA Transport Services to hold talks with the General Workers Union which is demanding recognition from SATS at two East Cape ports

Mr Ferreira said yesterday he did not ordinarily comment on "the problems of other employers", but was doing so now because the dispute was "of national importance"

He said it would be "a pity if SATS were to continue to underestimate the seriousness of the situation, particularly in the light of the international ramifications"

The Midland Chamber of Industries, which represents industrialists in the Port Elizabeth area, has also publicly expressed concern about the dispute

And in a reaction to their statements, the assistant general manager (staff) of SATS, Dr

Anton Moolman, flew to Port Elizabeth on Friday to talk to Mr Ferreira and the Midland Chamber

Although Mr Ferreira would not comment on the visit, an SATS spokesman confirmed that Dr Moolman visited Port Elizabeth on Thursday. He said he did not know who Dr Moolman had seen or what they had discussed

The GWU claims majority membership among SATS workers at Port Elizabeth and East London docks, but SATS refuses to deal with it. There are fears the dispute could spark a confrontation with local stevedores and sympathy action by dockers at foreign ports

Mr Ferreira said it seemed "totally senseless for an impasse to develop when the issues involved appear to be essentially questions of principle which are totally consistent with current perspectives on labour relations in South Africa"

Transport union row could threaten vital supply lines

ARGUS - 14/6/82
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Labour Reporter

TOP industrialists in South Africa are deeply concerned about the current deadlock between the General Workers' Union (GWU) and the South African Transport Services (SATS).

THE GWU has asked SATS to recognise shop-steward committees representing railway workers employed in the Port Elizabeth and East London harbours

The union says it represents 95 percent of the railway workers in PE, and 75 percent in East London, but the SATS management say they will not negotiate with a union that is not nationally representative

Mr Brian Matthew, Director of the Midlands Chamber of Industries, which represents about 90

percent of industry in the Port Elizabeth-Uitenhage area, said he hoped the matter would be resolved amicably.

He said it was not the policy of the Midlands Chamber of Industries to tell others how to run their businesses, but businessmen in PE were concerned about the 'possible disruption of important supply lines

International

Mr Fred Ferreira, general manager of Ford Motor Company (SA) said it was important for SATS management to find a peaceful solution to the dispute "Whatever the merits of the GWU case is, they do have a legitimate claim to some form of negotiation" he said "A heavy responsibility rests on the SATS management not simply to dismiss that claim, but to negotiate the matter," he added

He said he was concerned at the possible international ramifications, should the dispute erupt into open conflict

Captain G J Stockley, chairman of the SA Stevedoring Employers' Association, said the stevedore employers had a very healthy relationship with their workforce, who were also members of the GWU "We hope the railways management can follow the example of industrial relations in our industry," he said

Referring to incidents where GWU organisers had been stopped from collecting union subscriptions from the stevedores in the East London and Cape Town ports, he said the employers were planning to talk to the Railways management to explain to them the need for this to continue "We would not like to think a small thing like this could

become a major flash-point", he said

He hoped the stevedore employers would be able to defuse the situation and find a solution acceptable to both parties

Attention

Mr R Ironside, the acting managing director of General Motors (SA) and vice-chairman of the Federated Chamber of Industries, said it was obvious that matters in the PE and East London harbours concerning the GWU needed attention. "If SATS were to listen to what the union is saying, it would lead to a point where the two parties would be able to accommodate each other," he said

Because the dispute had not been resolved it had the potential for spreading and causing major disruption, said Mr Ironside "This would affect most employers in the area", he added

^{E. Post}
**Official
has talks
in PE ~~270~~
on union
issue ~~270~~**

^{14/6/82}
THE assistant general manager (staff) of the South African Transport Services (SATS), Dr Anton Moolman, came to Port Elizabeth last week for talks after warnings of possible economic disruption if recognition for the General Workers' Union (GWU) was refused

His visit was confirmed today by the SATS manager of public relations, Mr M P van der Berg, who said Dr Moolman's visit "was not entirely connected with the GWU issue"

Mr Fred Ferreira, Ford's director of industrial relations, confirmed today he had met with Dr Moolman. However, it could not be confirmed that Dr Moolman also had discussions with Mr Brian Matthew, executive director of the Midland Chamber of Industries

Last Thursday Mr Matthew said the chamber was seriously concerned about the SATS refusal to recognise the GWU as any disruption of "our supply lines" would affect industry

Mr Ferreira said then that the country could not afford to have its harbour activities crippled through potential strike action and the SATS ought therefore, at least, to show a willingness to discuss the issues involved

Some rail workers get more security

270 RDM
14/6/82

By STEVEN FRIEDMAN
Labour Correspondent

THE country's biggest employer, the State-run SA Transport Services (SA Railways), is to relax a controversial regulation which denies black, coloured and Asian workers the job security guaranteed white railway workers in law.

The move will give greater job security to thousands of rail workers. But black contract workers will not benefit — and blacks, coloureds and Asians will still not enjoy the same job security as whites.

The move comes after an attempted legal action by the General Workers Union, to change the controversial ruling which classed all blacks, coloureds and Asians as "casual" workers, no matter how long they had worked. The action was settled out of court.

SATS assistant general manager (staff), Dr Anton Moolman, denied at a Press conference last week that the change was prompted by the court action.

He said it followed two years of talks with black worker representatives, including the SATS's Black Staff Association.

Work conditions on the railways are governed by the Railways and Harbours Services Act, which lays down that "permanent" workers can only be fired for breach of a disciplinary code.

But blacks, coloureds and Asians have always been classed as "casual workers" which means they have had no job security at all — they can be fired on 24 hours notice even if they have not breached the code.

SATS have announced that, from Wednesday, this ruling is to be scrapped and a new dispensation introduced.

But Dr Moolman has made it clear that blacks, coloureds and Asians will still not be able to become "permanent workers". This, he said, would "make their conditions the same as those for whites and we cannot do this yet — but we are working towards this and should get there in the next few years".

Blacks, coloureds and Asians with two or more years service — and who belong to SATS's Non-White Pension Fund — will now become "regular workers".

This means they can only be fired because of "disciplinary infringements, reductions in staff, ill-health or permanent disability".

If they are fired for reasons other than disciplinary, they will be entitled to notice on a sliding scale based on length of service.

Workers with three to six months' service must get seven days' notice, with six to 24 months, 14 days, with two to five years, 21 days and with more than five years, 30 days.

But contract workers — who make up the bulk of SATS's black workforce — will not benefit from this. Their conditions will continue to be regulated by the terms of their contract, an SATS spokesman said.

He added that this did not mean these workers could be fired without reason.

Workers excluded from the pension fund for medical reasons would still be classed as "casuals" and those with less than two years' service can still be fired "without application of the disciplinary code", the spokesman said.

CAPE TIMES
14/6/82
270

SAR is to relax job ruling

Own Correspondent

JOHANNESBURG — The country's biggest employer, the State-run South African Transport Services (SA Railways), is to relax a controversial regulation which denies black, coloured and Asian workers the job security guaranteed in law for white railway workers.

The move will give greater job security to thousands of rail workers. But black contract workers will not benefit from the change — and blacks, coloureds and Asians will still not enjoy the same job security as whites.

The move comes after an attempted legal action by the General Workers' Union which sought to have the controversial ruling — which classed blacks, coloureds and Asians automatically as "casual" workers, no matter how long they had worked — overruled by the courts. The action was settled out of court.

The Sats assistant general manager (staff), Dr Anton Moolman, denied at a press conference last week that the change was prompted by the court action.

Talks

He said it followed two years of talks with black worker representatives, including the Sats Black Staff Association.

Work conditions on the railways are governed by the Railways and Harbours Services Act, which lays down that "permanent" workers can be dismissed only for a specific breach of a laid-down dis-

ciplinary code

But blacks, coloureds and Asians have always been classed as "casual workers", which means they have had no job security at all and can be fired on 24 hours' notice even if they have not breached the code.

Sats has announced that from Wednesday this ruling is to be scrapped and a new dispensation introduced.

Conditions

But Dr Moolman has made it clear that blacks, coloureds and Asians will still not be able to become "permanent workers". This, he said, would "make their conditions the same as those for whites and we cannot do this yet — but we are working towards this and should get there in the next few years".

Blacks, coloureds and Asians with two or more years' service — and who belong to the Sats Non-White Pension Fund — will now become "regular workers".

This means they can be fired only because of "disciplinary infringements, reductions in staff, ill-health or permanent disability", Sats says.

If they are fired for reasons other than a disciplinary infringement, they will be entitled to notice on a sliding scale based on their length of service.

Contract workers

Workers with 3-6 months' service must get seven days' notice, with 6-24 months, 14 days, with 2-5 years, 21 days and with more than five years, 30 days.

But contract workers — who make up the bulk of the Sats black workforce — will not benefit from this. Their conditions would continue to be regulated by the terms of their contract, a SATS spokesman said.

He added that "this does not mean these workers can simply be fired without reason".

Railmen win job security

270

26/5

Labour Reporter

Star 15/6/82

Contract workers on the railways can now become regular employees, ensuring better job security

This is one of the features of the new tenure scheme introduced by the South African Transportation Services (SATS) this week

Under the new provisions, black workers who were previously considered as casual employees and subject to a 24 hour dismissal notice, can attain regular status which offers greater job security, and employment benefits

The provisions affect employees with over two years' service with SATS and a spokesman confirmed that the new status affecting black workers

was the same as that enjoyed by white employees

There are more than 155 000 black, coloured and Indian employees on SATS and about 90 000 of these are now classified as regular

The new scheme comes at a time when the Cape-based General Workers' Union (GWU) has organised dock workers of SATS in East London and Port Elizabeth

Many of their members would now become regular workers, an issue about which the GWU has taken legal advice

The union has complained that SATS has taken advantage of the casual worker status in dismissing its members

'Gentleman's agreement' condemned

Labour Reporter

THE general secretary of the General Workers' Union, Mr David Lewis, has condemned the "gentlemen's agreement" between the South African Transport Services (SATS) management and the Black Staff Association, calling it "unacceptable when extended to workers who have never been party to this agreement and who have chosen another union."

Mr Lewis was responding to a statement issued by Dr Anton Moolman, SATS assistant general manager at a Press conference last week, where he said the SATS management would negotiate only with the Black Staff Association and not with "outside unions" because of a "gentlemen's agreement"

The GWU has asked the Railways Administration to recognise shop steward committees, re-

presenting railway workers in the East London and Port Elizabeth harbours

"The SATS administration claims to adhere to the principle of freedom of association, yet they have press-ganged workers into joining a union which refuses to accept workers' resignations, while the Administration continues to deduct BSA subscriptions from GWU members." said Mr Lewis. This was

contrary not only to acceptable industrial relations practice, but to stated Government policy, he added

Mr T van den Berg, a spokesman from the public relations division of the SAR & H said last week that BSA subscriptions were still being deducted from workers' wages, although they were no longer members, because the stop-orders took 12 months to expire.

SATS: New deal will benefit 84 000 workers

By STEVEN FRIEDMAN
Labour Correspondent

ABOUT 84 000 of the 155 000 black, coloured and Asian workers in SA Transport Services will benefit from the new job security deal introduced today, a SATS spokesman said yesterday.

And the other 69 000 could qualify in time, the spokesman claimed -- reacting to the General Workers' Union, which has slammed the new deal as "tokenism".

The new deal scraps a long-standing regulation classing all black, coloured and Asian SATS workers as "casuals" -- denying them the job security guaranteed by law to white rail workers.

It enables blacks, coloureds and Asians -- except contract workers -- with two years service and who belong to the SATS pension fund to become "regular workers". This gives them greater job security, but not the same as whites.

GWU said most SATS workers were contract workers and their exclusion meant most workers could still be fired at one day's notice.

But the spokesman said yesterday the figures showed "the union is talking nonsense

-- most workers will benefit" The new deal included new protection for contract workers.

A SATS document shows contract workers do have guarantees against dismissal -- but they will not enjoy the same status as black colleagues with city residence rights.

Under the new dispensation

- Regular workers will only be able to be fired for specified reasons from today -- if they are fired for anything other than disciplinary reasons, notice must now be given on a sliding scale depending on their length of service.

- With two exceptions, it also lays down new conditions -- the same as for regular workers (disciplinary reasons, reduction in staff, ill-health or injury) -- for firing contract workers.

- Contract workers are not entitled to the new notice pay provisions, and may lose their jobs if their contract is cancelled "by the authority concerned".

- The contracts of these workers will not be renewed if they perform in an "unsatisfactory manner".

Crushed man was ignored claim

(12/17) (270)

16/6/87 Stan

A black railway employee whose right leg was crushed after he tried to board a moving train, was left lying on the station platform for more than an hour before he received any assistance.

This was claimed by a woman from Springs who asked not to be named "I had gone to the Johannesburg Station to see my parents off last Friday evening," she said.

"The man's foot hooked on the steps of the train at about 8.45 pm. He fell between the carriages and his leg was crushed. The people who saw this acted as if nothing had happened.

"It is a disgrace that a man lost his leg and none of them was really bothered about it.

"The man was left ly-

ing there with no one making any attempt to make him comfortable or cover him with a blanket."

The woman said she had never seen "such callousness."

An ambulance arrived at 10 pm. "To make it worse, no one got into the ambulance with the man to help or comfort him," she said.

A spokesman for the South African Transport Services confirmed that the accident had happened. He said the man was Mr Joseph Morctwe, a carriage cleaner.

The spokesman said he could not establish whether railway employees had been present when the accident had happened.

The police were informed only after the ambulance had arrived, he said.

(W/S) 270 (W/S) *D. Dispatch 17/6/82*
EL dockers help win new work deal

EAST LONDON — Pressure exerted by workers at the docks here and in Port Elizabeth has helped win a new dispensation for railway workers

This was claimed by the general secretary of the General Workers' Union (GWU), Mr David Lewis, in response to the announcement of improved job security for coloured, Indian and black employees of the South African Transport Services

Mr Lewis added, however, that legal action initiated by the GWU had also contributed to the new dispensation

Thousands of black, coloured and Asian employees of the SATS who have always been classed as 'casual' workers and thus could be fired without reason at 24 hours notice have now acquired a measure of job security for the first time

However, black contract workers will not benefit and blacks, coloureds and Asians will still not enjoy the same job security as whites

Mr Lewis said the SATS conditions of service remained a "blatant" example of racial discrimination between white and black despite claims by the government to have eliminated racial discrimination inwardly

Mr Graham McIntosh the Progressive Federal Party MP for Pietermaritzburg North, said the concession had only come about as a result of pressure and hoped the black employees of the SATS would insist on their rights and continue to fight racial discrimination

Mr McIntosh, who is the PFP spokesman on transport affairs said that over the years white employees of the SATS had negotiated extremely good terms of service as well as substantial fringe benefits This had been as a result of the political clout of white railway workers

He said the announcement of the new concession was extremely pleasing — DDC

ARGUS 17/6/82
2 000 strikers given ultimatum

~~1480 A~~ ~~1482~~ ~~1483~~ ~~1484~~
Argus Correspondent

DURBAN — More than 2 000 striking workers at two factories at Richard's Bay were today given an ultimatum to end their work stoppage and return to work by tomorrow

In a notice, management told more than 1 700 striking workers at Alusaf that if they failed to resume normal shifts by tomorrow they would

be considered to have terminated their services

A similar ultimatum was issued to about 450 workers at the nearby Richard's Bay coal terminal where workers downed tools this week demanding a refund of

their pension contributions

Alusaf management also offered an annual pay rise of 30 cents an hour bringing the minimum wage rate to R1,36 an hour. Workers have asked for a minimum of R2 an hour

Loubser sidesteps ITF inquiries into police harassment

~~175~~ 270 ~~130~~ ~~131~~

E Post 18/6/82

By SANDRA SMITH
THE head of the Railways, Dr Kobus Loubser, has told the International Transport Workers' Federation (ITF) that allegations of police harassment of Port Elizabeth dock workers should go through official channels

The General Manager of the South African Transport Services was responding to an ITF query about alleged harassment by railway police of members of the General Workers' Union (GWU)

A SATS spokesman said Dr Loubser made it clear that official channels for grievances existed within the SATS and that other methods could not be recognised

However, union sources claim that Dr Loubser also said in a telex to the ITF, which is based in London, that he would investigate any allegations of unnecessary police involvement in union activity

More than 840 Port Elizabeth dock workers have signed an open letter to the Port Manager calling on SATS to stop railway police from allegedly harassing GWU members

More than 260 of the sig-

natories have been questioned by the railway police in connection with their membership of the union

In the letter the men say they "are sick of being bothered by police at work"

These are the latest developments in a conflict between the SATS and the GWU SATS has refused to recognise the union, which has warned of possible bloodshed in the Port Elizabeth and East London harbours

The GWU claims to represent a majority of black dock workers in the Port Elizabeth port

The Cape Midlands Commanding Officer of the railway police, Lt-Col C J H Pelsler, said today he would not comment on the allegations and had not received a copy of the letter

Employer representatives in Port Elizabeth have also warned of possible economic repercussions if the SATS continues to refuse to meet GWU representatives

An SATS spokesman said the letter would be ignored and not forwarded to Dr Loubser as it contravened official grievance procedure

The spokesman said "We cannot have discussions with representatives of unions we do not recognise"

The letter to the Port Manager said "We are surprised by the police interference in our affairs, which are no secret"

GWU members were also "not happy at being taken away from work" to be questioned about their resignation from the Black Staff Association

The letter alleged a Mr Magatya (clock number 1851) was interrogated by railway police last Monday

He was said to have been assaulted

The letter claims another worker, Mr Alport Zonke (clock number 1472), had been visited by six railway policemen and warned to resign from the GWU

Mr V Mgquba (clock number 73) was questioned about the names of five workers he recorded at a workers' meeting

A list of 846 names, "clock numbers" and signatures accompanied the letter to the Port Manager Workers who were illiterate signed next to their names with thumbprints

Handwritten notes on the left margin:

- 175
- 270
- 130
- 131
- 18/6/82
- ITF
- GWU
- SATS
- Port Elizabeth
- Police harassment
- Official channels
- Unnecessary police involvement
- 840 dock workers
- 260 signatures

Handwritten notes at the bottom:

- 20-27-82
- 18/6/82

Railway reforms 'are on the way'

RDM 18/6/82

270

1317

1317

Pretoria Bureau

TRANSPORT Services' management aims at total equality in all areas between white and black workers by 1987

The reforms have already started, according to the president of the Federal Consultative Council of Railway Staff Associations, Mr Jimmy Zurich, with the establishment of pension funds for coloured and black workers

"The other reforms are on the way, the enormous cost is dictating the timetable, but before the end of the 80s there will be absolutely no difference in the service conditions or earnings of black and white employees"

Referring to the unregistered General Workers Union, which includes black dockworkers, Mr Zurich said there was no room in the Railways for maverick unions

"We have 11 unions now, four of them

for non-whites To allow the registration of more railway unions would lead to a chaotic situation A further fragmentation of workers into more unions would benefit none," he said

He claimed that the GWU had about 400 railway members in Port Elizabeth and a "few" more in Cape Town and East London Another unrecognised union had also started operating in Durban

Mr Zurich warned the GWU to leave railway workers alone

"The existing unions are quite capable of looking after the interests of all railway workers, whatever their colour or jobs happen to be"

Unregistered unions, claiming to represent railway workers and operating outside the acknowledged railway trade union movement, could be the source of unnecessary labour strife

Mr Zurich said the railways administration was committed to a policy of equality among its workers, and a firm start had been made in implementing the policy

"All problems that have developed over the years cannot be wiped out overnight, and the appearance of maverick unions to represent railway workers can only delay the process of attaining equality"

Mr Zurich said yesterday he had told the Minister of Transport, Mr Schoeman, and railway management, that unless the black apprentices in railway workshops were granted equal rights and wages his own union, the Artisan Staff Association, would refuse to indenture any more black apprentices

Mr Zurich will have further talks on the issue with the Minister next week

Inquiry into dockers' claims

(270)
Jan 18/6/82

The Star Bureau
LONDON — The director general of the South African Transport Services, Mr Kobus Loubser, has agreed to hold an investigation into allegations of police harassment of members of the black dockers' General Workers' Union.

He made the offer in a telex yesterday to the General secretary of the International Transport Workers' Federation, Mr Harold Lewis, which has been trying to get talks underway between management and the union members. SATS so far refuses to acknowledge.

But Mr Loubser again refused to meet Mr Lewis for talks, reiterating the official claim that the GWU represents only 'small groups in specific work situations' whereas the black Staff Association represents "the majori-

ty of the black labour force'.

This is disputed outright by the GWU, and the international federation, of which the GWU is an affiliate, has expressed its doubts.

Mr Lewis was "heartened" yesterday at the promise of an inquiry and said that both the GWU and the international body had documented material alleging harassment which would be made immediately available to Mr Loubser.

"I shall be appealing again for the opportunity to get management and the GWU to the table. We simply want SATS to see there are many possible approaches to the problem."

He expressed "grave concern" about the pressures building up in troubled South African ports and the failure to seek a solution.

Published by Mercury

Railways set target for equality

270
1985
18/6/82
Mercury

Mercury Correspondent

PRETORIA—South African Transport Services management aims at total equality in all areas between white and black workers by 1987.

The reforms have already started, according to the President of the Federal Consultative Council of Railway Staff Association, Mr Jimmy Zurich, with the establishment of pension funds for coloured and black workers.

'The other reforms are on the way, the enormous cost is dictating the timetable, but before the end of the 80s there will be absolutely no difference in the service conditions or earnings of black and white employees'

Referring to the unregistered General Workers' Union, which includes black dockworkers, Mr Zurich said there was no room in the Railways for maverick unions

'Chaotic'

'We have 11 unions now, four of them for non-whites. To allow the registration of more railway unions would lead to a chaotic situation. A further fragmentation of workers into more unions would benefit no one,' he said

He claimed that GWU had about 400 railway members in Port Elizabeth and a 'few' more in Cape Town and East London. Another unrecognised union had also started operating in Durban

Mr Zurich warned the GWU to 'leave railway workers alone'

'The existing unions are quite capable of looking after the interests of all railway workers, whatever their colour or jobs.'

Unregistered unions, claiming to represent railway workers and operating outside the acknowledged railway trade union movement, could be the source of unnecessary labour strife.

'All problems that have developed over the years cannot be wiped out overnight and the appearance of maverick unions claiming to represent railway workers can only delay the process of attaining equality.'

The issue is expected to be referred to at next week's meeting of the Federal Consultative Council of Railway Staff Associations, and by the general manager of South African Transport Services, Dr Kobus Loubser

Mr Zurich said yesterday he had told the Minister of Transport, Mr Schoeman, and railway management, that unless the black apprentices in railway workshops were granted equal rights and wages, his own union, the Artisan Staff Association, would refuse to indenture any more black apprentices.'

SATS vs GWU

FM 18/6/82

Employers in the Eastern Cape have taken the unusual step of publicly expressing concern about the deteriorating relations between SA Transport Services (SATS) and the General Workers Union (GWU)

At issue is a recognition dispute between SATS and the GWU at the East London and Port Elizabeth harbours. Fears are growing that an all-out conflict between the union and SATS could have severe economic and political consequences not only for the Eastern Cape, but for SA as a whole. The Midlands Chamber of Industries as well as senior members of management at Ford and some other companies in the Eastern Cape have warned of the seriousness of the situation.

The GWU, which represents stevedores at all major SA ports, claims majority membership among SATS dockworkers at Port Elizabeth and East London. SATS has refused to recognise the GWU or negotiate with it, and in recent months the union has made frequent allegations of harassment

and intimidation of its members by SATS authorities. Senior SATS officials deny any knowledge of such intimidation.

The union says it is logical for it to represent the dockworkers, who do the same kind of work as the stevedores. It was, in fact, the stevedores who took the initiative to recruit the dockworkers, says GWU general secretary David Lewis.

SATS, however, sees matters differently. It prefers to conduct labour relations through 11 staff associations representing employees in the services. Senior officials say they would be placed in an impossible situation if they had to negotiate with a vast number of unions each representing a small fraction of the vast SATS labour force. They say it would amount to a breach of faith with the staff associations to negotiate with "outside" unions.

Rising tensions

Employers in the Eastern Cape have watched with growing alarm as tensions have begun to rise over the recognition issue. It is not only the smooth operation of the two ports which is being threatened. The International Transport Workers Federation, a powerful international alliance of transport workers, is considering supporting the GWU with solidarity action if open conflict breaks out. In addition, the possibility of several local unions with friendly relations with the GWU entering

the conflict cannot be ruled out.

The Midlands Chamber of Industries has expressed its concern about the dispute and has made representations to SATS management. Fred Ferreira, Ford's director of industrial relations, says he does not normally comment on the problems of other employers, but has done so in this case because the issue is of national importance. He has urged SATS to speak to the union.

ROOM
19/6/82

Railway chief to get harassment dossier

By STEVEN FRIEDMAN
Labour Correspondent

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THE powerful International Transport Workers Federation (ITF) is to compile detailed evidence of alleged SA Railways Police harassment of members of the General Workers Union and submit this to the general manager of SA Transport Services, Dr Kobus Loubser

The ITF's move is a response to a telex from Dr Loubser on Wednesday in which he said he would investigate allegations of police harassment if evidence of this was submitted to him

The ITF's announcement yesterday came a day after SATS said it would ignore a petition by 846 Port Elizabeth harbour workers, which contained detailed charges of harassment, because it was channelled through the GWU

Yesterday a spokesman said SATS would only investigate complaints made through "the proper channels" The ITF says it is forwarding evidence to SATS because it seems unwilling to receive it from local dockers

The ITF's planned move is

the latest in the dispute in which the GWU is seeking recognition from SATS at East London and PE harbours

The GWU has repeatedly said its members have been harassed by rail police SATS denies this but has not denied that rail police have questioned workers

The GWU belongs to the London-based ITF, which has been corresponding with Dr Loubser in an attempt to win SATS agreement to talk to the union

Yesterday, the ITF said it had received a telex message from Dr Loubser on June 16 responding to its allegations of police intervention

"I would be only too pleased to institute an investigation should you produce any evidence showing activities have gone beyond the normal bounds and functions" of the railways police, Dr Loubser said

The ITF's general secretary, Mr Harold Lewis, has welcomed this But his personal assistant, Ms Andrea Earney, said yesterday the ITF understood Dr Loubser

had been given this evidence "but is unready to receive it directly"

Mr Lewis was therefore assembling the evidence "and will take up Dr Loubser's offer as soon as he has it in a proper form for presentation"

Meanwhile, the GWU's East London secretary, Mr David Thendani, has reacted sharply to remarks made yesterday by the head of the Federal Consultative Committee of Railways Staff Associations, Mr Jimmy Zurich

Mr Zurich attacked the GWU as a "maverick" union and said it had only 400 members at Port Elizabeth and "a few more" in other harbours

"SATS workers in this area know nothing about the staff associations Our membership is far greater than he claims and the recent reforms granting SATS workers greater job security were the result of pressure from our members"

He asked whether the staff associations "support a situation in which workers who refuse to join them are harassed by the police"

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Ban on public meetings at Mtunzini

Mercury

Mercury Reporter

19/6/82

ALL public meetings have been banned over the weekend in the district of Mtunzini, which includes Esikhawini township where more than 2 000 striking workers have been meeting daily since the stoppages at Alusaf and Richards Bay Coal Terminal began earlier this week.

Mtunzini's magistrate, Mr F H Swanepoel, said the ban, issued in terms of the Riotous Assemblies Act, began at 4 p m yesterday and would extend until the same time on Sunday.

According to union sources the police, who have been patrolling the township since the stoppages began yesterday afternoon, announced over loud speakers that all meetings had been banned.

Both Alusaf and Richards Bay Coal Terminal spokesmen had said that all the striking workers would be considered as having dismissed themselves unless they returned to work yesterday, but union sources claimed that none of the workers had gone back.

Branch secretary of the Fosatu-affiliated Metal and Allied Workers Union, Miss June-Rose Nala, said the banning 'hindered industrial relations and denied workers the opportunity of getting together to discuss ways of solving the issues'.

She said the Alusaf workers had met yesterday before the ban had come into effect and had decided to continue the stoppage 'because management refused to negotiate and aren't even considering their demands'.

A shop steward representing Richards Bay Coal Terminal workers said they were prepared to return to work if the company gave written assurance that the pensions issue would be negotiated.

Richards Bay Coal Terminal's managing director, Mr Mike Dunn, said last night 'a few workers had come back who were very scared because of intimidation'.

Cape Times 19/6/82

Loubser pledge on 'harassment'

290

Own Correspondent

PORT ELIZABETH — The London-based International Transport Workers' Federation (ITWF) received assurances this week from the head of the SA Transport Services, Dr Kobus Loubser, that he would investigate allegations of Railway Police harassment of dock workers

The investigation would be done if evidence was provided, a spokesman for the organization said from London yesterday

A telex was sent by Dr Loubser on Wednesday, only a day before a letter signed by 846 dock workers was handed to the Port Elizabeth port manager, providing three specific allegations of harassment of General Workers' Union members

Of the signatories, 264 put their names to a list of workers who said they had been questioned by the police about their union membership and refusal to belong to the SATS Black Staff Association (BSA)

Surprise

In the letter, the workers expressed surprise at police interference in their affairs. They had written to the general manager calling for the recognition of their union and "now we see the police questioning us about joining the union"

The SATS management has elected to ignore the letter because it comes from a union it does not recognize. Management has repeatedly said it will deal only with the in-house Black Staff Asso-

ciation

The ITWF spokesman said the organization was going to take Dr Loubser up on his word as it "presumed Dr Loubser was ready to consider evidence". If he was not prepared to take note of the allegations by union members, the allegations would be put to him by the federation

The spokesman said that Dr Loubser's telex, in reply to ITWF questions about Railway Police harassment of union members, said "I would be only too pleased to institute investigations should you produce any evidence showing activities have gone beyond normal bounds and practices"

Second time

Dr Loubser's telex refused for the second time a request from the general-secretary of the organisation, Mr Harold Lewis, for an interview to discuss the tension in East Cape ports over the SATS refusal to recognize the union

Mr Lewis had told Dr Loubser that his organization, of which the General Workers' Union was an affiliate, "includes almost all major port workers' unions throughout the free, non-communist world"

It therefore had "a great body of experience in industrial relations structures and problems which could make a considerable contribution to discussions and settlement of the dispute between SATS"

Dr Loubser could not be reached for comment

S. Post 21/6/82

Dossier on GWU harassment

By SANDRA SMITH

270

THE International Transport Workers Federation (ITF) is to compile a dossier of alleged harassment and assault of members of the General Workers Union (GWU) by the railway police in Port Elizabeth

The dossier will then be submitted to the head of the South African Transport Services (SATS)

This is in response to a telex from the SATS general manager, Dr Kobus Loubser, last week in which he said he would investigate allegations of police harassment if evidence was submitted to him

Dr Loubser's telex is reported to have said "I would be only too pleased to institute an investigation should you produce any evidence showing activities which have gone beyond the normal bounds and functions" of the railway police

More than 800 Port Elizabeth dock workers signed an open letter to the Port Manager and Dr Loubser last week in which they claimed 260 of the signatories had been questioned by police about their membership of the GWU

An SATS spokesman said the letter would be ignored as it contravened official grievance procedure

The ITF has decided to compile a dossier and forward it

to the SATS

The GWU belongs to the London-based ITF, which has been corresponding with Dr Loubser in an attempt to persuade SATS to negotiate with the GWU, which claims to represent a majority of dock workers in the Port Elizabeth harbour

In a further development the GWU has reacted strongly to a warning from the head of the Federal Consultative Committee of Railway Staff Associations, Mr Jimmy Zurich, to the GWU to "leave railway workers alone"

Mr Zurich said the GWU was a maverick union for which there was no space in the railways and claimed that reforms aimed at total equality by 1987 between white and black SATS employees had already begun

In response the GWU said Government claims had already been made in the international forum that discrimination in the workplace had been eliminated

"Now we have the major employer talking about 1987. There is not even evidence that steps are being taken to eliminate the differentials," a GWU spokesman said

The spokesman said he feared Mr Zurich's attitude in "telling black workers they cannot join the union of their choice" did not augur well for future peaceful race relations among railway staff

Car industry threatened by dispute

22/6/82

WJH

270

WJH

By Tony Davis,
Labour Reporter

The dispute between the General Workers Union and the South African Transport Services threatens the motor assembly and components industries in the eastern Cape

Employers fear that the unwillingness of the SATS to deal with the union could mean international boycotts and economic ruin for their area

The SATS has refused to hold talks with the GWU, which claims worker membership at the docks at Port Elizabeth and East London. Now the SATS faces overseas union pressure

Pressure on the SATS to deal with the union has also come from area industrialists who have called for talks between the two parties

The SATS has remained determined to deal only with the Black Staff Association, which has a greater membership than the GWU.

Last week the Port Elizabeth office of the union sent a letter to the harbour's port manager detailing alleged Railway Police action taken against its members

The letter was accompanied by the sig-

natures of 846 GWU members in the SATS.

Also last week the International Transport Workers Federation added its muscle to the GWU letter by stating it was examining the allegations of police interference.

The Port Elizabeth-Uitenhage area has one major industry — car manufacturing — which is supported by regional component industries

Employers in the area say that if the SATS is hit by an international embargo through overseas unionists in America and Europe, their industries would be crippled

The motor industry is already in a slump, with car sales down over earlier months. Firms such as Ford and Volkswagen have put workers on short time, with no weekend or overtime work

MINIMUM WAGE

VW had to retrench 316 workers last month because of flagging business. Motor firms also face the highest yet minimum wage demands from unions

The Fosatu-affiliated National Automobile and Allied Workers Union is pressing for a R3,50 hourly minimum at industrial council negotiations

The wage talks, coupled with the downturn in sales, have manufacturers worried

For the SATS, having to deal with the GWU — an unregistered union which has been tainted by some employers as 'radical' — is a very serious matter

The railways and harbours are strategic industries and the SATS prefers to deal with a staff association with which it already has good relations

The embargo threat for the SATS could come from the International Transport Workers Federation which has six million members worldwide

The federation has said its main interest is to see the SATS agree to talks with the GWU

The GWU is critical of the Black Staff Association, especially after Railways Police reportedly questioned union members on their recent resignations from the association

The GWU is also not impressed with the move last week by the SATS to reclassify black workers from "casual" to "regular" employees which would effectively give them better job security

4/11/82 Tony

Loubser won't talk to ITF on dock row

By STEVEN FRIEDMAN
Labour Correspondent

THE general manager of SA Transport Services, Dr Kobus Loubser, has twice refused to meet the International Transport Workers' Federation which is attempting to mediate in the simmering dispute over the recognition of unions at Eastern Cape ports

Mr Harold Lewis, the ITF's general secretary, offered to meet Dr Loubser in South Africa to discuss the dispute, but was turned down

This emerged from telex messages exchanged between Dr Loubser and Mr Lewis, released to the Rand Daily Mail yesterday

The General Workers' Union, which is demanding talks with SATS over bargaining rights for its members at East Cape docks, is a member of the ITF

The ITF is committed to supporting GWU members in their attempts to talk to SATS and there are fears that a confrontation in the ports could lead to sympathy action by foreign dockers

The telexes reveal that Mr Lewis first cabled Dr Loubser in February indicating concern about "management and police pressure against members of the GWU" at the two harbours and calling on SATS to recog-

nise workers' rights

Dr Loubser replied that 50 000 workers belonged to SATS's Black Staff Association, compared to 1 000 GWU members, and that all unions already recognised by SATS opposed recognising the GWU. He said SATS was therefore "bound and obliged to negotiate only with unions already recognised"

After a further message warning that SATS's stance was "stoking tension" in the harbours, Mr Lewis cabled Dr Loubser on June 3, asking for a meeting in South Africa

Dr Loubser replied reiterating his earlier statement that the BSA was the majority union and adding that "the labour situation is fully under control and has by no means deteriorated to the extent as intimated"

On harassment claims, he said railway police interrogated workers "in the normal course of duty in the investigation of criminal and other offences". He added "In view of the foregoing discussion would serve no purpose"

Later this month, Mr Lewis renewed his plea for a meeting and asked Dr Loubser to reconsider his stance

He said the ITF represented almost all major port workers' unions in non-communist world

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SATS reverses decision to deduct subscriptions from workers' pay

By SANDRA SMITH
DEDUCTIONS from the salaries of more than 540 Port Elizabeth dockworkers, who resigned from the South African Transport Services (SATS) Black Staff Association in March, have been stopped.

Earlier this month SATS issued a statement saying the workers, who had joined the General Workers Union (GWU), would have to continue paying the subscriptions for 12 months after resigning from the association.

The union claimed recently that since the resignation of 546 workers from the association they had been called into the offices of the railway police and questioned about their GWU membership.

In a letter to the Port Manager last week workers also alleged railway police had harassed and assaulted some GWU members.

The SATS has refused to take up the grievances in the letter as it did not conform to official grievance procedure.

The Cape Midlands Systems Manager, Mr J D Engelbrecht, said today any worker could approach him with grievances, and that he had not received any direct approaches from the signatories of the letter.

A SATS spokesman today confirmed the stoporders would be discontinued from the end of this month "because of workers' requests".

GWU's general secretary, Mr Dave Lewis, said the move showed SATS had finally acknowledged the workers could no longer be forced to belong to an organisation they rejected.

"We are pleased reason is starting to prevail. It is a small step, and we hope now the SATS will start adopting a more reasonable attitude to the issue of freedom of association."

In a further development in the conflict between the union and SATS, the GWU's right to collect members' subscriptions in the Cape Town docks has been restored.

Earlier this month railway police officials told the Sasco company, in whose premises the subscription collection took place, that the GWU could no longer collect the money.

At a meeting yesterday between the Cape Town Stevedoring Association, the SA Stevedoring Employers Association (Sasea) and stevedore representatives from Cap Town, Port Elizabeth, East London and Durban, Sasea announced the instruction had been reversed.

Sasea's chairman, Captain G Stockley, said in an interview today the decision followed discussions with the SATS.

A SATS spokesman confirmed that the stevedor committee could continue collecting subscriptions in Cape Town.

SATS drops bars on dockers' union

Labour Correspondent

TWO decisions by SA Transport Services, which were seen as an attempt to hamper the activities of the unregistered General Workers' Union, have been reversed

This is the latest development in the recognition row at two Eastern Cape ports where the GWU claims majority support among SATS dockers

The first decision to be reversed prevented the GWU from collecting dues from members employed by private stevedoring companies at Cape Town harbour

The union is recognised by stevedoring employers and has arranged with them to collect dues at a building in the harbour area. But SATS

stopped this because the building is on SATS property

A union spokesman said yesterday that SATS had dropped its bar on dues collection. A SATS spokesman confirmed yesterday that they had agreed to a request to allow dues to be collected at the building

In the second decision, SATS has now stopped deducting union dues from GWU members who have resigned from its Black Staff Association

SATS had said it was forced to continue deducting dues because they had signed "stop orders" authorising deductions for a year and that it was administratively impossible to stop deductions before the year was up

25/6/82

W/S 270

25/6/82 (270) ROM
Concern over moves by unions

THE Federal Council of South African Transport Services Staff Associations has expressed concern over efforts by independent fledgling trade unions to initiate dialogue with and obtain recognition from the SATS

In a statement at its half-yearly meeting in Johannesburg yesterday, it however said it was gratified over the strong stand taken by the Minister of Transport Affairs, Mr Hendrik Schoeman, and the general manager of

the Railways, Dr Kobus Loubser, in not entering into dialogue over the recognition of the unions

To do so would bring chaos and confusion resulting from the possibility of many unions trying to gain a membership foothold among the SATS staff

The council said there were 11 registered and recognised trade unions, some of them established in the early '20s, who were experienced and catered adequately for

workers of all races employed in the SATS

Ten of these unions were affiliated to their umbrella organisation, the Federal Council, and it was hoped that the 11th union would also shortly affiliate

The statement said the council was formed in 1942 and it could boast of decades of achievement and four decades of labour peace in its industry — Sapa

E. Post
25/6/82

GWU hits at stand by SATS trade unions

270

By SANDRA SMITH
 THE General Workers' Union today strongly criticised a statement by the Federal Council of the South African Transport Services Staff Associations supporting the refusal of SATS management to negotiate with the union

At its half-yearly meeting in Johannesburg yesterday the council expressed pleasure at the strong stand taken by the Minister of Transport, Mr Hendrik Schoeman, and the General Manager of the SATS, Dr Kobus Loubser

The council said there were 11 registered and recognised trade unions which catered for all SATS workers

Today a spokesman for the GWU said the union represented a majority of dockworkers in Port Elizabeth and East London and therefore had a bigger constituency than some unions represented on the Federal Council

He said these unions, in-

stead of being able to boast of "decades of labour peace" and catering for all employees, "can boast of nothing at all with respect to African workers".

"These workers have never been represented and their voice has never been heard through this council

"In addition, any organisation in South Africa which attempts to prevent dialogue between workers and management is, in so doing, posing a very severe threat to industrial peace," he said

It was certainly not the legitimate activity of a trade union and was "very peculiar"

Dr Loubser had himself referred to the Federal Council unions as "sweet-heart unions", he said, and "we cannot divorce any statement they might make from the SATS position itself"

He added that the council's attitude to dialogue between the GWU and SATS management had no place in South Africa

Railways, union, in dispute ^{CAPE TIMES 26/6/82} ^{(SATS) (VBU) (270)} over recognition

By PHILLIP VAN NIEKERK, Labour Correspondent

A DRAWN-OUT recognition dispute with a trade union representing a tiny section of its total staff has brought the labour practices of the South African Transport Services (SATS), formerly the SA Railways, into the public eye

More than a year ago the unregistered General Workers' Union first applied for recognition at the Port Elizabeth and East London docks. Despite evidence that the union is representative of railway dockers at the two ports, pleas by industrialists, pressure from overseas unions and the possible threat of industrial action which could spill over into other ports SATS management has adamantly refused to deal with the union.

It was inevitable that the new era of independent black trade unionism which is transforming industrial relations throughout the country should one day touch on the country's largest employer. But the state-owned SATS, which employs about 240 000 people, is not just another employer.

Scrapped

That the SATS is very much a law unto itself, with the power to regulate the status of its own employees, was illustrated recently when a regulation classing all black, coloured and Asian SATS workers as "casuals" was scrapped. This ruling had cut all but white workers off from the legal protection of the SAR and H Services Act of 1969 which governs work conditions on the railways.

For the first time a measure of job security, the right not to be fired without reason at 24 hours' notice — has been granted to some of these workers. But many, notably black contract workers and those with less than two years' service, are still excluded, and black, coloured and Asian workers will not enjoy the same security that is guaranteed by law to white railway workers.

The GWU, while condemning the change as "hopelessly inadequate and blatantly discriminatory" claimed it had been prompted by their own ongoing legal moves to challenge the regulation.

Was fired

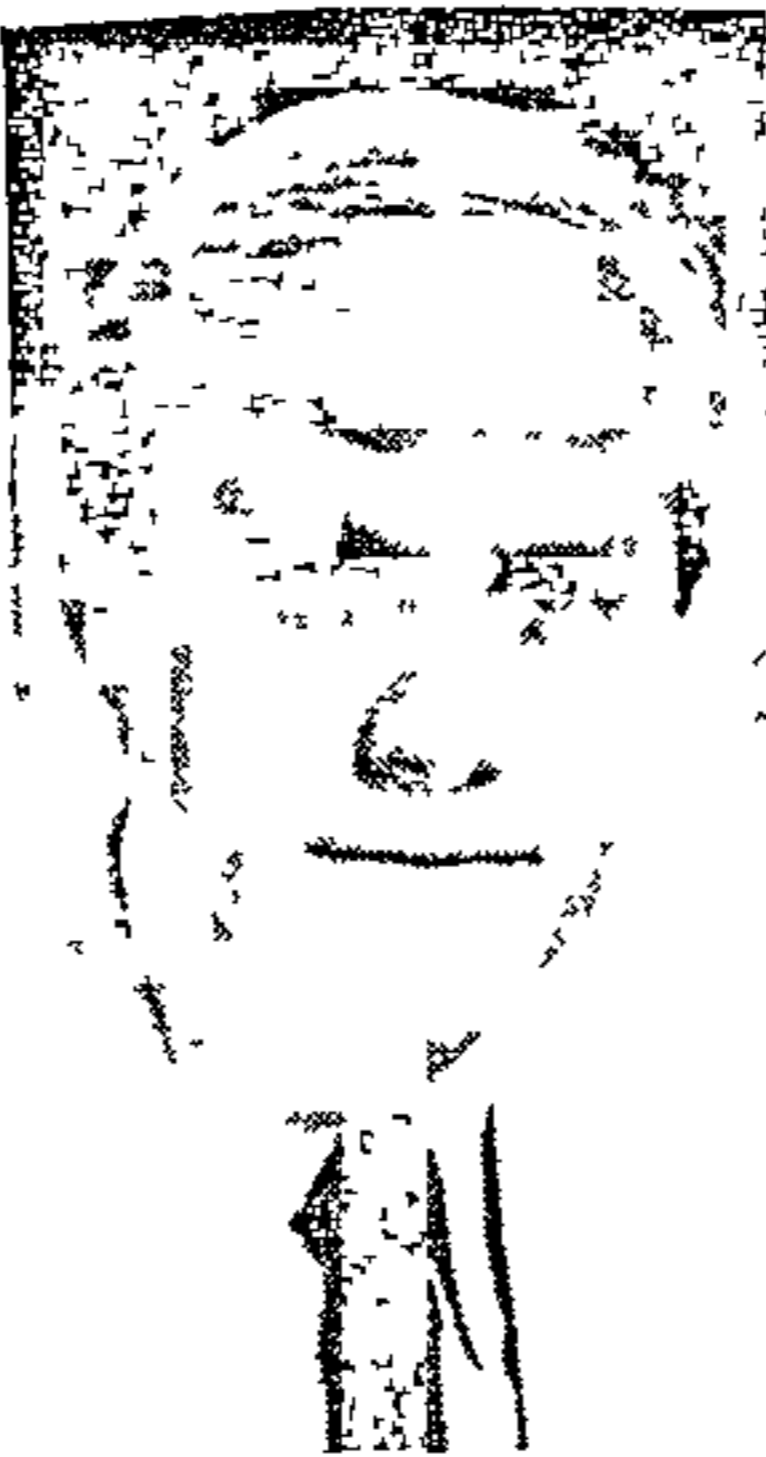
In January this year, the chairman of the GWU's Port Elizabeth railway dockers committee, Mr Jeremy Tolwana, was fired without reason at 24 hours' notice. The union prepared to bring the matter to court as a test case which would affect the status of more than 100 000 workers, but the SATS headed them off by paying Mr Tolwana a month's wages without admitting any liability.

The SATS denied the change was connected with the court action, saying it followed two years of talks with black worker representatives including the SATS's Black Staff Association (BSA).

Mr Jimmy Zurich, the president of the Federal Consultative Committee of Railway Staff Associations, which is composed of the 11 railways staff associations, said SATS management aimed at total equality between white and black workers by 1987. Reforms had already started, but the enormous cost involved was dictating the timetable.

While this amounts to an admission that substantial discrimination exists in the SATS, it would indeed be significant if all SATS workers were upgraded to the same status as whites. As a cornerstone of the "civilized labour policy" begun in the 1920s and 1930s, the railways have played an important role in economically uplifting once-impooverished Afrikaners.

In addition the political clout of white railway workers, whose votes can sway a number of constituencies has ensured good terms of service from the state in the form of cheap housing, overtime pay, pension benefits, medical aid, lump sum retirement payments and travel concessions. But, as Mr Graham McIntosh, MP for Maritzburg North and a PFP spokesman on transport, says, "black, Indian and coloured workers do not get the same deal."



Mr Graham McIntosh, MP on "gross racial discrimination" by the railways

Mr McIntosh points to housing as one example of "gross racial discrimination" practised on the railways. "Black SATS employees are forced to live in vast single-quarter accommodation when family housing can and ought to be provided and when white workers receive incredible housing benefits."

"If one looks at old reports, one is amazed at what the railways did for white workers who were in the same socio-economic bracket as most blacks are now. But very little has been done to uplift black workers, many of whom can still be fired with little notice after years of loyal service to the SATS."

While the SATS has acknowledged the need for reform after decades of white privilege, its refusal to talk to the GWU seems out of step with the government's own labour reforms. As Mr Fred Ferreira, the industrial relations director of Ford SA, said "It seems totally senseless for an impasse to develop when the issues involved appear to be essentially questions of principle which are totally consistent with current perspectives on labour relations in South Africa."

SATS management's standpoint is that the GWU is not nearly representative of black SATS workers, that it does not want to deal with a multitude of unions representing small "splinter" groups and that it has a "gentleman's agreement" to deal only with the 11 existing staff associations, one of which is the Black Staff Association (BSA).

Claim right

Though the GWU's 1 000 dockers constitute a minuscule slice of the total SATS labour force, they claim a majority among railway dockers at the two ports. As such, they believe it is their right to be represented by the union the majority have chosen and not the BSA which they regard as having been foisted upon them by management.

One industrialist who would be closely affected if any industrial unrest broke over the issue expressed the hope that the SATS would eventually "come to their senses". They were just a "little slower than everyone else", he said. "But even if the railways do not always run on time, they always get to their destination in the end."

In the meantime, as one Johannesburg newspaper has put it, a time-bomb is ticking in the Port Elizabeth and East London docks.

Parents reject black bus driver

270

East Rand Bureau
A black bus driver is at the centre of a storm in Boksburg

Residents of the suburb of Van Dyk Park who have daughters attending the Hoër Handelskool — a commercial high school near the town centre — are fuming because the town council has, for the past month, been using a black bus driver to drive the children home from school every day

Parents said they would be drawing up a protest petition to be sent to the council.

"It's just not right. Our two daughters are

very upset about the whole affair," said a resident.

She said pedestrians laughed when they saw a black driver transporting white children

"Many of the schoolgirls are refusing to catch the bus home from school," said the resident

She said other parents in Van Dyk Park felt as she did.

The town council spokesman said they had received many complaints.

He explained that there was a shortage of white bus drivers and the council was forced to use black drivers

He said that the black driver was one of the council's most reliable drivers

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Curbs ahead on railway housing loans

ARGUS
1/7/82

270

Argus Correspondent

PRETORIA —Housing loans for South African Railways employees will in all probability be drastically curbed, but a general cutback in housing loans in the civil service seems unlikely

Top railway management met last week to discuss capital budgeting in face of the economic recession

Railways PRO Mr Mike Adendorf said management was still looking at all aspects of the capital budget to see where it could curb spending Housing loans were just one aspect they were considering

RECRUITMENT

"In all probability it will curb the number of housing loans granted, but to what extent it can't say But there is no indication when management will come to a decision on this," Mr Adendorf said

However, informed sources in the civil service doubt whether there will be cutbacks placed on housing loans for central public service employees.

They point out that last October the ceiling on housing loans was raised from R20 000 to R40 000 and from April 1 housing benefits were extended to include unmarried employees as well

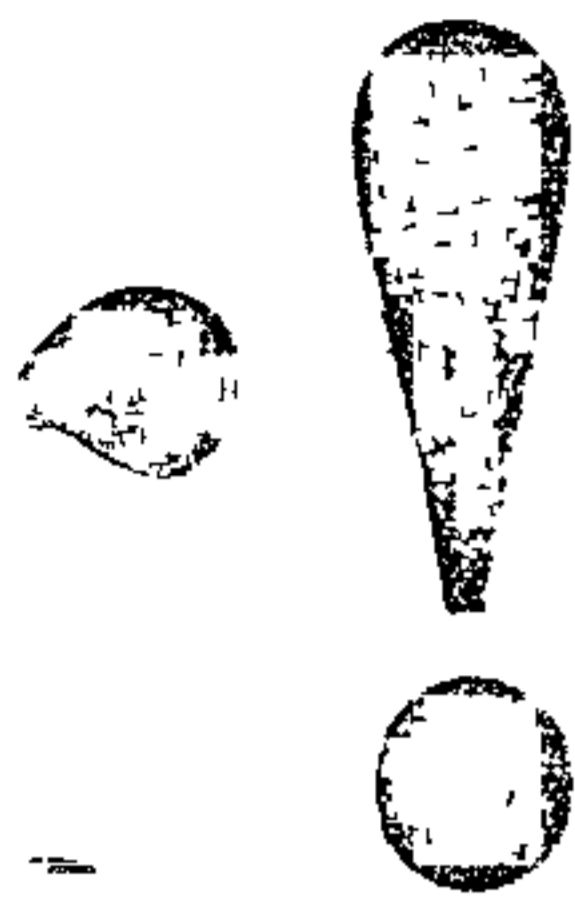
One of the reasons for these changes was to help with the recruitment of staff. The feeling is that it is still difficult to recruit staff and it would become a near impossible task if the housing benefits were limited or curbed

NO SIGN

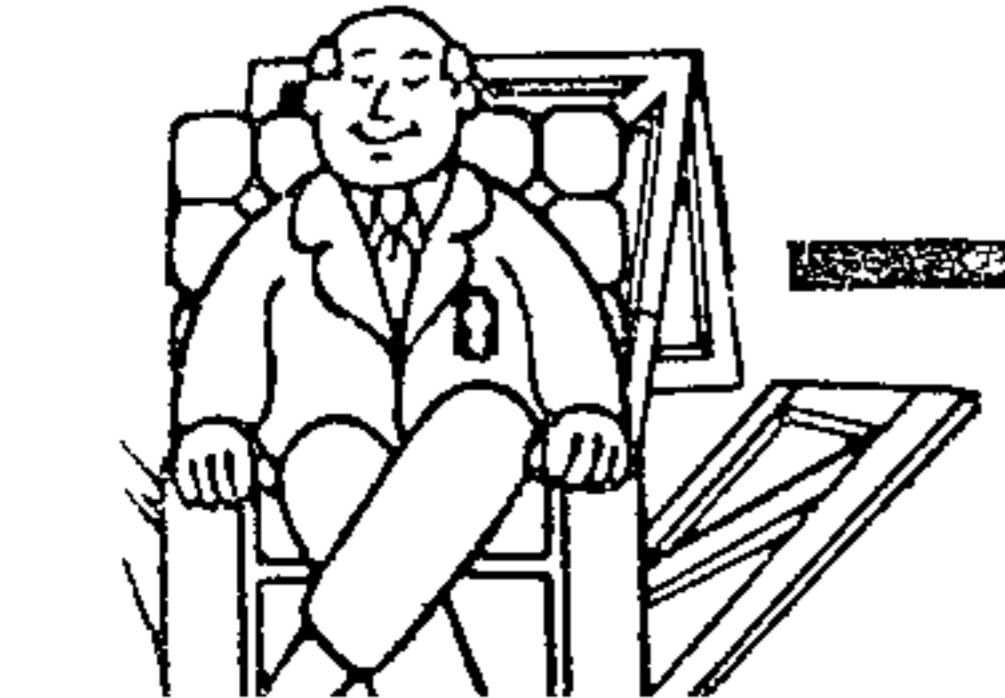
The Department of Community Development also has a housing benefit scheme for Government employees in which the department guarantees the deposit for a house But a spokesman for the department said he was not aware of any curbs being placed on the scheme in the near future

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saurs

The suggestion was made at a recent symposium held to discuss an

ancient serpentine relative of today's whale family called Zeuglodon that is supposed to have become

that the reports indicate the presence of large animals in the lake that are unknown to science

Harbours open for union dues

Argus Correspondent JOHANNESBURG — Officials of the General Workers' Union will not be prevented from collecting dues from their members working for stevedoring companies at South African harbours

This assurance comes from the South African Transport Services (SATS) which is involved in a long running dispute with the GWU over access to the harbours

The union had accused the Railway Police of preventing its officials from collecting dues from members in stevedoring firms

However a spokesman for the SATS said it had made an official decision to allow the union this access at any of the harbours

The GWU claims membership on the harbours in Cape Town Durban

Port Elizabeth and East London It is recognised by stevedoring companies The general secretary

for the union, Mr Dave Lewis, said subscriptions were only one issue of a number with the SATS



IN TABLE BAY

DUNCAN DOCK

- A Berth FILON
- C Berth AUSTRALIAN FREEZER
- D Berth CHIOS CLIPPER
- E Berth SUNNY REEFER
- F Berth ACONCAGUA
- G Berth NEDLLOYD SPAARNE
- H Berth KOEI MARU 37
- I Berth EIBELAND
- J Berth MOROUDIA
- K Berth ZODIACO
- L Berth G DRAGON 201
- M Berth IAN WILLEM TAH
- N Berth XI HAI SHAN 1
- Starboard Dry Dock FEDERAL
- SAO ENAY
- Landing Wall 1 SHEH HUEA 1
- RYE MING 1 MING CHUN
- 6 FULLSOON FI SHENG 6
- CHIEN TAI 1 HUNG HWA
- 17 FI SHENG 3 FU CHENG
- 1 CHIE HONG 12 HIGHLY
- TA YUAN 1
- Landing Wall 4 TROPICAL
- Eastern Mole 1 LIKODYN
- KANARYIKA
- Eastern Mole 2 GOOD IS
- ANDR
- Repair Pier 1 KABRYL KAN
- TOR PANTHER

Repair Pier 4 PACIFIC HORIZON

- VICTORIA BASIN
- North Side Collier Jetty CUSTOS
- South Side Collier Jetty AL-KAIOS
- South Arm 3 TURICIA
- South Arm 4 ATLANTIC ISLE
- Elbow GOURITZ
- Inside 2 BANSHU MARU 3
- Outside 2 YONG CHANG YU
- 12 SUNG SING 1 SI FU 1
- FU CHI 1 SOUTH FULL 1
- HSIN YU 21 SHIN HO
- BEN SCHOEMAN DOCK
- 0601 BRITISH VISCOUNT
- 0500 AFRICANA
- 0700 S A AGI LHAS
- 0701 HSIEN CHIN 32
- 0702 AITAIR NOVA FE AL-
- MO'ROL ILHA DE LUANDA
- PRAIA DE FRICEIRA ILHA
- DE SAO NICOLAU
- Robinson Dry Dock H AQUAR-
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REM 4/7/82

SATS boss will reply to harbour men's charges

By STEVEN FRIEDMAN
Labour Correspondent

THE general manager of the SA Transport Services Dr Kobus Loubser, will reply directly to the International Transport Workers Federation (ITF) on its allegations about the treatment of harbour workers by Railways police, a SATS spokesman said yesterday

The ITF has written to Dr Loubser making shock allegations about the interrogation by Railways police of SATS workers - who belong to the General Workers Union (GWU) - at Port Elizabeth

harbour
The ITF alleges that one worker was hung upside down by his legs by Railways police and told he would be 'taken naked to the Transkei at night if he did not 'co-operate'

It also charged that workers had been offered money to give police 'the information they wanted' about the union that Railways police had told a worker to give up his union membership and that one worker had been told he would 'not be around by September'

The GWU has been recruit-

ing SATS workers at PE and East London harbours and the SATS refuses to recognise the union Dr Loubser has undertaken to investigate the ITF claims

The SATS spokesman said Dr Loubser received the ITF's letter on Monday afternoon

He said Dr Loubser would now refer the letter to SATS assistant general manager (staff), Dr Anton Moolman

Dr Moolman has commented on the allegations Dr Loubser will reply - directly to the ITF - he said

1270

E. Post 14/7/82
ITF steps
in over
PE dock
workers'
claims

Post Reporter

THE International Transport Workers Federation (ITF) has written to the General Manager of the SA Transport Services (SATS), Dr Kobus Loubser, about allegations of interrogation of Port Elizabeth dock workers by railway police

The workers alleged to have been interrogated and assaulted are all members of the General Workers Union (GWU) which the SATS has refused to recognise

The letter from the London-based ITF follows a similar letter signed by more than 800 Port Elizabeth dockers to the port manager last month calling for an end to alleged railway police harassment of GWU members

The ITF letter alleged one worker was hung upside down by the legs by railway police and told he would be "taken naked to Transkei" at night if he did not "co-operate"

It also claimed workers had been offered money to give police information on the GWU

A SATS spokesman said today Dr Loubser received the ITF letter on Monday and that a reply would be made direct to the federation

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Call for federal system

PORT ELIZABETH — Dr Cedric Phatudi, Chief Minister of Lebowa said at the ASB-congress in Port Elizabeth yesterday that efforts should be made to establish a federal and not a confederal system in South Africa.

Dr Phatudi said South Africa was the home of all race groups and they had a common future.

It was obvious that South Africa was prepared to waste precious time on a futile attempt to create a confederation of States in spite of the fact that the situation indicated a federal system he said.

"Self-governing States such as Lebowa will not accept a subordinate role. They are an integrated part of the country and will not ask for so-called independence. We obtained our independence in 1910 and will not accept any other form of independence." — Sapa

Pilot lied on hijack, court told

CAPE TIMES 16/7/82

Own Correspondent

MARITZBURG — The Air India pilot whose aircraft was allegedly hijacked in the Seychelles last year had flown voluntarily to South Africa but had changed his story to avoid trouble, the Supreme Court here was told yesterday.

Mr Piet Oosthuizen SC arguing for 10 of the accused also contended that a ministerial order prohibiting the disclosure of military matters by certain of the accused had led to the court operating under a 'grave irregularity'.

Mr Oosthuizen claimed that Captain Umesh Saxena pilot of the jet that was allegedly hijacked on November 25 last year had lied about his aircraft's arrival in the islands.

'Tricked'

He had claimed that he "had been tricked into landing by Colonel Mike Hoare's men, but at a later stage while giving evidence before a commission, he had said he did not have enough fuel when he landed to go anywhere."

It was only after the aircraft had been flying for three hours that Captain Saxena had alerted Bombay that he was being hijacked. He had then pressed the hijack transponder to give Jan Smuts ground control the impression that he was being hijacked.

Captain Saxena had claimed that Colonel

Hoare had threatened to destroy his aircraft or kill one of the pilots if he did not co-operate with the mercenaries.

If this had been so Saxena would have had an indelible mental picture of where the threat had been made. However he had been vague when asked where it had occurred, Mr Oosthuizen said.

During the entire episode the captain had never mentioned his concern for the safety of his passengers.

'Ludicrous'

During the flight to South Africa some of the cabin crew had posed for pictures with the mercenaries and some of them had given their addresses in India to the men.

It was ludicrous to claim that these acts were performed under duress, Mr Oosthuizen claimed.

The men could also not be found guilty of possessing arms at Louis Botho Airport as the guns had been piled together under a blanket, with nobody near them. It could not be ascertained when they had passed from the mercenaries' control.

Mr Oosthuizen said the State had failed to prove the men had acted together with common purpose to hijack the jet and he submitted that if the court discarded Captain Saxena's evidence the men should be acquitted on all charges.

Colonel Mike Hoare will present his argument in defence today.

Torture claims by detainees' parents

CAPE TIMES 16/7/82

Own Correspondent

JOHANNESBURG — The Detainees Parents' Support Committee (DPSC) has submitted to the CID and the Minister of Law and Order a third batch of allegations concerning torture and abuses of detainees.

In a statement yesterday the DPSC said the allegations covered the range of abuses mentioned in its memorandum handed to Mr Louis

Cape Town in April.

The ministers had rejected the allegations, adding that the DPSC would be given a chance to substantiate its claims. A few days later, the Commissioner of Police had announced an investigation into the allegations.

The parents group said the statements alleged, among other techniques, the use of sleep, food and toilet deprivation, electric shocks, hooding, prolonged interrogation with

International call for talks with union

CAPE TIMES 16/7/82

By PHILIP VAN NIEKERK

THE INTERNATIONAL Transport Workers Federation (ITF) has appealed to the South African Transport Services (Sats) — which is locked in a recognition dispute with the General Workers Union — to talk to the union.

In a sign of international concern over the dispute at the Port Elizabeth and East London docks the ITF general secretary Mr Harold Lewis has sent a personal letter to Dr Kobus Louber general manager of Sats.

In the letter Mr Lewis offers the services of the ITF which has considerable international experience in dealing with disputes to 'help find a way out of what is a very dangerous impasse'.

Referring to the in-house Railways' Black Staff Association (BSA), the letter says the evidence indicated it was not acceptable to the PE and East London dockworkers.

"The mere fact that the workers have joined the GWU in large numbers makes it clear they want the GWU and not the BSA to represent them."

"You have the power to formally ignore their wishes and impose on them and other black workers a negotiating structure giving monopoly to the association but to what purpose?"

The letter also contains allegations of Railways police harassment of Sats workers at the PE docks including the claim that one worker was "hung upside down by his legs by Railways police and told he would be taken naked to the Transkei if he did not cooperate."

Hearing rules on City doctors

Staff Reporter

A CAPE TOWN doctor Dr M Saadien-Raad was sentenced yesterday to three months' suspension from the medical profession suspended for three years by a South African Medical and Dental Council disciplinary committee.

Dr Saadien-Raad was found guilty by the committee of disgraceful conduct. He had previously paid admission of guilt fines for failing to keep his schedule seven drug register correctly updated and for being in possession of a pornographic film.

Mr W J Pretorius, who appeared for Dr Saadien-Raad, said in defence that Dr Saadien Raad had correctly filled in his drug register, leaving nothing out.

The only thing he had not done was to add up the totals regularly.

Mr Pretorius said the pornography charge was personal and had nothing to do with his profession. It was also an extremely subjective matter.

Mr R J Filmalter pro forma complainant for the committee, said the relevant factor was that Dr Saadien Raad had admitted guilt to a criminal charge.

Two other Cape Town doctors were cautioned and reprimanded by the committee after being found guilty of improper conduct.

Dr E D Kaplan and Dr E de la H Hertzog were both found to have practised as specialists without being registered. However it was stated that both were qualified to practise as specialists.

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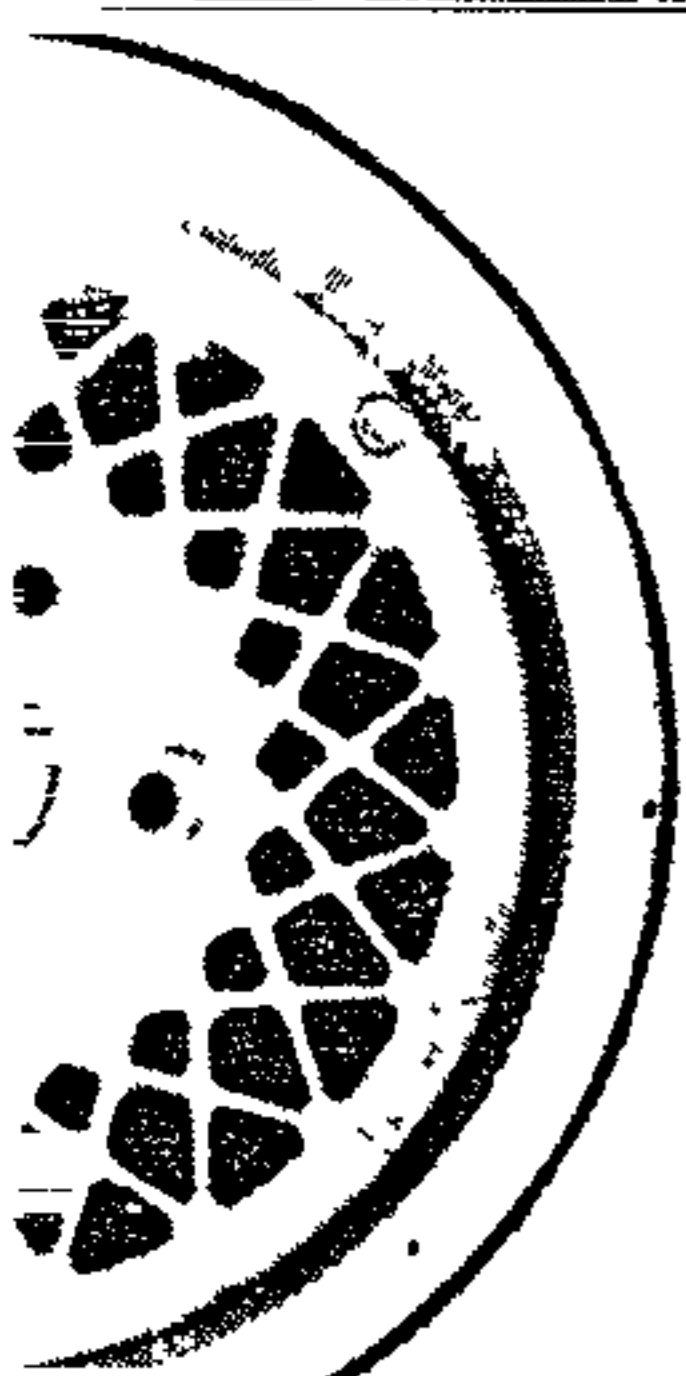
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Survey compares pay for various jobs in PE

770

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355

400

7/7/82

340

192

Weekend Post Reporter

MOTOR industry workers downed tools this week after wage bargaining failed to reach a settlement on a minimum wage and severance pay for workers

Industrial strife over wage negotiations has been no stranger to the motor industry during recent years and anyone can be forgiven for having lost track of the wage scales

What kind of money is being offered now in the present negotiations, and what kind of money is being sought?

To put these figures in perspective, Weekend Post stood them beside comparative wages paid in other parts of the market place

If the National Automobile and Allied Workers' Union (Naawu) were to accept the offer made by the motor companies of R2,15 an hour, the lowest paid worker at a motor plant — an unskilled labourer without any education, requiring a few hours' initial training (for example, a floor sweeper) — would be paid R410 a month

The union had originally asked for R3,50 an hour — a proposed minimum salary of R658,42 a month — which employers on the Industrial Council for the Motor Manufacturing Industry of the Eastern Cape — Ford, General Motors and Volkswagen — rejected outright

The union is now reported to have lowered its demands to R2,50 an hour — R470,31 a month — to be increased by 25c every six months to R3,50 an hour in two years

(These monthly figures do not take into account Sunday pay, which is double, and overtime, which is time-and-a-half)

How do these figures compare with wages and salaries in other jobs?

● Nursing Matriculants start on a salary of R302,65

a month After three years' training, a nurse told Weekend Post she received a gross salary of R498 per month

● Banking Matriculants irrespective of race or sex starting a career as a bank clerk could expect a starting salary of R450 per month

● Plumbing, carpentry, building, etc According to the Industrial Council for the Building Industry in Port Elizabeth and Uitenhage, the current starting salary for qualified artisans is R2,96 an hour — R556,85 a month, calculated on the same scale above This figure is due to be raised soon to R3,20 an hour (R602 per month) and a further increase to R3,60 an hour (R677,25 per month) will come into effect on November 1

● Hairdressing Salaries are negotiated but

hairdressing salons canvassed said R300 a month, plus 20% to 40% commission depending on an employee's popularity with clientele, was a normal starting salary for a qualified hairdresser

(One hairdresser said she paid her shampooist R38 a week "This was more than usual, because she works hard")

● Teaching After qualifying the gross wage a white male high school teacher receives is R652,75 per month Women receive R549,25 per month

● Insurance Clerks, again irrespective of race and sex, receive a starting salary of R450 to R550 a month

● Journalism A matriculant wishing to make a career on a newspaper can expect to receive a starting salary of R400 a month Graduates start on

R600 a month

● Railways Starting salaries vary, as the Railways have many openings available Conductors and unit driver assistants start their training at R440 a month

After four years' training a driver's assistant will receive R622,50 a month (excluding overtime)

● Post and Telecommunications Matriculants starting work at the Post Office undergoing training in engineering technical, financial clerical and postal fields, receive a salary of R396,50 a month

After training salaries differ considerably as responsibilities vary from duty to duty

● Municipal Traffic Department Traffic officers, irrespective of race and sex, receive a starting salary of R488,75 a month This does not include danger and shift allowances

17/7/82
Pay-off

~~270~~ 270

**rumours
Mercury
denied**

Mercury Correspondent

JOHANNESBURG—Rumours that employees of the South African Transport Services were being paid off were unfounded — but a SATS spokesman said yesterday ways were being sought to cut costs in the organisation

He said the poor economic climate had forced the SATS to increase productivity and decrease the amount of overtime worked by staff throughout the country

The spokesman said certain projects would be postponed although no contracts have been cancelled

'No one has been laid off as yet but the staff situation is constantly being reviewed,' the spokesman added

He said the SATS would also investigate the positions of people over 63 presently employed on a casual basis. If it was found they were not doing 'a full day's work', certain steps would have to be taken

The spokesman said everyone's case would be treated on merit

He said other methods to reduce costs would include a cutdown on the transportation of goods on weekends and passenger services which were not absolutely necessary and were unviable



UNIVERSITY OF CAPE TOWN
EXAMINATION ANSWERS
SATS employees
'not being fired'

K

Mail Reporter

All answer RUMOURS that employees of the South African Transport Services were being paid off were unfounded said a SATS spokesman yesterday but ways were being sought to cut costs in the organisation

He said the poor economic climate had forced the SATS to increase productivity and decrease the amount of overtime worked by staff throughout the country.

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"No one has been laid off but the staff situation is con-

stantly being reviewed" the spokesman added

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The spokesman said everyone's case would be treated on merit.

He said other methods to reduce costs would include a cutdown on the transportation of goods at weekends and passenger services which were not absolutely necessary and were unviable.

Surname

First Name

Date

Degree/Diploma/Certificate for which you are registered (e.g. B.A., B.Sc.)

Subject

(to be copied from the heading on the Examination Paper)

Paper No

(to be copied from the heading on the Examination Paper)

EVERY CANDIDATE MUST enter in column (1) the number of each question answered (in the order in which it has been answered), leave columns (2) and (3) blank

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NOTE CAREFULLY

- 1 Enter at the top of each page and in column (1) of the block on this cover the number of the question you are answering
- 2 Blue or black ink must be used for written answers. The use of a ball point pen is acceptable. Red or green ink may be used only for underlining, emphasis or for diagrams, for which pencil may also be used
- 3 Names must be printed on each separate sheet (e.g. graph paper) where sheets additional to examination book(s) are used
- 4 Do not write in the left hand margin

WARNING

- 1 No books, notes, pieces of paper or other material may be brought into the examination room unless candidates are so instructed
- 2 Candidates are not to communicate with other candidates or with any person except the invigilator
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- 4 All answer books must be handed to the commissioner or to an invigilator before leaving the examination

Any dishonesty will render the candidate liable to disqualification and to possible exclusion from the University

letter from the federation which contains allegations about the intimidation of SATS employees who joined the union at Port Elizabeth harbour

The ITF has alleged that a worker was hung upside down by his legs by Railway Police and threatened with deportation to Transkei. It has also claimed that workers had been offered money to give police information about the union

SATS general manager Dr Kobus Loubser has undertaken to investigate the ITF complaints and issue a reply.

In recent months, the ITF has been trying to intervene in the dispute over recognition between SATS and the union at the PE and East London harbours. The union says it represents most SATS employees at these ports, but the SATS has refused to have anything to do with it. SATS spokesmen maintain that collective bargaining has to be conducted through the staff associations in the services. They also point to opposition from staff associations to SATS management negotiating with "outside unions"

Employers in the eastern Cape have begun to voice their concern about the possibility of conflict at the ports and in recent weeks there have been signs that the SATS may be trying to avoid a showdown. After the union complained that its officials were being barred from collecting dues from members employed by companies at the

ports, the SATS announced that the officials could have access.

However, although a SATS spokesman insists that all is calm at the ports, the union's general secretary, David Lewis, says that a tense atmosphere still prevails.

DISPUTES

270

~~115~~

Pressure on SATS

FM 16/7/82

The International Transport Workers Federation (ITF) is displaying an increasingly close interest in the dispute between the SA Transport Services (SATS) and the General Workers' Union

SATS management, which has consistently refused to have any dealings with the union, appears to be taking the ITF very seriously. It has decided to respond to a

21/7/82 - ~~1404~~ ~~145~~ 270 Sowetan

OSATU COMES OUT IN SUPPORT OF GWU

By JOSHUA RABOROKO

THE POWERFUL Fosatu and an international transport-union federation have displayed strong concern over the dispute between the South African Transport Service (Sats) and the General Workers' Union (GWU)

The management of Sats has in the past consistently refused to have any dealings with or to grant recognition of the union

In a statement to The SOWETAN yes-

terday, Fosatu said that at its central committee meeting it had considered the implications of the dispute

Fosatu condemns the strong-arm intimidatory tactics used by Sats and its sister bodies in the State in the attempt to suppress a representative union

Sats must realise that the sweetheart unions such as the ones it has thus far encouraged and consulted with are not acceptable to the

majority of workers

"Sats has already been warned of the grave consequences of suppressing the representative voice of dock-based railway workers by unions and employers as well as by overseas organisations"

"The Transport Service must as a result of its intransigent and ostrich-like attitude an attitude out of step even with the stated policy of the Government bear direct responsibility for any industrial unrest on the

docks

Fosatu strongly supports the GWU in its struggle for recognition from Sats

We call on Sats to immediately open negotiations leading to the recognition of the union the statement said further

Union sources say that the International Transport Workers Federation (ITF) also recently tried to intervene in the dispute over recognition between Sats and the union at the Port El-

izabeth and East London harbours

The union has asserted that it represents most Sats employees at these ports, but Sats has refused to have anything to do with it

A Sats spokesman has said that collective bargaining has to be conducted through the staff associations in the services They also point to the opposition from staff associations to Sats' management negotiating with outside unions

Injured soldiers satisfactory

Call to recognise Workers' Union

ARGUS 21/7/82 ~~270~~ 270

Argus Correspondent
PRETORIA — Three SWA/Namibia Territory Force soldiers seriously injured in an accident in the operational area are in a "satisfactory condition under the circumstances"
Sergeant D H Tap, Corporal K Jakobs and Rifleman M C Boshoff were flown to Pretoria yesterday and admitted to No 1 Military Hospital after their truck overturned — killing one man — and


injuring and bruising 24 occupants near Okahandja
Six other men are being treated for their injuries in the Windhoek military sickbay
Corporal Michael Daniel Otto, 21, of Walvis Bay was killed. He leaves his wife Mrs M F Otto of Markaria Flats, Walvis Bay.
A board of inquiry has been appointed to establish the cause of the accident

THE Federation of South African Trade Unions (Fosatu) has called on the South African Transport Services (SATS) to immediately open negotiations leading to the recognition of the General Workers' Union (GWU)
In a statement after a central committee meeting in Johannesburg, Fosatu condemned the "strong-arm intimidatory

tactics used by SATS and its sister bodies in the State in the attempt to suppress a representative union"
The statement added "The SATS must realise that the sweetheart unions, such as the ones it has thus far encouraged and consulted with, are not acceptable to the majority of workers"
"OSTRICH-LIKE"
"SATS has already been warned of the grave consequences of suppressing the representative voice of the dock-based railway workers by unions, employers and overseas organisations"
"SATS must, as a result of its intransigent and ostrich-like attitude, an attitude out of step even with the stated policy of the Government, bear direct responsibility for any industrial unrest at the docks"
"APPALLED"
"Fosatu strongly supports the GWU in its struggle for recognition from SATS. We call on SATS to immediately open negotiations leading to the recognition of the GWU"
The statement added that Fosatu was "appalled at the disruptive tactics of certain unions" which led to the breakdown of discussions at the unity summit recently

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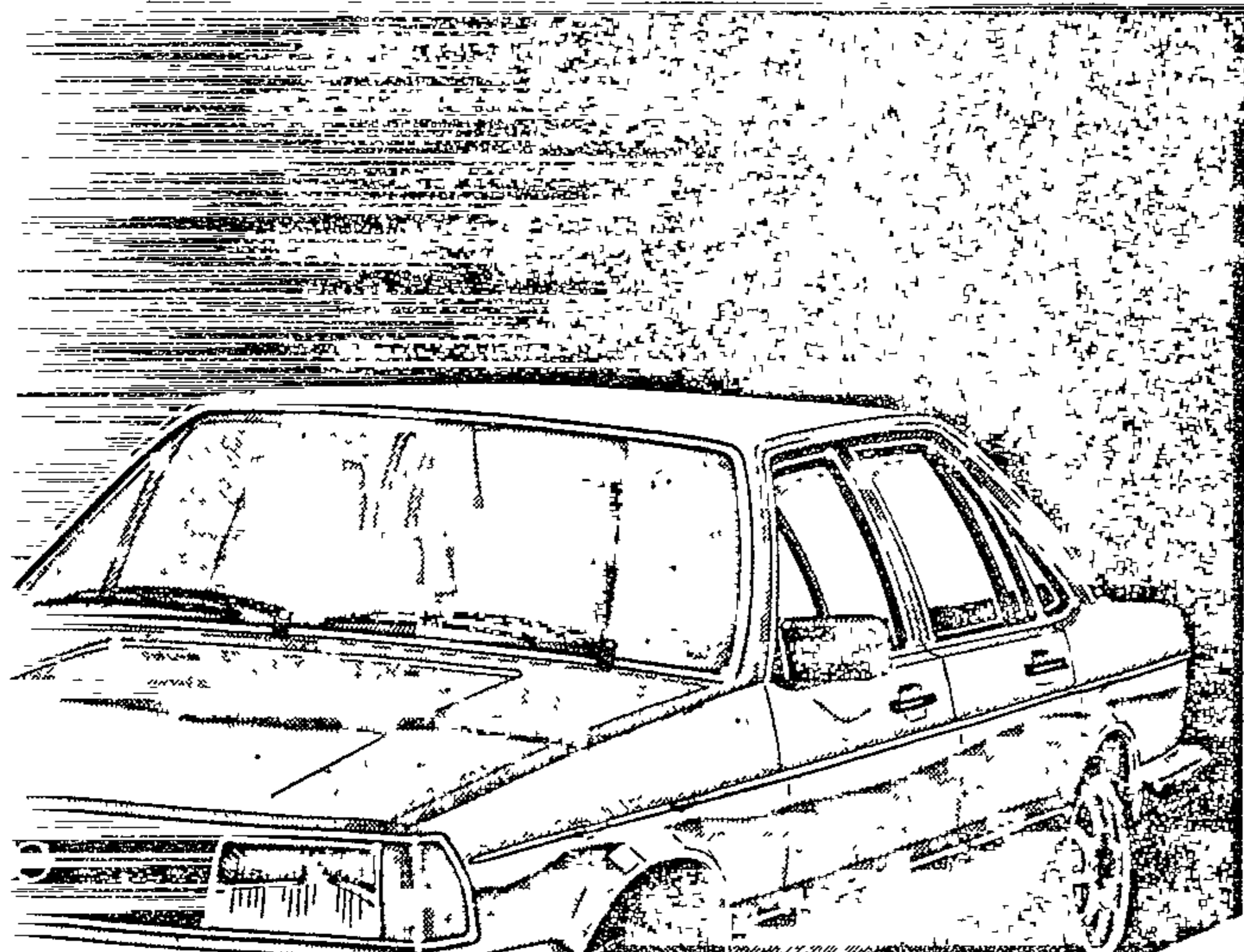
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SATS to ⁽²⁷⁰⁾ _{stan} reduce staff by 7 000

21/7/82
By David Braun

South African Transport Services is to reduce its staff complement by 7 000 people because of the recession, the general manager, Mr Kobus Loubser, said in Johannesburg today.

The reduction would be made by not filling vacancies as they rose.

Mr Loubser, who was addressing the Wits Graduate School of Business, said he had two choices: increased tariffs or improved efficiency.

Tariff increases were not acceptable from the point of view of both the economy and the politicians, he said.

Among measures taken by the giant State enterprise to improve efficiency were:

- Closure of several shunting yards on the Reef

- Scrutiny of aviation fuel contracts. The price of fuel was dropping on the London market and this was being investigated.

- Switching of airbus flights to smaller aircraft when there were fewer passengers.

Mr Loubser said the SATS hoped to reduce South African Airways' deficit by R30 million to R40 million with these measures.

Mr Loubser said he had spent one entire day with the SATS's trade unions.

"We have formed working committees with the trade unions to improve efficiency and to cut back wherever possible," he said.

- Page 3: Homeland routes put SAR deep in the red.

Fosatu
pledges
support
for GWU

Labour Correspondent

THE Federation of South African Trade Unions — the country's biggest emerging union federation — has pledged "strong support" for the unregistered General Workers' Union in its recognition battle with SA Transport Services (SA Railways)

Fosatu has also called on SATS to "immediately open negotiations leading to the recognition of the GWU" — which claims majority support among SATS harbour workers at two East Cape ports, Port Elizabeth and East London

The GWU has been requesting recognition talks in the harbours for some time. But SATS refuses to talk to the union. The GWU is not a Fosatu member but, despite past tensions, there have been signs of a thaw in their relations

Fosatu made the statement yesterday after Fosatu's central committee decided to back the GWU at the weekend. Fosatu condemned "the strong-arm intimidatory tactics used by SATS and its sister bodies in the state in their attempt to suppress a representative union"

Referring to SATS statements that its own staff associations are against dealing with the GWU, it said "SATS must realise that the sweetheart unions, such as the ones it has thus far encouraged and consulted with, are not acceptable to the majority of workers"

SATS had "already been warned of the grave consequences of suppressing the representative voice of dock-based railway workers" and its "intransigence and ostrich-like attitude" was "out of step even with the stated policy of the Government". It would have to "bear direct responsibility for any industrial unrest on the docks"

SATS warned to resolve union feud

130
270
230
Stan
22/7/82

By Tony Davis,
Labour Reporter

The South African Transport Services has been warned that it could face boycott and other action by West German and American trade unions because of its long-standing feud with the General Workers' Union.

Correspondence addressed to the SATS's general manager, Mr Kobus Loubser, accuses employers of intimidating union members and calls on the SATS to enter into a recognition agreement with the GWU.

The deputy chairman of West Germany's

Public Services and Transport Workers' Union, Mr Siegfried Merten, warns that action against the GWU could result in strained relations between the two countries, which could mean a boycott of South African goods to Germany, and German goods to South Africa.

The head of the American International Longshoremen's Association, Mr Ted Gleason, writes that unless the SATS adopts a new attitude towards the GWU and considers recognition talks, there could be "serious consequences."

Both unions have in-

fluence in their countries' harbours.

The GWU has fought with the SATS over recognition and the right to organise dock workers, and has accused the SATS of using railway police to intimidate members, and of dismissing its organisers.

The GWU already has recognition agreements with stevedore employers in Durban, Port Elizabeth, East London and Cape Town.

The dispute has also prompted a rebuke to the SATS by the International Transport Workers' Federation, of which the GWU is a member.

Employers in the Port Elizabeth area have shown concern about the dispute because overseas boycotts could mean incalculable harm to the motor assembly and components industries.

● An SATS spokesman confirmed that Mr Loubser had received the correspondence and replied to the unions, but said it was not policy to comment publicly on such matters.

US dockers warn SATS

By STEVEN FRIEDMAN
Labour Correspondent

AMERICAN and German trade unions representing dock workers have warned the South African Transport Services of the harmful consequences if SATS continues to refuse to negotiate with the unregistered General Workers' Union

The German union warned of possible action against South African goods in foreign ports and the dock workers' union of the US and Canada warned of "serious consequences" if SATS does not deal with the GWU in two Eastern Cape ports

The warnings are contained in two telex messages to SATS general manager Dr Kobus Loubser. They are likely to heighten fears of the possible economic consequences of a confrontation between SATS and the GWU

A SATS spokesman confirmed yesterday that Dr Loubser had received the messages and had replied to the unions

The GWU claims majority support among SATS dockers at the Port Elizabeth and East London harbours, but SATS refuses to hold recognition talks with it. The union belongs to

the International Transport Workers' Federation and Western dockers' unions have been watching the dispute closely

In a telex from deputy chairman Mr Siegfried Merten, the German Public Services and Transport Workers' Union charged that Railways Police were harassing GWU members and said this violated the International Labour Organisation's charter

It urged SATS to recognise the GWU and the telex added

"We want to point out that (SATS') actions will place a considerable strain on relations between your country and ours and could result in a ban on loading and unloading of cargoes from and to South Africa" in foreign ports

In a separate message, Mr Thomas Gleeson of the International Longshoremen's Association, which represents American and Canadian dockers, urged SATS to "favourably consider talks" with the GWU

Mr Gleeson said his union was known for its vigorous support of unionism world-wide

His union was convinced that "a failure to extend (the GWU) even the courtesy of a hearing could provoke serious consequences"

Problems at the ports

Fm 23/7/82



Some of the most difficult industrial relations problems faced by employers and trade union leaders are mirrored in the current dispute between SA Transport Services (Sats) and the General Workers' Union (GWU).

It vividly illustrates why labour peace in

the Eighties will depend to a great extent on the ability to create mutually acceptable collective bargaining structures

Forums and systems through which such bargaining has traditionally been conducted in many industries are coming under enormous pressure from emerging black

unions. Many black workers perceive the traditional structures, created at a time when they lacked a union voice, to be unsuited to their needs and biased in favour of established unions and employers

If one accepts it is a fact of life in industrial relations that each dispute attracts a

legitimate measure of public interest, it is not surprising that there is widespread concern over the labour policies pursued by Sats. Not only is it the country's single largest employer of labour, but because of the vital service it provides, any labour conflict within it can have a profound effect on the economy as a whole.

Staff associations

Like many other employers Sats is faced with a challenge to the way in which it has traditionally conducted collective bargaining with its employees. In the past, they have been represented exclusively through staff associations and during the past year, in response to government's labour reforms, Sats has helped its black employees establish their own association, which is likely to join the Federal Consultative Council of Sats Employee Associations.

The threat to this system which Sats so jealously guards has come from the GWU, which represents stevedores at all SA's major ports. It claims to have signed up about 1 500 Sats dockworkers and says it represents most dockworkers at the East London and Port Elizabeth harbours. The GWU is asking Sats to recognise a union committee for the purpose of negotiating about those working conditions and issues which fall within the ambit of the East London and Port Elizabeth port managers.

Attempts by the GWU to hold discussions with Sats management have been rebuffed and opposition to the union appears to hinge on two arguments. One is that the staff associations are strongly opposed to the recognition of "outside" unions. However, this argument is as questionable as that put forward in favour of the closed shop by many established unions in other industries. Attempts by unions to gain a monopolistic control over labour — and that is basically what the closed shop is all about — are a sure recipe for conflict at a time when black workers are being unionised at a rapid rate.

The second argument deserves closer scrutiny. Sats management say that recognition of the GWU could pave the way for many other unions to seek similar recognition. This, they insist, could place them in an impossible position of having to deal with an extremely wide array of unions, each representing only a small fraction of the total workforce.

It is possible to extend some sympathy to them on this point. In an organisation as large as Sats, management obviously prefers to have a coherent, simplified system for collective bargaining. Such bargaining can be expensive and time-consuming, and it is natural that Sats management should try to preserve system through which it bargains about broad policy matters with the one body — the federal council — which represents all employees.

However, this argument ignores the reality thrust on employers in the wake of the Williams reforms. Sats may deserve some

sympathy for the problem it faces, but the way it has dealt with it is open to criticism. Employers in the eastern Cape have been watching the dispute between the union and Sats with growing anxiety and have even publicly questioned Sats management's adamant refusal to even speak to the union.

The problem of dealing with unions which represent a small section of the workforce is one which is causing headaches to employers in a variety of industries. But while Sats resolutely refuses to speak to the minority GWU, other employers are adopting a more pragmatic and imaginative approach. In the metals industries, for example, the employer body has held talks with emerging unions in an effort to find common ground. In the mining industry employers have made it easier for black workers to be recruited by unions and are negotiating with white unions to eliminate discriminatory practices. In the motor industry, where there is disagreement among unions over the industrial council, some employers have held discussions with unions in an effort to create a collective bargaining structure which is acceptable to all.

Close at hand to Sats is the example set by the SA Stevedoring Employers Association. It negotiates substantive and procedural agreements concerning wages and conditions of service with one body, democratically elected by the simple majority of employees. The GWU is the majority union, but there has also been a demand for recognition from a small, splinter group which has left the GWU. The association has solved this problem by stating that although disciplinary, grievance, layoff and retrenchment procedures are negotiated with the majority union, members of minority unions may be represented in the application of these procedures.

Employers in large industries with a diverse labour force have to deal with a wide array of unions. The guidelines they have formulated to deal with the recognition of minority unions vary. Most will talk to any union which approaches them, but companies differ over what percentage of the workforce the union must represent before it is granted recognition.

Guidelines

There are some who believe numerical guidelines and percentage factors are irrelevant. They say the only guideline is pragmatism and whether management considers the number of people affected to be significant. Professor Johan Piron of Unisa's School of Business Leadership has a similar view. "From a practical point of view, even if a union can lay claim to only 10% membership of a plant, but that 10% can bring the company to a standstill if they strike, the company should think carefully before it refuses to recognise the union."

In response to Sats complaints that the GWU represents only a small section of its

workforce, the union says the number of Sats employees it represents compares well with the membership of some of the smaller staff associations.

Sats also asserts that its staff associations are best qualified to represent the interests of its employees. GWU general secretary replies that it is logical for the GWU to represent dockworkers who do the same kind of work as the union's stevedores. It was the GWU stevedores who took the initiative to recruit the dockworkers.

One unhappy factor which has helped to boost the whole Sats/GWU recognition dispute to much larger proportions has been the alleged victimisation of employees who have joined the union. A spate of serious complaints of harassment and ill-treatment of workers by railways police has attracted the attention of international labour movements. The International Transport Workers' Federation (ITF), a formidable alliance of Transport Workers Federation (ITF), has indicated that it may support the Sats dockers with sympathy action if a conflict breaks out.

In recent weeks there have been signs that Sats management may be trying to avoid a showdown. GM Kobus Loubser has promised to reply to an ITF letter containing allegations about the intimidation of employees who have joined the GWU. Measures, such as a prohibition on GWU officials collecting dues from members employed by companies at the ports, have been withdrawn.

Employers' fears

However, while the basic issue of recognition remains unresolved, the danger of a conflict erupting still exists. It may be premature to give much credence to the worst-case scenario which haunts employers in the eastern Cape. However, their fears are worth noting. They warn that if the Sats employees were to strike over recognition or any other grievance, the chances are that the GWU stevedores would support them. The ITF would then instruct its members to refuse to handle goods being transported to and from SA, while the possibility of the emerging unions in SA which have friendly links with the GWU being drawn into the fray, should not be lightly or entirely disregarded.

Such a conflict would have dire consequences for SA's economy. Clearly Sats needs to rethink its attitude towards the union and make an effort to reach an accord with it. The union concedes that it is in a minority position and is therefore only asking for a limited form of recognition. "An employer needs to talk to a union in a situation like this," says University of Port Elizabeth labour academic Professor Roux van der Merwe.

If tensions continue to rise at the ports, Sats should not lay itself open to criticism that it placed the maintenance of its own traditional labour practices ahead of the broader interests of the economy.

Overtime cut: Income loss for rail staff

Staff Reporter

MANY railway employees face a large drop in income following a statement by the Minister of Transport, Mr Hendrik Schoeman, that overtime and Sunday time is to be "cut to the bone"

This is one of a number of drastic measures recently announced by the South African Transport Services (Sats) to cut financial losses

Several railway workers say they have become dependent on overtime and without it their salaries will be reduced by up to a third or more

Other measures to be introduced include a gradual reduction of Sats staff by 7 000, shutting down several shunting yards on the Reef, suspension of capital development projects worth about R400-million and cutting out certain suburban train services

The chairman of the Federal Council of Sats Staff Associations, Mr Jimmy Zurich, says the unions are right behind the minister, and that a special working committee, including union representatives, has been set up in the general man-

ager's office to look at economy measures

It is understood that there is dissatisfaction among some railway workers, mainly over the cutback on housing loans and overtime.

Mr Graham McIntosh, PFP MP for Maritzburg North and a spokesman on transport affairs, said it was unhealthy that people should be dependent on overtime

"The railways have — despite warnings to employ and train more people — persisted in exploiting the system of overtime. As a result, a crisis is being reached with the cutting back of overtime"

Mr T van den Bergh, Sats public relations manager, said no permanent employees would be retrenched "We are saving on operating costs by cutting back on unnecessary overtime and Sunday time, not replacing people who retire from certain positions and reviewing the position of pensioners who have been re-employed"

Some people in casual employment would be paid off, but each case would be treated on its merits, he said

Capk Time 27/7/82 (270)

(270) (Staff)
Temporary
staff hit by
22/7/82
reductions

Labour Reporter

Planned cuts in the number of State transport service workers will mainly affect temporary staff, a spokesman for the South African Transport Services said yesterday.

He was elaborating on a statement by the general manager, Mr Kobus Loubser, who said the staff complement would have to be reduced by about 7 000 employees because of the current recession.

The spokesman said directives had been sent to SATS departments across the country informing them of the need for cutbacks because of adverse economic conditions.

Overtime and Sunday duty was being reduced where possible and staff vacancies were being filled, only where absolutely necessary, the spokesman said.

Mr Loubser had also said several shunting yards on the Reef would be closed down to improve efficiency.

Railways slash R75-m off home loan funds

Own Correspondent

Housing loans for Railways employees have been cut by more than R75 million, a quarter of the amount allocated for housing in the 1982/83 Railways budget.

A spokesman for the Railways in Johannesburg said the reduction in the housing allocation had been brought about by the slowdown in the economy and was part of a general cut in spending by the Railways.

Although the housing loan reduction is substantial, the move will not affect people who have already been granted loans.

The spokesman said housing loans would still be granted on a first-come-first-served basis to Railways employees who met eligibility criteria.

More than R300 million was allocated for housing loans for Railways employees in 1982/83.

Housing is only one area affected by the spending cuts.

Overtime and Sunday time will be cut to the bone. Uneconomic suburban passenger services have also been discontinued.

Last week the general manager of South African Transport Services, Mr Kobus Louber, said SATS's staff of 210 000 workers would have to be reduced by 7 000 because of the deepening recession.

Several shunting yards on the Reef will be shut and aviation fuel contracts are being scrutinised to see if savings can be made.

A working committee, including representatives of the Railway unions, has been formed. It will study the economising measures the Railways proposes taking — especially their probable impact on staff.

Although systematic dismissals have been ruled out, as employees retire or leave they may not be replaced.

Employees may also be retired at the minimum age of 60 and re-employed pensioners' posts are being studied to determine if they are necessary.

- 1 No books, notes, pieces of paper or other material may be brought into the examination room unless candidates are so instructed.
- 2 Candidates are not to communicate with other candidates or with any person except the invigilator.
- 3 No part of an answer book is to be torn out.
- 4 All answer books must be handed to the commissioner or to an invigilator before leaving the examination.

Any dishonesty will render the candidate liable to disqualification and to possible exclusion from the University

WARNING

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EVERY CANDIDATE MUST enter in column (1) the number of each question answered (in the order in which it has been answered), leave columns (2) and (3) blank

JK

Chim C

36/7/82 (270) (138) (157) (173) RDM

Railwaymen will stick to pay demands

Pretoria Bureau
RAILWAY union leaders will not water down pay demands in the wake of the drastic cost-cutting campaign launched by the South African Transport Services on Wednesday

The union men are due to meet the Minister of Transport Affairs, Mr Hendrik Schoeman, in the near future for a series of meetings on

next year's pay increases
The one black, one Indian, two Coloured and seven white unions are expected to press for increases which will match the inflation rate

Nor will the cost-cutting campaign, designed to avoid disastrous financial losses at the end of the current financial year, mean wholesale sackings, according to the union leaders

The "no redundancies" assurance was given the country's 280 000 black and white railway workers by the chairman of the Federal Council of SATS Staff Associations, Mr Jimmy Zurich

He said leaders of railway unions were serving on an economy committee in the general manager's office to initiate and monitor economy measures, which had

been discussed with them
The squeeze on costs, Mr Zurich said, had been forced on the Railways by the worsening recession

"We are in the red for the first three months of the financial year to the extent of R85 000 000. If losses were to continue at this rate for the rest of the financial year, the country's transport system would end up in a state of deep crisis"



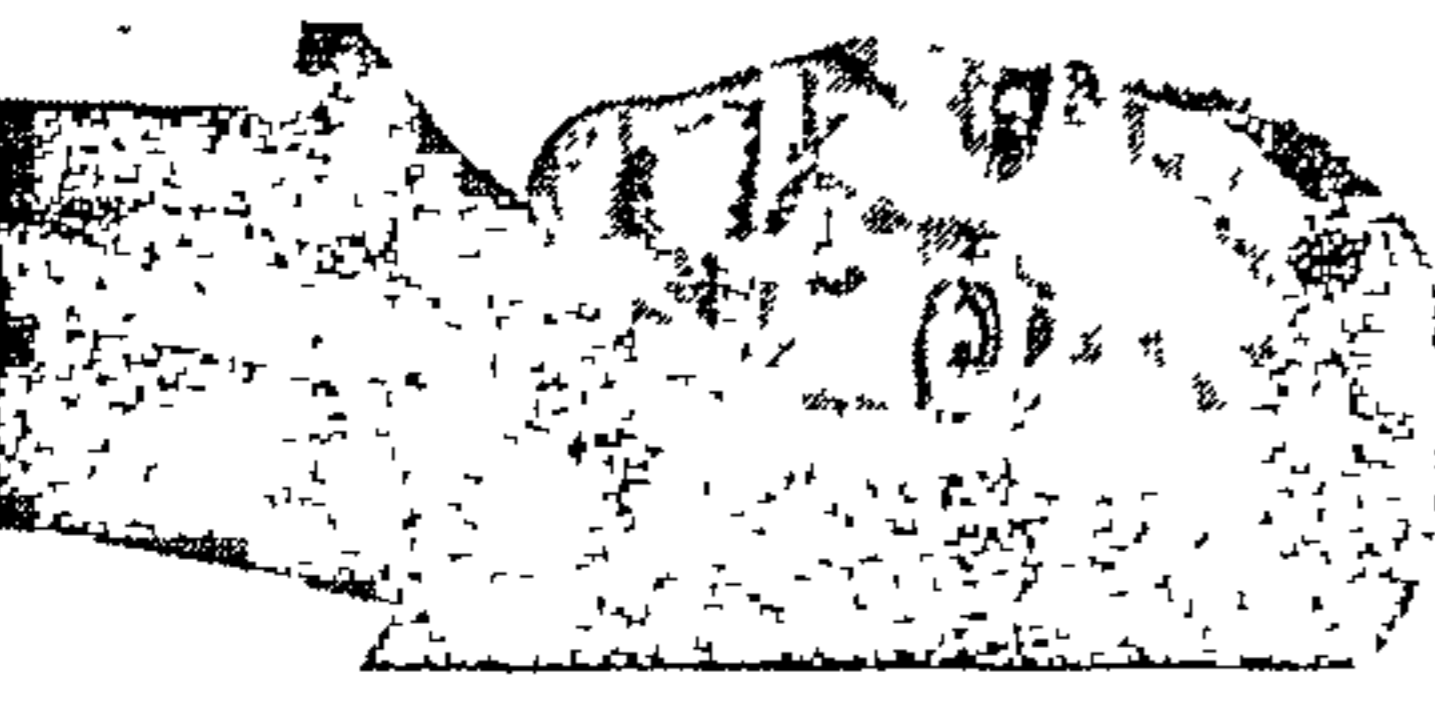
BY SUZANNE BRENNER
SINGER George Benson will be the next attraction at Sun City, a spokesman for Southern Sun said yesterday

Benson is one of the top black American singers today, and the biggest seller for WEA Records in South Africa — which is among the top five markets in the world for Benson recordings

All his album releases have gone gold or double gold in this country

The deal to bring Benson to the Superbowl was signed in New York on Friday night

He will appear from August 28 to September 5



George Benson business is booming

Ken Fritz, said "We have done bigger business this year than ever"
"We did two sell-out per-

Dockworkers' battle may cripple SA ports

A UNION recognition dispute at South Africa's four main harbours is threatening to erupt into a major issue with serious local and international implications

The dispute between South African Transport Services (SATS) — the country's biggest employer — and the non-racial General Workers Union (GWU), is being closely monitored by labour relations experts and major companies

Many employers, including Ford, the Midland Chamber of Industries and General Motors, have called on SATS to "at least talk to the GWU"

There are fears that if the situation deteriorates, dockworkers at the four harbours may strike

The International Transport Federation has adopted a more moderate but nonetheless critical stance in letters to the SATS

The Cape Town based GWU has been organising stevedores at the four major harbours, Durban, Cape Town, Port Elizabeth and East London, since 1979 and has secured union recognition agreements with stevedore employers — all private companies

Last year black dockworkers — who earn from R140 to R300 a month and who work closely with stevedores — began joining the union

GWU general secretary Mr Dave Lewis said the "nub of the conflict is in the Eastern Cape, particularly Port Elizabeth"

Although SATS officials refuse to meet the union they

have tacitly recognised some of the union's demands

In June the SATS relaxed a regulation which classified all blacks, coloureds and Asians as 'casual workers' irrespective of length of service

The move came after attempted legal action by the GWU to change the regulation

The action was settled out of court

SATS general manager Dr A Moolman denied the threatened court action

He said it followed two years of talks with black worker representatives, including those of the SATS Black Staff Association

The GWU rejected the revised regulation as it excluded black contract workers

LONDON — Banks and building societies in Britain are working together to bring down the cost of borrowing

Mortgage rates will come down by 1% from September 1 and bank interest charges will be cut by 0.5% to 11% next week

The moves, announced on Friday, should pump hundreds of millions of pounds into the British economy. They follow a slide in rates on London's international money markets during the past few weeks

The banks held back from bringing down their rates all week and the move — which will cut the cost of borrowing to industry by about R500-million before tax — was not expected until next week at the earliest — UPI.

FOREIGN UNIONS PROMISE SUPPORT

BY CHARLENE BELTRAMO

There is concern the dispute could have wider non-union implications and lead to unrest in nearby towns, particularly in the Eastern Cape

The issue has attracted the attention of trade unions in Germany, the United States, Australia and Holland who have written to SATS voicing their displeasure at its non-negotiating stance

They have threatened a

DON'T BE MISLED NOT ALL SEALYS ARE POSTUREPEDI!

DO YOU HAVE A BACK PROBLEM?

An Orthopaedic Surgeon once said "Never stint on your shoes and your mattress — Because, when you're not in your shoes you're on your mattress!"



No morning

Parkmoor
Paving & Pools
EST: 1969

S. Post 2/1/82 (270)

R175m railway plan

DURBAN — South African Transport Services is to spend R175 million over a period of five years on accommodation for its black railway workers, the SABC has reported

The district engineer of the Railways in Durban, Mr Carlos Mendes, was quoted as saying the first part of the scheme — a 15-dormitory block with spacious four-bed rooms, capable of housing 4 000 single men — would be completed in Durban early next year at a cost of R25 million

Another part of the scheme to be built

later would accommodate 2 600

The complex features a large soccer stadium — complete with an athletics and cycling track — and a tribal dancing arena equipped with what is believed to be one of the largest cinema screens in Africa

Provision had also been made for indoor sports facilities and recreation centres, Mr Mendes said

Other hostel complexes are planned for Railways workers in Johannesburg, Bloemfontein, Port Elizabeth, Maritzburg and Ladysmith — Sapa

Giant hostel for PE rail workers

7/8/82
E Post
Weekend Post Reporter

CONSTRUCTION of the largest hostel complex in the Eastern Cape — costing R8,5 million — is well under way in New Brighton

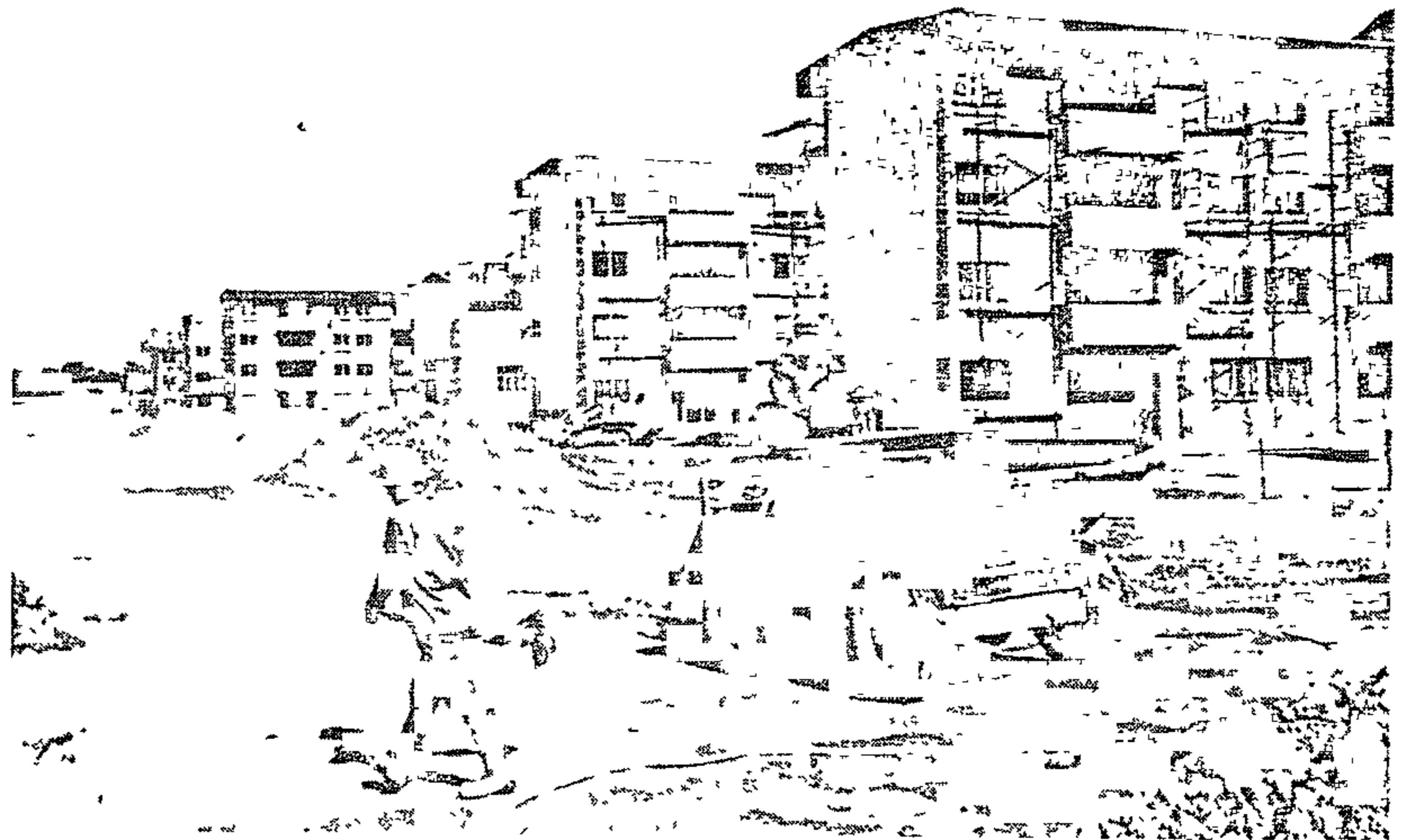
The hostel will accommodate nearly 2 000 workers of the South African Transport Services when it is completed in September next year

Seven three-storey blocks each housing 252 men and serviced by a central recreation and dining hall will eventually become the home of 1 764 men — and this is only part of a national R175 million scheme to house black railway workers

Mr G D Engelbrecht, the systems manager of SATS in Port Elizabeth, said this week construction of the hostel was going according to schedule and "the first stage" would cost about R8,5 million

"Hopefully the hostel proper will be completed by September 1983. Apart from the housing there will be a beer hall, recreation and dining hall and facilities for showing films

"The second stage will be the establishment of soccer and rugby fields as well as dressingrooms adjacent to the hostel. The completed hostel, with all the sports



Port Elizabeth's biggest hostel complex takes shape in New Brighton. The hostel, costing R8,5 million, will house nearly 2 000 workers of the South African Transport Services by the end of next year.

fields, will take up an area of 7,5 hectares

Mr Engelbrecht could not say what the final cost of these facilities would be

● South African Transport Services said last month that they were spending R175 million over

five years on accommodation for black railway workers

The district engineer of the railways in Durban, Mr Carlos Mendes, has said that the first part of the scheme, a 15 dormitory block, with spacious four-bed rooms, capable of housing 4 000 single men, would

be completed in Durban early next year at a cost of R25 million. Another part would be built later, accommodating 2 600 men

The complex features a large soccer stadium, complete with an athletics and cycling track and a tribal

dancing arena equipped with one of the largest cinema screens in Africa. Provision is made for indoor sports and social activities

Other hostel complexes are to be built in Johannesburg, Bloemfontein, Maritzburg and Ladysmith

FOR ONLY 25c

STILL WAITING TO BE WON

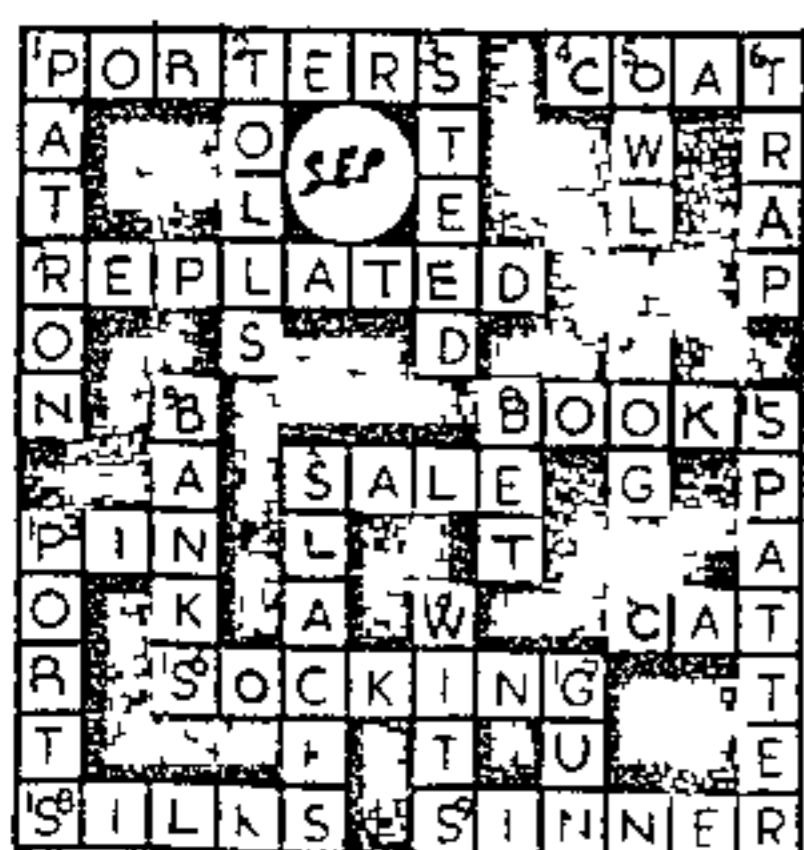
PRIZE OFFERED R41 000

FOR NEARES



W/O 088000370006

SOLUTION TO No. 464



Send your entries — as many as you wish — with a donation of 25c for each entry to ST JOHN AMBULANCE CROSSWORD No. 465, P O Box 2012, CAPE TOWN, 8000 CLOSING DATE 9 am, AUGUST 18th, 1982

RULES

- 1 Only copies from newspapers, facsimiles or photostats are acceptable. Nothing else. No permutations. All entries to state name and address.
- 2 Cheques to be crossed. Name and address to be written on the back. Entries are disqualified if cheque is dishonoured. Do not put stamps on new postal orders as this may invalidate your entry.
- 3 Do not send registered letters. Do not enclose coins or banknotes in postal entries. Do not use pins, staples or adhesive tape. All entries and sufficient fees must be in one envelope. Any envelopes received bearing a postal tax mark will not be accepted but will be returned to the post office. Please note postal on entries now 8 cents.
- 4 Late entries will be disqualified and treated as unconditional donations.
- 5 The decision of the organisers is final and no correspondence will be entered into. No judges' reasons will be provided.
- 6 Anybody may enter, excluding the staff, committee members of St John Ambulance, voluntary organisers and members of their respective families or agents.
- 7 Entries under nom de plumes are unacceptable. All names and addresses of prize winners will be published.

Result of competition No 464: No outright winner. Two errors. R1 000 consolation prize shared between ABEL MLAMBO Private Bag X611, Barberton, 1300, Mr H J REDLINGHUYNS 59 Roodebloem Road, Woodstock, 7925, Mr V E FRICKER, Umbukwane, 22 Homestead Avenue, Bergvliet, 7800, E VAN GRAAN c/o The Thrift Shop, Rouxton Road, Lansdowne 7764, R J DRURY 26 Loanda Street, Brooklyn, 7405.

ACROSS

- 1 The slow thinker is clearly at stage in — BANTER/BARTER
- 4 A rich harvest might be reaped fruitful — PLANS/PLAYS
- 7 — may well earn a man a unpleasant reputation — RANTING/RATTING
- 8 Ali — and the Forty Thieves — BLUNDER/BOUNDER
- 9 Lack of suitable — may prevent taking full advantage of — STAFF/STUFF
- 11 — often needs to be strongly — FLANK/PLANK
- 13 It's obviously host's fault if completely spoils the party he — BLUNDER/BOUNDER
- 14 Crudely manufactured — dangerous — GIN/GUN
- 16 Memoirs of a — should have interest — MAJOR/MAYOR
- 17 Breaking — strongly suggests situation — LEASES/LENSES
- 19 It was the — gladiator who was to leave the Arena alive — WARY
- 20 Orator would find it hard to satisfy of — audience — MASSIVE/PASS.

No. 465

No. 465

No. 465

...the caption... incident was con- Russian Makarov pistol and was in the shed at dangerous

ARGUS 12/8/82
SATS ROW:
~~275~~ **270**
Warning on world action

Labour Reporter

AN International Transport Workers' Federation (ITF) representative warned yesterday that transport workers in the non-communist world would take international action against managements in the transport sector that refused to talk to representatives of the workers' choice.

Mr Harold Dunning, European representative of the ITF is in South Africa to visit two affiliate unions — the Transport and Allied Workers Union in the Transvaal and the Cape Town based General Workers Union.

Referring to the current dispute between the General Workers Union (GWU) and the South African Transport Services (SATS) over the recognition of workers' committees representing railway workers in the East London and Port Elizabeth ports, Mr Dunning said the ITF was not adopting a "hostile" attitude to SATS.

CIVILIZED

"We want the workers and employers to talk in a civilized manner. But we don't like being told by management who is going to represent the workers," said Mr Dunning.

SATS has so far refused to recognise the GWU workers' committees in the two Eastern Cape ports saying it will deal only with a non-communist union — the Black Staff Association (BSA).

More than 1000 railway workers in these ports belong to the GWU.

Mr Dunning said in its 80-year history the ITF had become well known for taking international action in support of workers' rights when it had been impossible to settle problems on a national level.

"These are not simply empty words. There are numerous cases where affiliate unions have refused to handle ships registered under flags of convenience because of the failure of those ship owners to ensure the safety of their crew or minimum pay."

The level of awareness of labour affairs in South Africa among transport workers in other countries was very high, said Mr Dunning.

"They are pleased at some of the changes taking place in the labour field in South Africa, but there is still a great deal of concern about certain things here."

One of the most powerful trade union federations in the non-communist world, the ITF has affiliate unions in more than 50 countries and represents about 10 million workers.



GODSPEED means farewell wishes as well as the name of her horse to Miranda Collings 16, of Somerset West. Miranda, who won the junior section of the supreme equestrian championship at the Rand Show this year, received as her prize an overseas trip during which she will attend the world dressage championship in Lausanne, Switzerland, and the three-day event championship in Lumuhlen, West-Germany. She leaves South Africa on August 22 and will be accompanied by her mother who won the other half of the prize which went to the supreme champion and her instructor.

ITF backs SA rail workers in dispute

CAPL TIMES. 12/8/82

Staff Reporter

INTERNATIONAL transport workers are prepared to "black" South African goods in support of local railway workers locked in a recognition dispute with their management, according to Mr Harold Dunning, European representative of the 10-million strong International Transport Workers' Federation (ITF)

Mr Dunning, who is in South Africa on a fact-finding mission, was

commenting on the refusal of the South African Transport Services (SATS) to deal with the General Workers' Union (GWU)

He said the ITF was represented in nearly every country in the world outside the communist bloc and these workers were ready to refuse to handle South African products if the dispute worsened

"ITF affiliates — who are in the most international of all forms of employment — are known

for taking international action where labour problems cannot be settled at a national level There is a particularly strong sense of solidarity with transport workers in this country"

"We are not adopting a threatening or hostile attitude We want the workers to be represented by a trade union of their choice and we want to see workers and management talking in a civilized manner"

SATS management, in favouring one trade union — the Black Staff Association — above another — the GWU, was contravening one of the conventions of the International Labour Organization (ILO)

"The fact that the South African Government has started to make representations to the ILO again shows that they wish to be judged by international labour standards

"Unfortunately, the SATS is one of a dwindling number of employers in South Africa who flatly refuse to deal with genuine trade unions"

THE Midland Chamber of Industries has called for a delegation comprising a City Council representative and labour relations experts to find a solution to the dispute between the South African Transport Services and Port Elizabeth dock workers.

The chamber's call comes after about 600 dockers signed a letter calling on the Port Manager to open discussions with the workers' committee by next Monday at the latest.

The letter said the efforts of the General Workers' Union (GWU) over 10 months to negotiate with SATS had failed.

"If the SATS administration does not agree to the workers' request, they will be forced to conclude that there is no point in further efforts to initiate discussions," the letter said.

While the workers were not seeking a confrontation with SATS, such a confrontation would undoubtedly draw in GWU stevedore members in all four South African ports, and would gain supportive action from members of the International Transport Workers Federation (ITF).

"A conflict of this scale will inevitably spill into the already tense black townships of Port Elizabeth," the workers' letter added.

"We call upon the leaders of the city and all those concerned with Port Elizabeth's economic and political well-being to intervene urgently in this conflict to try to persuade the SATS administration to negotiate a solution to this potentially dangerous conflict."

The chamber's executive director, Mr Brian Matthew, said today "The chamber is concerned that the entire labour situation seems to be deteriorating."

"In order to protect industrialists in this area a delegation, perhaps consisting of someone like the Mayor, assisted by experts like Professor Roux van der Merwe, head of the department of industrial relations at UPE, and the former chairman of the chamber, Mr A de Kock,

should meet with SATS and the union concerned to attempt to find a solution to the problem," he said.

However, Port Elizabeth's Mayor, Mr H van Zyl Cillie, said he felt the dispute was an internal SATS matter.

"I would not consider interfering in their affairs," he said.

Commenting on the chamber's letter, the head of the department of industrial psychology at UPE, Professor L Kamfer, said that if a body had the potential to take a labour force out on strike one should talk to it.

He said the issue was something SATS should consider very carefully because of possible international ramifications.

"It could lead to South African goods rotting in world ports," he said.

The PFP MP for Walmer, Mr Andrew Savage, today called the GWU's request for discussion on work-place issues "a moderate and conciliatory approach" as the union was not, in fact, demanding recognition.

"Not to talk is a dangerous attitude to take in a sphere where the stakes are very high and there is a danger of South Africa becoming isolated," he said.

SATS had to regard South Africa's harbours differently from the rest of its operations. The docks were vulnerable contact points with world trade.

"Clear thinking, enlightened policy-making and diplomacy are called for — or we're going to bump our noses," Mr Savage said.

SATS confirmed receipt of the workers' letter and reiterated that approaches to its management had to be conducted "through the correct channels".

**Chamber warns
that ports could
come to a halt**

By SANDRA SMITH

PIlea for talks With dockers

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~~270~~

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2. Post 16/8/82

270
17/8/82 Star

GWU bid to settle dispute

Labour Reporter
The General Workers Union in Port Elizabeth has called on business leaders to urge SA Transport Services to agree to talks aimed at settling a 10-month-old dispute with the union.

The SATS has refused to hold talks with the union, which claims membership among railway workers at Port Elizabeth docks.

The employers have said they will deal only with a black staff association, although the GWU already has recognition agreements with stevedore employers at four ports.

The union has given SATS until next Monday to reply to its

appeal. If it receives no reply it will assume SATS is not interested in talks.

A GWU spokesman said the union had appealed to business leaders to convince SATS of the need for talks as a threat of international sanctions had been voiced.

The International Transport Workers Federation has already warned SATS about its unwillingness to hold talks with the GWU.

The Port Elizabeth area is dependent on the motor and component industries and an international boycott could be disastrous.

Business leaders in the motor industry and commercial interests have voiced concern over the dispute.

270 150 150
E. Post 17/8/82

SATS chief refused to answer overseas labour body's letter

Post Reporter

THE South African Transport Services has allegedly refused to reply to a letter from the powerful International Transport Workers Federation (ITF) dealing with police harassment of dockworkers — because the letter was released to the Press

In a statement released yesterday, the ITF revealed that the head of SATS, Dr Kobus Loubser, had told the ITF he could not reply to their letter because it was released to the Press

The statement went on to say the letter was only released to the Press "after allowing ample time for him to receive and consider it".

This is the latest development in a recognition dis-

pute between the SATS and the General Workers Union, in which the ITF has expressed solidarity with dockworkers belonging to the union

In a lengthy correspondence with Dr Loubser, the ITF queried alleged harassment by railway police of GWU members in the Port Elizabeth docks

The SATS has refused to consider calls for the recognition of the dock workers' committee, and allegations of harassment by Railways police, as these had not been conducted through "the correct channels"

A SATS spokesman said today Dr Loubser had not gone back on his undertaking to investigate allegations of police harassment, and had appointed someone to investigate the claims

Docks dispute adds to city's misery

RDM 17/8/82

By STEVEN FRIEDMAN
Labour Correspondent

FEARS of new labour unrest in Port Elizabeth — this time at the docks — are growing among employers, and the Midland Chamber of Industries yesterday called for an independent delegation to try to settle the simmering dispute between the General Workers' Union and SA Transport Services

The fears come as the motor industry dispute continues in the city. The chamber's director, Mr Brian Matthew, said yesterday employers were concerned that "the whole labour situation seems to be deteriorating"

In another development, it

was revealed that SATS general manager Dr Kobus Loubser has refused to answer a letter from the International Transport Workers' Federation (ITF), alleging police harassment of GWU members

The moves are the latest in the row between SATS and the GWU, in which the railways refuse to recognise the union at Port Elizabeth and East London docks. There are fears the dispute could grow into a major confrontation

The ITF wrote to Dr Loubser after he agreed to investigate specific claims of police action against union members. It made several

charges, including one that Railway Police had hung up a union member by his legs

SATS refused to answer Press queries on the allegations, saying it would reply directly to the ITF

Yesterday a SATS spokesman confirmed an ITF claim that Dr Loubser had refused to reply to the letter because it was released to the Press. But he said he was honouring his promise to investigate the claims

The ITF said it was surprised at Dr Loubser's reaction, "as the letter was released to the Press only after giving him ample time to receive and consider it"

The ITF would write to Dr

Loubser again after it received a report — apparently from a senior official who recently visited South Africa

Meanwhile, the Midland Chamber has called for a delegation of city councillors and labour experts to meet SATS and the union to find a solution to the dispute

Its call follows a recent letter from about 600 dockers appealing to the port manager to open discussions with the GWU workers' committee

The letter said workers were not seeking a confrontation with SATS but added "If SATS does not agree to the workers' request, they will be

forced to conclude that there is no point in further efforts to initiate discussions

"A conflict of this scale will inevitably spill into the already tense black townships of Port Elizabeth," the letter added

"We call upon the leaders of the city and all those concerned with PE's well-being to intervene urgently to try to persuade SATS to negotiate a solution to this potentially dangerous conflict"

A SATS spokesman said the railways would not reply to the letter because it had been submitted through the GWU rather than the "correct channels"

CAPL Times 18/8/82
SATS refuses to reply
to letter from ITF 270

PORT ELIZABETH — The South African Transport Services (Sats) has allegedly refused to reply to a letter from the powerful International Transport Workers' Federation (ITF) claiming police harassment of dockworkers — because the letter was released to the press

In a statement released on Monday, the ITF said that the Sats head, Dr Kobus Loubser, had refused to reply to the letter. The ITF was "very surprised" as the letter was released to the press only "after allowing ample time for him to receive and consider it"

This is the latest development in a dispute between the Sats and the General Workers' Union, in which the ITF has ex-

pressed solidarity with dockworkers belonging to the union

In lengthy correspondence with Dr Loubser, the ITF queried alleged harassment by Railways Police of GWU members in Port Elizabeth

The ITF had written that it was sure the Sats would not dispute that "these questions are of public concern, involving the policy and practices of a State-owned enterprise of great size and importance"

The Sats had refused to consider calls for the recognition of the dock workers' committee or allegations of harassment by police, as these had not been conducted through the "correct channels" — Sapa

SATS union row ^{18/8/82} under the spotlight ^{E. Post}

270 185

Post Reporter

THE Labour Affairs Committee of the Midland Chamber of Industries today discussed the Port Elizabeth harbour clash between the South African Transport Services (SATS) and members of the General Workers Union

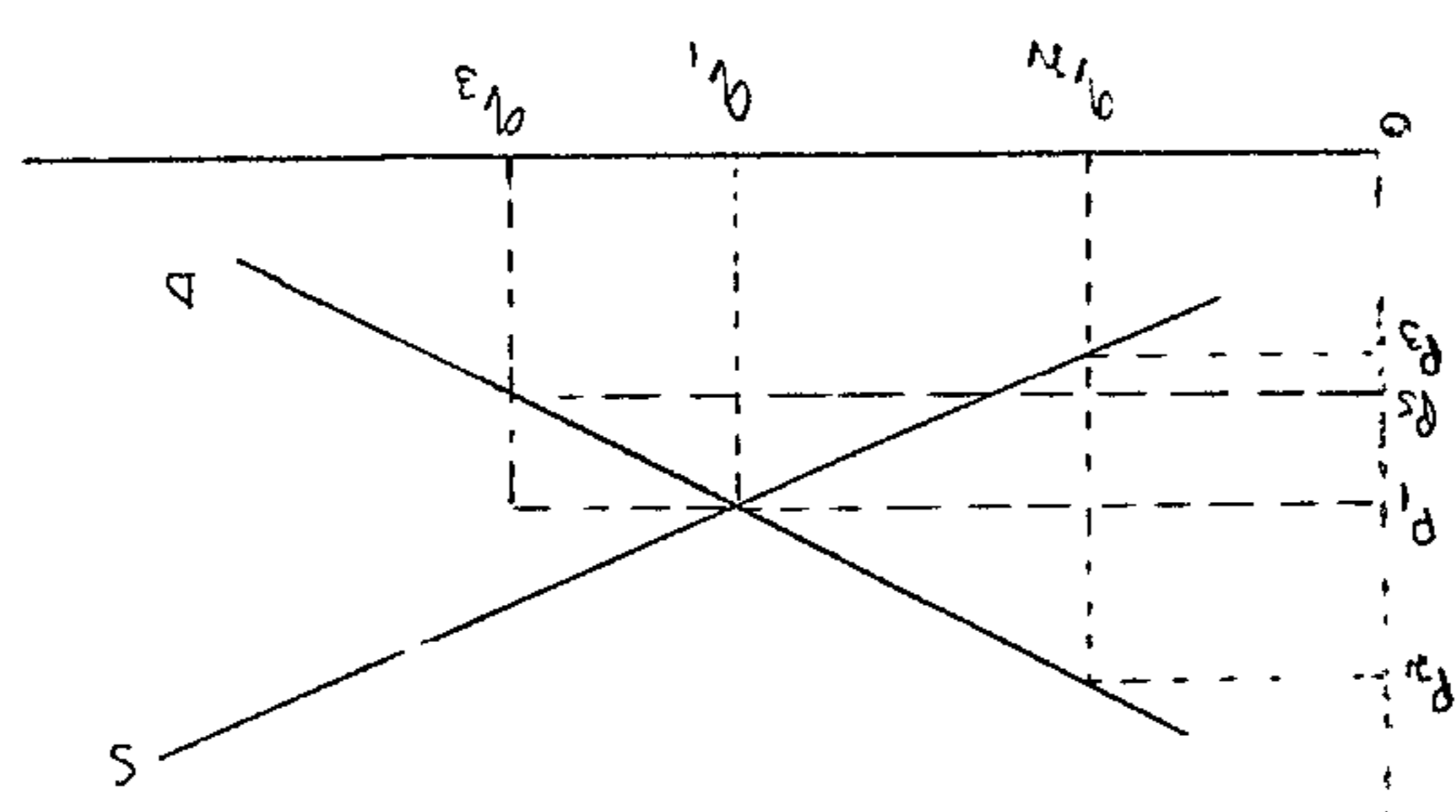
Beforehand, the chamber's executive director, Mr Brian Matthew, said the overall labour situation, including the dispute in the motor manufacturing industry which has crippled production for more than a month, would be discussed

A report on the situation in the harbour, where the GWU has given the SATS an ultimatum to meet its workers' committee by Monday, would also be received

Academics, opposition spokesmen and the chamber have called on the SATS to do so

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Storage the system, although farmers income & venen
 at price p_1 . In this way government has been able to
 $q_2 - q_1$ on the market, transfer quantity q_1 goes on market
 order for the price to remain at p_1 the government must put
 at price p_1 . Now in a bad year output falls to q_2 in
 buyer stock returns, so quantity q_1 is put onto the market
 must by quantity $q_1 - q_3$ up at price p_1 and put it into



In a good year output rises to q_3 . Now
 up the government
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Question 6 (cont.)
 long run. If however the demand was inelastic then the
 situation would be unstable and the price fluctuations would
 increase over time. The government may wish to stabilize
 the price and they can do this by buying and selling
 in the agricultural field

PE Mayor's help sought in dispute

~~15/11/82~~ ~~1/11/82~~ 270
S. Post 19/8/82

By SANDRA SMITH

THE Midland Chamber of Industries has formally asked Port Elizabeth's Mayor, Mr H van Zyl Cillie, to intervene in the dispute between the South African Transport Services (SATS) and the General Workers' Union (GWU)

The union, which represents nearly 1 000 workers in the harbour, has tried for 10 months to hold talks with SATS on conditions of employment of its members and has now given the employers until Monday to respond

The SATS has consistently refused to meet a GWU delegation because approaches have not come through recognised SATS channels

The Transport Services have also said there will be no negotiations with any worker body other than its own staff associations

The Chamber of Indus-

tries, Opposition spokesmen and academics have called on the SATS to hold talks with the union, and have warned of international repercussions if negotiations do not take place

On Monday, the Chamber of Industries called for a delegation comprising the Mayor and labour relations experts to find a solution to the dispute

Mr Van Zyl Cillie today confirmed receipt of a letter from the chamber on the issue, but said the contents were confidential

It is believed he was asked to intervene urgently and hold talks with top SATS management on the issue

"I am very concerned about the labour unrest in the Eastern Cape and am doing everything in my power to try to reach a favourable conclusion in this matter," he said

Dock tensions rise

Fears are growing in Port Elizabeth of labour unrest which could have far graver consequences than the current motor industry wage dispute. As the *FM* went to press this week there were signs that the steadily deteriorating relationship between the SA Transport Services (SATS) and the General Workers' Union (GWU) was entering a dangerously explosive phase.

A major confrontation between SATS and the union, which claims to represent most SATS dockworkers at the Port Elizabeth and East London harbours, could have

severe consequences for SA's economy as a whole (*FM* July 23). Not only could it result in the closure of Port Elizabeth harbour, but there is a strong possibility of it provoking strikes at other SA ports. Powerful international transport workers' unions have also threatened sympathy action if the dispute develops into open conflict.

At issue is SATS's steadfast refusal to recognise a GWU committee for the purpose of negotiating about those working conditions and issues which fall within the ambit of the Port Elizabeth and East Lon-

don harbours.

About 600 dockers have appealed in a letter to the Port Elizabeth port manager to open discussions with a union committee. They have set a deadline of August 23 (Monday) for a reply, saying that if SATS does not agree to their request, they will be forced to conclude that there is no point to further efforts to initiate talks.

The Midland Chamber of Industries is so concerned about the dispute that it has called for a delegation of civic leaders and labour experts, led by Port Elizabeth's

mayor, to try to find a solution. By mid-week this initiative had not yet achieved any results, but there were still hopes that an independent delegation could help resolve the dispute.

Mayor Van Zyl Cillie told the *FM* he was "terribly concerned" about the consequences of a major confrontation, and said he was willing to play a mediating role if the warring parties were willing to meet in his parlour. But he indicated that he was reluctant to intervene directly in the dispute.

He expressed the hope that the more conciliatory approach displayed by government towards unregistered unions recently (see cover story) might result in SATS changing its attitude towards the unregistered GWU.

SATS, however, betrays no sign of any such change. A spokesman for the services declined to comment on private sector concern about the dispute and reiterated the policy that black workers have to be represented through official channels for collective bargaining.

GWU members will not necessarily strike immediately if a satisfactory reply is not received from SATS's management by August 23. But union sources warn that tensions will inevitably rise further.

What bothers many employers is that a large-scale conflict could aggravate the already serious labour problems in the region. The pay dispute in the motor industry continues, with employers and union leaders holding informal discussions in an effort to ease the deadlock.

Benoni plant retrenches 600 workers

By STEVEN FRIEDMAN
Labour Correspondent

A MAJOR East Rand metal company, Salcast, is to retrench 600 workers today — a quarter of the work force at its Benoni plant

Its general manager, Mr Tubby Boynton-Lee, said yesterday the company, a member of the Stewarts and Lloyds group, was offering a wide-ranging "package" to retrenched workers after talks with Fosatu's Metal and Allied Workers' Union

As a result, Mr Boynton-Lee said, the company was hopeful the retrenchments would not spark unrest. But he confirmed that the company had made security arrangements in case of unrest and had informed police

"We know the hardships involved. The workers will have to return to the homelands where there are no jobs. But we have no choice."

Mawu had asked the company for talks on possible retrenchment a month ago, Mr Boynton-Lee said

In terms of the procedure laid down by the metal industry's industrial council, companies must inform the council of pending redundancies two weeks before they occur, and the company had agreed to inform Mawu at the same time

It also decided to give workers a week's notice, instead of the legally required 24 hours, and would offer them redundancy pay

The company will

- Guarantee that workers will be laid off on a "last in, first out" basis — length of service will be the only criterion
- Attempt to arrange other jobs for workers with long service
- Re-employ as many of the retrenched workers as possible "as soon as business picks up" The company will keep the names and addresses of retrenched workers and contact them when jobs were available,
- Make arrangements to contact workers in the homelands to ensure they receive

their unemployment benefits, and

- Allow workers to stay in their hostel rooms until the end of August

Sapa reports that the Midland Chamber of Industries has formally asked the Mayor of Port Elizabeth, Mr H van Zyl Cillie, to intervene in the dispute between the South African Transport Services and the General Workers' Union

The union, which represents nearly 1 000 workers in the harbour, has tried for 10 months to hold talks with SATS on conditions of employment of its members and has now given the employers until Monday to respond

The SATS has consistently refused to meet a GWU delegation because approaches have not come through recognised SATS channels

SATS has also said there will be no negotiations with any worker body other than its own staff associations

Mr Van Zyl Cillie yesterday confirmed receipt of a letter from the chamber on the issue, but said the contents were confidential

ARGUS 20/8/82

Railmen tell SATS deadline is Monday

270

Labour Reporter

ABOUT 600 railway workers at Port Elizabeth docks say that if the South African Transport Services has not begun discussions by Monday, they will make no further attempts to talk

The workers — all members of the General Workers' Union — have been locked in a recognition dispute with SATS for a year

The GWU says it has made numerous attempts to discuss the dispute, but management has not responded

NOT DECIDED

Mr David Lewis, general secretary of the GWU, said yesterday the workers had not decided what to do on Monday if SATS still refused to talk, but they would make no further efforts to negotiate

"However, they won't refuse to talk if SATS initiates discussions with them"

Mr Brian Matthews, director of the Midland Chamber of Industries, has appealed to the mayor of Port Elizabeth, Mr H van Zyl Cillie, to "set up a diplomatic shuttle" between the GWU and SATS

He said "If people don't talk, the end result could be conflict, and there is enough strife in this area already in terms of labour unrest"

The chamber had appealed to the mayor to chair a discussion between the GWU and SATS and get dialogue off the ground

Mr Cillie said today he had been talking to both the GWU and SATS, but declined to comment

"It is a very sensitive issue at the moment, and it would not be wise to say too much about it"

Mr W B Holtes, chief executive of the South African Foreign Trade Organisation, said if there were a strike, inland cargo for export would be channelled through other ports, which might prove attractive alternatives to Port Elizabeth

"Port Elizabeth already has a development problem and is struggling to get more products through its port"

Mr Holtes added he did not want to get involved in the dispute.

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CAPE TOWN 21/8/82

Railmen hand in ultimatum

Staff Reporter

WORKERS at the Port Elizabeth docks have given the South African Transport Services (SATS) until Monday to talk to their committee — after which they will consider "further action"

This ultimatum was contained in a letter by more than 600 railways dockers to the port manager, a move which could bring the lengthy recognition dispute between the SATS and the General Workers Union (GWU) to a head

The union has warned that if the dispute does erupt into a strike, stevedores at four ports, in-

cluding Cape Town, would probably be drawn into it. It could also generate international solidarity action from the International Transport Workers Federation (ITF)

The Midland Chamber of Industries has called for a deputation of industrialists and councillors to meet the SATS and the GWU in an attempt to break the deadlock, and PE employers — already hit by large-scale conflict in the motor industry — are edgy at the prospect of a major strike at the docks

In a statement, the GWU said the conflict had been "brewing for 10 months now and has involved an unprecedented level of victimization and police harassment.

"The union's considerable efforts at negotiation have failed. The effect of the deadline is that if the SATS does not respond to the worker's request, we will be forced to conclude there is no point in making further efforts to initiate discussions with them"

A GWU spokesman said that after Monday the workers would be meeting to decide what to do if the SATS standpoint did not change. Nothing had been planned yet, he said

A spokesman for the SATS said their policy had not changed and they were not prepared to react to the letter

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Union dispute with SATS on the brink

23/8/81
E. Post
270
157

Post Reporter

AN ultimatum to the South African Transport Services to meet representatives of Port Elizabeth dock workers expires at midnight — with SATS still adamant it will not respond to approaches not conducted through the "correct channels"

The SATS stance has been criticised by the Midland Chamber of Industries, the Port Elizabeth Chamber of Commerce, Opposition spokesmen and academics who have warned of international repercussions if negotiations don't get underway.

The General Workers' Union (GWU), which represents about 1 000 workers in the harbour, has tried for 10 months to hold talks with SATS

Last week about 600 of the union's members signed a letter to the Port Elizabeth Port Manager giving SATS until today to respond

to their request for a meeting

They have said they will decide on action if there is no response

SATS' Public Relations Officer, Mr Leon Els, said today no meeting with the GWU representatives would be considered.

Workers' grievances should be made through the Black Staff Association or through direct approaches to the Midlands System Manager or the General Manager.

"Our position does not change and we are still waiting for people to make representation through the channels available," Mr Els said

The Secretary of the Port Elizabeth Chamber of Commerce, Mr A J Gilson, said the repercussions of industrial action by the dockers could have ramifications beyond Port Elizabeth as GWU was linked with the International Transport Workers' Federation.

No reply to ultimatum by dock workers

CAPL Times 28/8/82
115 156 157 270 332

By PHILLIP VAN NIEKERK

THE South African Transport Services (SATS) has failed to respond to an ultimatum by more than 600 railway dockers to meet with their union committee

There are now increasing fears of a strike in South Africa's ports

The ultimatum contained in a letter to the Port Elizabeth port manager, was delivered after numerous unsuccessful attempts by the General Workers' Union (GWU) to deal with SATS on behalf of its membership at the Port Elizabeth and East London docks

The deadline for a response was yesterday afternoon. A GWU spokesman said the workers would meet this week to discuss the refusal and plan further action

He said the workers believed they had been left with little alternative to industrial action

A spokesman for SATS said yesterday that the letter had not been sent through the "normal channels" and therefore they had to ignore it

The GWU spokesman said "Our doors remain open as always to the SATS management and we shall be happy to talk to them at any time without pre-conditions. However, the workers, who have made countless unsuccessful attempts to talk with their employers, will not again attempt to initiate discussions"

Mr Brian Mathews, executive director of the Midland Chamber of Industries, said the chamber's informal attempts to break the impasse were

continuing. The chamber believed a dockers strike which could spill into other ports, would cause serious difficulties for industry

"The important principle in this dispute is that a worker has the right to belong to a union of his choice. This principle has been recognized in the government's new labour dispensation"

● Metal and Allied Workers' Union shop stewards in seven Witwatersrand factories owned by the Barlow Rand group are to ask the group for joint talks with all of them, aimed at negotiating a uniform union recognition agreement at all seven plants

First time

This is believed to be the first time a union has asked a major group to negotiate a number of recognition agreements simultaneously

● Production at Ford's plants in Port Elizabeth returned to normal yesterday following Friday's walk-out by 400 workers over the company's refusal to reinstate more than 500 retrenched workers

The walk-out came soon after Ford had reopened its plants following a 10-day closure

The regional secretary of the National Automobile and Allied Workers' Union (Naawu), Mr Les Kettleidas, said the union was hoping to set up a meeting today to discuss the retrenchments

The company's industrial relations director, Mr Fred Ferreira, confirmed that all the workers had returned, but would not comment on the possibility of a meeting with Naawu

● Stevedore firm lays off 240, page 3

Dockers'

ARGUS 24/8/82

Warning to SATS on action

Labour Reporter

THE refusal of the South African Transport Services (SATS) management to speak to the Port Elizabeth dockers who belong to the General Workers' Union has left the workers with no alternative to industrial action, Mr David Lewis, general secretary of the GWU, said yesterday.

The warning comes after SATS's refusal to open discussions with the workers after a deadline, which was issued to the Port Elizabeth Port Manager by 600 dockers last week, expired yesterday.

MANY TIMES

In a statement on behalf of the union Mr Lewis said the workers had made "countless efforts" to talk to their employers but had been unsuccessful.

Mr Lewis said the workers would not try to initiate any further discussions.

"However, our doors remain open, as always to SATS and we shall be happy to talk to them at any time without preconditions" he said.

"The workers will meet this week to discuss the Port Manager's refusal to speak to them and plan a further course of action."

1 000 WORKERS

"It must, however, be emphasised that the workers believe they have been left with no alternative to industrial action."

The GWU, which represents more than 1 000 SATS dockers in the Port Elizabeth and East London ports, had tried for 10 months to hold talks with SATS, he said.

The union was aware of attempts by industrialists and Port Elizabeth civic leaders to find a solution to the present impasse and urged them to persevere in their efforts.

rather than a consumption expenditure 12.

Thirdly, I would like to examine medical education. The medical schools have to face several problems, and many of these will influence the health services of our country.

Firstly, there is a shortage of medical schools in the United States. There are only 17 medical schools in the United States. There are only 17 medical schools in the United States. There are only 17 medical schools in the United States.

A second major problem is geographical maldistribution. There is a shortage of medical schools in rural areas. There is a shortage of medical schools in rural areas. There is a shortage of medical schools in rural areas.

There is also a lack of research in medical education. There is a shortage of research in medical education. There is a shortage of research in medical education.

Initially, we may need to reform the selection process for medical students. At present most medical students throughout the world are chosen on the basis of their intellectual ability. Scant attention is paid to value characteristics, or personality characteristics. The School of Medicine of Ben Gurion University of the

or a substantial investment in buildings or medicine or equipment, governments throughout the third world persist in building prestige hospitals. For example, a multi-storey hospital in Addis Ababa stands empty, because when it was completed it was found that it would cost more than the entire health budget of the country to staff it properly. It is also common to find expensive buildings in rural areas, but uncommon to find them fully equipped and staffed. A colleague of mine, from an independent Southern African state recently complained that he was suffering from the effects of too much aid. This aid, had taken the form of a massive grant to build a prestige hospital. This hospital would require all the doctors in the territory to staff it and the running costs would be beyond the reach of his country's limited finances. What then are the options?

Oscar Gish in his book "Planning the health sector. The Tanzanian experience", gives two examples of the options available to health planners. Using the same investment of 6 million Tanzanian shillings planners could construct one regional hospital or 15 health centres. The operating cost would be similar but the in-patient admissions, outpatient visits and population covered at the 15 health centres would be vastly higher than at the one regional hospital. Similarly Gish highlights the differences in cost per in-patient day of dispensaries, rural health centres, district hospitals, regional hospitals and national hospitals. Unfortunately such information is often lacking but when it is available the choice is clear.

Education plays a major role in influencing the structure of health services, although I would not presume to stress the importance of equal educational opportunities to an audience at U.C.T. three specific types of education are of importance:

Firstly, Health Education. Here I quote the Secretary for Health, Dr. Johan de Beer, who stated. "The extent to which we will be able to reach the potential blessings of even the most forward looking health legislations will largely depend on the success we achieve when we attempt to establish or extend appropriate health education services" 16. Secondly, I believe that we must educate those in the private sector, in order to convince them that Health is indeed, a production investment,

ROOM 24/8/82 PE dock workers warn of industrial action 270

By STEVEN FRIEDMAN Labour Correspondent

A MAJOR confrontation between the SA Transport Services and workers at Port Elizabeth docks loomed yesterday as the harbour's port manager failed to meet a worker deadline for union recognition talks

In another development in the strife-torn Eastern Cape labour relations yesterday, the National Automobile and Allied Workers Union (NAAWU) held talks with motor employers in a fresh attempt to break the industry's wage deadlock

Sources at the meeting said "good progress was made" and that another meeting would be held soon

The meeting was called

after NAAWU, which recently withdrew from the industry's industrial council, approached employers to ask for direct factory bargaining on workers' pay claims

Informed sources said yesterday employers were not willing to negotiate individually with the union, but had indicated that they were prepared to discuss joint bargaining with NAAWU outside the official council system

A confrontation in the docks appeared almost inevitable yesterday as the General Workers Union (GWU) warned that workers believed they were "left with no alternative but industrial action"

But the union urged business leaders to continue their efforts at finding a solution

The GWU, which claims majority support among SATS workers at the docks, has been asking the Railways for talks for 11 months

Recently, about 600 union members at PE harbour wrote to the port manager, asking for a meeting on recognition. It set yesterday as the deadline

Last week, a SATS spokesman said the administration would not reply because the request had been channelled through the union

The union said yesterday its doors "remain open as always to the SATS management", but stressed that workers would not initiate discussions again

Workers will meet later this week to discuss SATS' refusal to answer their letter

isation of Medical Sciences has suggested the following possible solutions to these problems 19.

Initially, we may need to reform the selection process for medical students. At present most medical students throughout the world are chosen on the basis of their intellectual ability. Scant attention is paid to value characteristics, or personality characteristics. The School of Medicine of Ben Gurion University of the

GWU ask Minister to probe dispute

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24/8/82

Post Reporter

THE General Workers' Union (GWU) is to ask the Minister of Transport Affairs, Mr H Schoeman, to investigate the 10-month-long dispute between the union and the South African Transport Services (SATS) in Port Elizabeth

This follows reports that the Minister said last night he was prepared to investigate the dispute if the GWU approached him

He is also reported to have said he understood the problem was that SATS' Black Staff Association had a closed shop agreement with the Transport Services and would not allow it to deal with any other union

Mr Schoeman was at a Cabinet meeting today and unavailable for comment.

A GWU spokesman said today the union had noted the Minister's offer to investigate the dispute and would request an investigation immediately as the situation at the docks was "very tense"

Yesterday a SATS spokesman reiterated the employer's stance that workers should express grievances or suggestions through the Black Staff Association or by direct approaches to SATS management

An ultimatum to SATS to meet representatives of Port Elizabeth dock workers expired yesterday

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Minister

AGUS 25/8/82

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Labour Reporter

THE Minister of Transport Affairs, Mr Hendrik Schoeman, has said he is not prepared to negotiate with the General Workers' Union, which represents more than 1 000 railway workers in the Port Elizabeth and East London docks.

Yesterday it was reported that Mr Schoeman was indicating a "willingness to investigate the dispute".

In a statement released by Mr Leon Els, public relations officer of the South African Transport Services (SATS), on behalf of the Minister, he said Mr Schoeman's comments should not be read out of context, but against the background of his whole interview with the newspaper.

"MADE CLEAR"

"The Minister made it quite clear from the outset that he would negotiate only with his own personnel or their recognised representatives, namely the SATS staff associations, and not with any outsiders.

"It is self-evident that one would listen to your own people's grievances whether there is talk of a strike or not," the statement read.

SATS knew of no complaints from any of its staff regarding salaries or service conditions and any strike which might be called would be for reasons other than the normal ones, it added.

APPEAL

Mr David Lewis, general secretary of the General Workers' Union, made an urgent appeal to the Minister yesterday, asking him to intervene in the year-old dispute between SATS and the 1 000 dockers which threatens to erupt into a strike which, he said, could have international ramifications.

A spokesman for the Minister confirmed that the Minister had received a telegram from Mr Lewis and said the Minister would reply to him directly.

Top industrialists and civic leaders in Port Elizabeth, including the director of the Midland Chamber of Industries, Mr Brian Matthews, and the Mayor, Mr H van Zyl Cillie, have expressed concern about the dispute and have appealed to the two parties to open talks.

SATS had no comment to make on these appeals, Mr Els said.

Plea to minister on docker row

CAPE TIMES 25/8/82

Staff Reporter

THE GENERAL Workers' Union (GWU) has sent an urgent request to the Minister of Transport, Mr Hendrik Schoeman, to investigate the union's dispute with the SA Transport Services (Sats) at the Port Elizabeth docks

The request was made following a report by the Cape Times Port Elizabeth correspondent that Mr Schoeman would be prepared to look into the dispute if approached by the GWU, indicating a softening in Sats' attitude to the union

Mr Schoeman was busy at a cabinet meeting yesterday and was not available to verify his reported statement or state his response to the GWU's approach

On Monday, a deadline set by GWU dockworkers for Sats to open talks with their workers' committee expired without response. The union said the workers believed there was no alternative left to industrial action

Sats has been refusing to deal with the GWU for more than 10 months and Mr Schoeman himself told a meeting of the Artisan Staff Association in April that he would never deal with an unregistered trade union

Mr David Lewis, general secretary of the GWU, said that following Mr Schoeman's reported remarks they were hopeful of a resolution to the dispute "even at this late stage".

The dispute has captured international attention and industrialists, fearing the effects of a dockers' strike which could affect Cape Town, East London and Durban as well, have urged Sats to meet the GWU

Minister

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270 ~~11/11/82~~
E-Post 25/8/82

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'No talks on PE docks dispute with outsiders'

By SANDRA SMITH

THE Minister of Transport Affairs, Mr Hendrik Schoeman, today denied reports that he said this week he would investigate the dispute at the Port Elizabeth harbour between the General Workers Union (GWU) and the South African Transport Services (SATS).

The Minister was reported to have said he would investigate the 10-month long dispute if approached by the GWU

The report added that the Minister said he understood the problem was that the Black Staff Association would not allow SATS to recognise any other union

On hearing of the Minister's reported statement on Tuesday, the GWU immediately telexed him urgently requesting an investigation into the dispute

A statement released by SATS today on behalf of the Minister said reports

"alleging that the Minister had stated he was prepared to negotiate with the GWU are definitely incorrect"

The statement added "The Minister has indicated that his comments should not be read out of context but against the background of his whole interview with a newspaper

"He made it quite clear from the outset that he would negotiate only with his own personnel or their recognised representatives, namely the SAR Staff Associations, and not with any outsiders

"It is self-evident that one would listen to your own people's grievances, whether there is talk of a strike or not

"It is interesting that SATS knows of no complaints from its staff regarding salaries or service conditions and that any strike which may be called for would be for reasons other than the normal"

• The Minister's reported statement came after an ultimatum from Port Elizabeth dockworkers to SATS to open talks with their representatives expired on Monday

SATS snubs 'outsiders'

Own Correspondent
PORT ELIZABETH —

The SA Transport Services (SATS) yesterday issued a statement saying that the Minister of Transport Affairs, Mr H Schoeman, was prepared to negotiate only with his own personnel and their recognized representatives, the SAR Staff Association, and not with any "outsiders"

The full SATS statement reads "Over the last few days there have been several newspaper reports alleging that the Minister of Transport Affairs had stated that he is prepared to negotiate with the General Workers' Union

"These reports are definitely incorrect

"The minister has indicated that his comments should not be read out of context but against the background of his whole interview with the newspaper

"He made it quite clear from the outset that he would only negotiate with his own personnel or their recognized representatives, namely the SAR Staff Association, and not with any outsiders

'No staff complaints'

"It is self-evident that one would listen to your own people's grievances whether there is talk of a strike or not

"It is interesting that SATS knows of no complaints from its staff regarding salaries or service conditions and that any strike which may be called for would be for

reasons other than the normal"

On Tuesday Mr Schoeman was quoted as saying in an interview that he would be prepared to investigate the dispute between SATS and the General Workers' Union (GWU) if the union contacted him

The report did not state that Mr Schoeman indicated he would be willing to negotiate with the GWU

The minister made no mention of negotiation with any party, nor did the report.

Official solution

In the interview Mr Schoeman said "I have discussed (the dispute) with officials of the Railways and it seems they are going to solve it themselves

"I don't know how serious it is but I understand it is a problem between our union and this other union

"These workers want another union"

When asked whether, in the light of warnings of the seriousness of the situation and recent urgent calls on SATS to open talks with the GWU, he was not prepared to intervene, he said "I would be prepared to investigate the dispute if the union contacts me"

Mr Schoeman also said that although the SATS Black Staff Association was still young, over 70 percent of black employees had joined it

Mr Schoeman was not available for comment yesterday

Sats: minister won't talk to outsiders

270
USA

PORT ELIZABETH — SA Transport Services (Sats) yesterday issued a statement saying that the Minister of Transport Affairs, Mr H Schoeman, was prepared to negotiate only with his own personnel and their recognised representatives, the SAR Staff Association,

and not with any "outsiders"

The Sats statement read in part "Over the last few days there have been several newspaper reports alleging that the Minister of Transport Affairs had stated that he was prepared to negotiate with the General Workers' Union

These reports are definitely incorrect

"He made it quite clear from the outset that he would only negotiate with his own personnel or their recognised representatives, namely the SAR Staff Association and not with any outsiders"

The Sats statement comes after a report on Tuesday which quoted Mr Schoeman as saying in an interview that he would be prepared to investigate the dispute between Sats and the General Workers' Union (GWU) if the union contacted him

The report did not state that Mr Schoeman indicated he would be willing to negotiate with the GWU. The Minister made no mention of negotiation with any party and nor did the report.

In the interview Mr Schoeman said "I have discussed (the dispute) with officials of the Railways and it seems they are going to solve it



MR SCHOEMAN

themselves"
Mr. Schoeman was not available for comment yesterday — DDC

Refusal of talks with GWU seen as insult

26/8/82

E. Post

By SANDRA SMITH

THE South African Transport Services' (SATS) refusal to hold talks with representatives of Port Elizabeth dockworkers is considered an insult to major employers in the country who have urged the SATS to behave in a "reasonable and mature fashion"

This was said in a statement by the General Workers Union (GWU), which represents about 1 000 dockers in Port Elizabeth, and has tried to meet SATS representatives for about 10 months

The statement comes after a denial by the Minister of Transport Affairs, Mr H Schoeman, yesterday that he had said he would be prepared to investigate the dispute if approached by GWU

The GWU statement said, the important issue was not the Minister's "apparent about-face" but the SATS's continued refusal to talk with an independent union

A confrontation was now likely because of the employers' "obstinate refusal" to discuss the establish-

ment of a structure through which the workers could channel grievances

The attempt by SATS to "turn back the clock of time" on labour reform would lead to a confrontation which would shatter three years of labour peace in the country's harbours, the statement said

The SATS' attitude exhibited "a scandalous disregard for the economic and political stability of the country's most depressed and volatile region"

It would discredit the efforts of "all those seeking negotiation rather than confrontation as a solution to this country's problems"

"The Minister said we are outsiders. We are certainly outside of SATS' control, but we are representative of SATS dockers in Port Elizabeth and East London," the statement said

Like all other workers, the SATS dockers had grievances which they wanted to discuss with their employers

SATS's refusal "flies in the face of Government labour policy", it added

grave error in the development of a multimillion-dollar and business and leisure the showground

hard-hitting Mr Van der Merwe that never in the history of the council councillors been with so much reports running of pages had been sent to coun-

not believe it is tant upon the to decide if a venture by a entrepreneur is or unfeasible I fully opposed to the scheme" he said

BUSINESS
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objectors were it would be at each had a interest

council voted by to nine to inform ance of its objec- the scheme

developers have to the Province erred the

ince to appoint the consultants responsible for the design of the pool to investigate its present problems and if necessary to relocate the outlets

Councillors criticising the appointment of the same consultants said it was unfair that taxpayers would have to foot the bill to get the pool altered when the consultants had been responsible for the design of the pool

"UNJUSTIFIED"

Dr F Sonnenberg said the design of the pool was not satisfactory and it was not justifiable to expect taxpayers to foot the bill to have it put right

"Surely we should have made absolutely sure these faults would not occur before we built the pool," said Mr Solm Yach.

Defending the expenditure of R70 000 on immediate improvements to the Muizenberg Pavilion the chairman of the council's amenities and health committee, Mr Emil Riese, said nobody would have believed just how successful and popular the pavilion would become and it was now necessary to spend more money to cope with the crowds

'End of docks labour peace'

ARGUS 27/8/82

Labour Reporter

THE attempt by the South African Transport Services (SATS) to turn back the clock on labour reform would lead to a confrontation and shatter three years of labour peace on the country's docks Mr David Lewis, general secretary of the General Workers' Union, said last night

Reacting to the statement released yesterday by SATS on behalf of the Minister of Transport Affairs, Mr H Schoeman, Mr Lewis said SATS's attitude "exhibited a scant disregard for the economic and political stability of the country's most depressed and volatile region"

Mr Leon Els, public relations officer of SATS, said yesterday that the Minister would not discuss the dispute in the Port Elizabeth and East London docks between SATS and 1 000 railway workers, despite an urgent appeal by the GWU for him to intervene

CONTROL

Mr Lewis said "SATS have said they will not deal with outsiders We are certainly outside of SATS control, but we are representative of SATS dockers in Port Elizabeth and East London and it is on the instructions of these SATS employees that we have requested discussions with management"

Like all other workers, the dockers had grievances which they wanted to discuss with their employer, he added.

He warned that a confrontation was likely because of SATS's "obstinate refusal" to discuss the establishment of a structure through which workers could channel their grievances

The workers would no longer accept a refusal to talk, he said.

"SATS's attitude will discredit all those who seek negotiation rather than confrontation as a solution to this country's problems," Mr Lewis said

Consumer Reporter

Chicken price cut

A SUPERMARKET chain has cut the price of frozen chicken to R1,28 a kg until the end of this month

This is the latest shot in a chicken price war which started a month ago and which may now be nearing its end

Yesterday Pick 'n Pay cut the price of frozen

chicken by 9 c from R1,38 a kg to R1,29

Now Grand Bazaars has retaliated by cutting its price by 10 c to R1,28 a kg

"We are selling at a loss, but we cannot let Pick 'n Pay get away with this We will hold our price down as long as

they do" an executive promised

Both firms are selling fresh chicken at R1,49 a kg Four weeks ago fresh chicken was R1,79 a kg and frozen R1,69 in most supermarkets

Producers claim that they are selling at a loss, and say the price must go up soon.

Reinstate 1500' — UWC

Association of University of the Cape has called unconditional reinstatement of 1500 of Fort Hare and a lecturer after a boycott recently.

Today class boycotted believed to have been backed by power in hostels which preparation for

CONTRACT

Suspension of a in Land Survey- Jonathan Jack- followed a Press he made criti- university ac- gely in contra- his contract.

In a statement yesterday, the association said it seriously questioned "the university authorities' handling of the student crisis, the involvement of the Ciskeian police in internal university matters and the suspension of a colleague for expressing concern over student affairs

GRIEVANCES

"Furthermore the suspension of meetings of the Black Staff Association can be regarded as a serious infringement of academic freedom," the statement read

"We feel students have a legitimate right to express their grievances with respect to campus

affairs and the denial of healthy negotiation between students and administration appears to be a serious catalyst for confrontation"

The association called for the "immediate and unconditional" reinstatement of Mr Jackson and all the students and for the "normalisation of all student and academic activity" at the university.

The public relations officer of the University of Fort Hare, Mr Norman Holliday, said yesterday the university could not discuss the status of Mr Jackson until the Ciskei Supreme Court had heard an application from four students to have their

dismissal declared invalid

"BRUTAL"

Mr Holliday admitted the case had no connection with an internal decision by the university, but still declined to comment

A statement by the Fort Hare Support Committee formed by students at UWC pledged support and said the students had "taken note of the brutal manner in which the Fort Hare authorities, in collaboration with the Ciskei police, have handled genuine student grievances."

Fort Hare students in Cape Town will hold a meeting in Guguletu tonight to discuss the formation of a parents-students committee to handle the issue

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VILLE mother to be paid R20 to a stable to be al- into Table Bay was found guilty by the Town magis- terday of brib- stelle Dunn, 25, ted guilty.

Woman guilty of bribing policeman

on July 30 she paid a Constable Platjies R20 she had received from a Chinese man

journeered until September 24 Mrs Dunn was released on R50 bail One of the conditions was that she

GREAT NEWS... JURGENS CAN TAKE YOU ANYWHERE

JURGENS MAGNIFICENT B

has been exerted on SATS to reach an accord with the GWU (*Current Affairs*, August 20) The union claims to represent most SATS workers in the Port Elizabeth and East London harbours and is demanding that SATS should grant it a limited form of recognition at these ports Last Monday was the deadline for SATS to reply to a demand to start negotiations with a dockworkers' committee

SATS did not meet this deadline But early in the week there were press reports that Schoeman was willing to investigate the dispute, which is threatening to escalate to a major confrontation

However, the statement issued by SATS said reports that Schoeman was willing to negotiate with the union were incorrect Schoeman would negotiate only with SATS personnel or their recognised representatives — the staff associations — "and not with any outsiders"

"It is interesting that SATS knows of no complaints from its staff regarding salaries or service conditions, and that any strike which may be called for would be for reasons other than the normal," the statement said

By midweek it seemed as if a private sector initiative to resolve the dispute had stalled Some Eastern Cape employers are still hoping that SATS can be persuaded to have informal discussions with GWU leaders, but SATS sources say there is little chance of this happening

Union members say that industrial action remains the only alternative to them if SATS refuses to deal with their union

Powerful unions and union groupings abroad have threatened sympathy action if the dispute develops into an open conflict

FIM 27/8/82
LABOUR MATTERS

Showdown looms

A statement issued on Wednesday by Transport Minister Hendrik Schoeman has dashed hopes that the SA Transport Services (SATS) might try to avoid a showdown with the General Workers' Union (GWU)
Extraordinary private sector pressure

However, some observers claim that SATS may be willing to risk a confrontation now because the action that these bodies might take against SA might not be as severe as was originally feared They believe union leaders in some Western countries might find it difficult to persuade their members, who face declining earnings because of the depressed state of world trade, to refuse to handle goods going to or from SA

torate in Pretoria said the woman, in her thirties, was admitted to the hospital last Sunday and her babies were born the next day

Just after 3am the twins and three other babies were strangled and then their heads were beaten on the floor. A sixth child died last night

The dead babies were Tokozani and her brother Sibiso — twins of three days, and George More-mong, Wilson Hlongwane and Neo Mokua, a girl, — all five days old

The Chief of the Soweto CID, Brigadier J J Viktor, said today the woman was taken to Sterkfontein mental hospital for observation. The police were awaiting a psychiatrist's report

The superintendent at Baragwanath Hospital was not available for comment today and the Public Relations Department at the Hospital said it was still gathering information

A hearing would be held soon to investigate how the woman had got past the night nurses

The South African Nursing Council was also likely to investigate the circumstances of the babies' death and the role of the nurses, according to the sources — Sapa

when he was expelled from the party and claimed at about 1 000 people

Dock workers in PE start a go-slow

By SANDRA SMITH

ABOUT 1 000 Port Elizabeth dock workers started a go-slow today in an effort to force the South African Transport Services (SATS) to hold talks with their union

The General Workers' Union (GWU) has attempted to meet SATS representatives for 10 months to discuss working conditions in the Port Elizabeth and East London docks

SATS has consistently refused to meet the GWU because it will not recognise any body outside of its staff associations, and has said any approaches by employees must be conducted through "correct channels"

The business community has warned of possible national and international repercussions of industrial action by the Port Elizabeth dock workers

A SATS spokesman said today "some workers are

working slower than usual", but that there was "no disruption in the working of the harbour"

SATS was "monitoring the situation carefully", he said

In a statement the GWU said about 750 dockers "expressed their bitter disappointment at SATS management's refusal to respond to their request for a meeting aimed at resolving the current dispute" at a meeting this weekend

The workers felt they had been left with no alternative but to "engage in industrial action"

"However, mindful of the seriousness of this particular dispute and its potential consequences for the stability of the Eastern Cape, the workers have decided to engage initially in limited industrial action"

They were still willing to discuss the issue with their employers at any time, the statement said

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to visit Zimbabwe and Zambia
On the question of a Cuban withdrawal from Angola Dr Kissinger said he understood there would be "no legal linkage between a withdrawal and a solution to the South West African conflict"

"However, a factual relationship is assumed and this means there will have to be a Cuban withdrawal linked to positive developments in Namibia" he said — Sapa

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Mr Nkomo

travelled the 170 km north to Lupane from Bulawayo and told 1000 at a rally to spread the word that the tourists should be released
He said he had ap- pealed to the government to withdraw the army to create an atmosphere conducive for the tour- ists' release

Labour Reporter
MORE than 800 dockers in Port Elizabeth have decided to hold a "go slow from today to try to get the South African Transport Services to open discussions with them"

The workers members of the General Workers Union, have tried unsuccessfully for the past 10 months to negotiate with SATS about establishing a local committee through which to channel workplace grievances
Mr David Lewis general secretary of the GWU said the SATS dockers believed they had been left with no alternative but to engage in industrial action after SATS ignored a deadline to open discussions with them

RELUCTANCE
"They will embark on a go-slow starting today and will meet after a week to reassess the position" Mr Lewis said
"The workers wish to reiterate that it is with extreme reluctance that

Go-slow by PE dockers starts

they have decided to embark on this course of action and that they are still willing to discuss the issue with their employers at any time
A go slow will mean that cargo will take considerably longer to load and discharge than if the workers were working at their normal pace

Nobel death
NEW YORK — A Nobel prize winner for chemistry Dr Stanford Moore was found dead in his flat after apparently committing suicide police said He had an incurable nerve disease — Sapa-Reuter


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OPPORTUNITIES

DEER BUNY-AID

IS TOMORROW

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otha meet

Last night Dr Kissinger met several prominent South Africans at a meeting organized by the US Ambassador in South Africa. It is understood Chief Gatsha Mchalezi attended the meeting.

MOTLANA, TUTU

Among the people Dr Kissinger will meet are prominent Soweto residents Dr B Motlana and Desmond Tutu.

Dr Kissinger will leave South West Africa tomorrow and is also expected

to visit Zimbabwe and Zambia.

On the question of a Cuban withdrawal from Angola Dr Kissinger said he understood there would be no legal linkage between a withdrawal and a solution to the South West African conflict.

“However, a factual relationship is assumed and this means there will have to be a Cuban withdrawal linked to positive developments in Namibia,” he said — Sapa

travelled the 170 km north to Lupane from Bulawayo and told 1 000 at a rally to spread the word that the tourists should be released.

He said he had appealed to the government to withdraw the army to create an atmosphere conducive for the tourists release.

Yesterday Mr Nkomol

in the immediate rich area. Hopes that the hostages were still alive were boosted when a census team in the Lupane-Nkai area was held by 12 armed men who demanded money to buy “for the white people in our company”.

Labour Reporter
MORE than 800 dockers in Port Elizabeth have decided to hold a “go-slow” from today to try to get the South African Transport Services to open discussions with them.

The workers members of the General Workers Union have tried unsuccessfully for the past 10 months to negotiate with SATS about establishing a local committee through which to channel workplace grievances.

Mr David Lewis general secretary of the GWU, said the SATS dockers believed they had been left with no alternative but to engage in industrial action after SATS ignored a deadline to open discussions with them.

RELUCTANCE
“They will embark on a go-slow starting today and will meet after a week to reassess the position,” Mr Lewis said.

“The workers wish to reiterate that it is with extreme reluctance that

Go-slow by PE dockers starts

they have decided to embark on this course of action and that they are still willing to discuss the issue with their employers at any time.

A go-slow will mean that cargo will take considerably longer to load and discharge than if the workers were working at their normal pace.

Nobel death

NEW YORK — A Nobel prize winner for chemistry, Dr Stanford Moore, was found dead in his flat after apparently committing suicide, police said. He had an incurable nerve disease — Sapa-Reuter.

AUCTION SALES

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TUESDAY 31
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92 REGENT -

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OPERATIONS TO BEER BUY-AI INS TOMMORRO

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Hardline SATS faces 'go-slow' by dockers

31/8/82

By STEVEN FRIEDMAN
Labour Correspondent

PORT Elizabeth docks teetered on the brink of labour confrontation yesterday as about 1 000 SA Transport Services (SATS) dockers began a go-slow to protest at SATS' refusal to recognise the General Workers' Union

The GWU has been trying to talk to SATS about union recognition for 11 months — and a confrontation will have serious local and international repercussions. The dispute has evoked unprecedented concern among East Cape businessmen.

A worker meeting called at the weekend — to discuss the Port Elizabeth port manager's failure to answer a letter signed by 600 dockers asking for union recognition talks — decided not to opt for immediate strike action but

rather for "limited industrial action" a go-slow.

The GWU said workers would review the situation next weekend — workers were "mindful of the seriousness of the dispute for the entire East Cape region".

If there is no progress, a strike seems certain — although the GWU is still prepared to talk to SATS.

A SATS spokesman said yesterday "one or two workers' were working more slowly but harbour operations had not been affected, and SATS was monitoring the situation closely".

Meanwhile, Eastern Cape businessmen fear a strike would seriously affect the region's economy. All their attempts to mediate so far have been unsuccessful.

The GWU statement said workers had expressed their

"bitter disappointment" at SATS' refusal to respond to their calls for a meeting to hammer out a solution to the dispute. Workers felt they had no alternative but to engage in industrial action.

"However, mindful of the seriousness of their particular dispute and its potential consequences for the stability of the Eastern Cape, the workers have decided to engage initially in limited industrial action.

"We wish to reiterate that workers have embarked on this course with extreme reluctance and are ready to talk to their employer at any time," the GWU statement said.

This is the second time SATS dockers in the ports have embarked on a go-slow. They did so previously in a dispute over bonuses, which was resolved.

Few supporting PE docks go-slow — PRO

AKGAS
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Labour Reporter

THERE was no effect on work in Port Elizabeth docks yesterday after a go-slow was declared by South African Transport Services dockers, said SATS public relations officer Mr Leon Els today.

Only a few workers were supporting the go-slow, he claimed

"There is absolutely no disruption in PE harbour. Only about 20 workers are working at a slower rate," said Mr Els

However, Mr David Lewis, secretary of the General Workers' Union, said the SATS statement was "stupid and downright misleading to industrialists and the general public, who could be seriously affected by the escalation of this dispute"

"SATS have known for months that our membership figures stand at close on 900. It is not true that only 20 workers are supporting the go-slow

"SATS are guilty of severely misleading the public by perpetuating the myth that the go-slow is not strongly supported"

PAMPHLETS

In the past two months more than 840 workers have signed letters to the port manager asking him to open discussions with them and complaining about alleged police harassment. All said they were members of the GWU

Anonymous pamphlets were distributed at the docks yesterday. They were said to have come from "old dockworkers" and claimed that the GWU and Mr Lewis were provoking a strike

The union was also disturbed at the "extraordinary police presence" in the harbour yesterday, he added

152 143 270 C. Times

Dockers begin go-slow at PE

Labour Reporter 31/8/82

THE General Workers' Union (GWU)-SA Transport Services (SATS) recognition dispute entered a new phase yesterday as Port Elizabeth dockers began a week-long go-slow

A decision to take limited industrial action was made on Saturday when the dockers — all members of the GWU — expressed their "bitter disappointment" at SATS's refusal to meet their committee in an attempt to resolve the dispute

A SATS spokesman said there was no major disruption of the port yesterday and "only a few people" were involved

A GWU spokesman said, however, that the go-slow was being supported by nearly all SATS workers at the docks "There is no major disruption because that's not what the workers want — if they had wanted that, they would have gone on a full-on strike

"If this wide support is not treated with due seriousness, they (SATS) might well be faced with a major disruption"

The GWU was, however, perturbed at the "extraordinary" police presence at the docks

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PE docks tense as the go-slow enters day three

By STEVEN FRIEDMAN
Labour Correspondent

LABOUR relations at Port Elizabeth docks were reported "extremely tense" yesterday as a dockers' go-slow in support of union recognition demands entered its second day and unionists reported widespread worker support for the action.

According to General Workers' Union (GWU) sources, today will be a "critical" test for wharfside labour relations as general cargo vessels are expected in the harbour and the effect of the go-slow will be felt for the first time.

There has been little general cargo in the ports over the past few days.

But a spokesman for SA Transport Services (SATS), which employs the dockers, said yesterday that, despite go-slow action by "a few" workers, the port was "calm" and there had been no effect on harbour operations.

In another development yesterday, the GWU received a telegram from the Minister of Transport, Mr Hendrik Schoeman, refusing its request for a meeting on the dispute and claiming that recognising the union would lead to "labour unrest".

The go-slow is the latest development in a 10-month union recognition row between GWU members and

SATS. There are fears the dispute could escalate into a full confrontation between dockers and the Railways.

Yesterday, a GWU spokesman said the go-slow was proving "extremely effective". But it had had little impact at this stage because there had not been much cargo in the port.

"Tomorrow could be crucial. General cargo vessels are expected in the ports and the worker action will make itself felt for the first time. The situation is extremely tense," he said.

An SATS spokesman said he was not sure whether general cargo vessels were expected today.

He said "a few workers" were taking part in the go-slow and added "The situation is calm and under control." SATS was not planning any action on the go-slow at this stage, but was "watching developments", he said.

In his message to the GWU, Mr Schoeman said he was satisfied that "there is no evidence of complaints regarding salaries and general service conditions" and workers had "recognised channels of communication and negotiation to air possible grievances".

He advised the GWU to contact the Federal Consultative Council of Railways and Harbours Staff Associations.

Railmen accused of increasing racial tensions

Post Reporter

THE General Workers Union (GWU) today accused the Federation of South African Railways Staff Associations of increasing racial tensions in the Railways by allowing themselves to be used as a "smokescreen" by the employers

The Federation of Staff Associations yesterday told the GWU they could not allow the South African Transport Services to deal with any outside unions

The GWU has for 10 months attempted to hold talks with SATS on behalf of its members in the Port Elizabeth and East London docks

Yesterday the Minister of Transport Affairs, Mr H Schoeman, informed the GWU by telex that negotiations between SATS and the GWU would lead to the breaking up of the existing labour negotiating struc-

ture and "labour unrest"

On Monday about 900 Port Elizabeth dockers started a go-slow in protest against SATS' refusal to talk to their representatives.

A GWU spokesman said today SATS was using the staff associations as a "smokescreen"

"This goes to show the nature of the trade unions SATS is prepared to deal with — ones which collaborate with them," he said

A SATS spokesman said today that while it was difficult to pinpoint which workers were involved in the go-slow, "in certain areas we can definitely see that they are, and have identified a number of them"

He said disciplinary action against those involved was a possibility "depending on the circumstances and what effect they are having on the work pattern".

E. Post

1/9/82

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Questions to Minister over fired dockers

270
E Post 2/9/82

By JERRY McCABE

THE dismissal of 400 workers by the South African Transport Services yesterday was raised during a question-and-answer session with the Minister of Manpower, Mr Fanie Botha, at his meeting with Eastern Cape businessmen today

Mr Brian Matthew, executive director of the Midland Chamber of Industries, asked Mr Botha why, when the Government had issued a White Paper accepting certain principles of maximum self-government, these principles were not carried out by Government departments like the SATS

Mr Matthew said a situation had arisen where the private sector was almost being held at ransom by what had happened in the Port Elizabeth harbour

Mr Botha replied that, as far as possible, the various Government departments were all dedicated to the principle of self-government and autonomy

"I am sure if you discussed the problems with the relevant department the matter could be sorted out. That department is

also dedicated to self-government," he said

The Government sometimes had to "look forward when other people neglected to do their duty", Mr Botha said

Another questioner asked Mr Botha to what extent he thought the police should be involved in industrial disputes

The Minister answered that his department never called on the police to solve its problems, and that the police became involved only when those involved in industrial disputes gave them reason to be

Mr Botha was also told that certain unions had difficulty in obtaining official recognition, and was asked what could be done about this

"We do try to expedite the recognition of unions as far as possible. Sometimes we do have a great problem getting the right information from the unions to enable us to recognise them. Sometimes the problem lies with the other side and not with us," Mr Botha replied

"It is to the advantage of all concerned that all unions should be registered"

THE Government — through the Unemployment Insurance Fund — is to make available R2 million to help motor industry workers in the Port Elizabeth-Uitenhage-East London areas who have been affected by the strike actions of other workers.

Announcing this today, Mr Fanie Botha, the Minister of Manpower, also appealed for the private sector to match the Government's initiative in helping workers who, through no fault of their own, were affected by strike actions.

The move will have major implications for the motor industry, where substantial numbers of workers have been affected at different periods by strike action undertaken by members of other unions.

The scheme announced by Mr Botha involves combating unemployment by finding work for loyal employees who have no earnings during work stoppages.

Mr Botha said the scheme would be applicable only to future instances of losses caused by worker stoppages and would be administered by the Department of Manpower.

"This is an indication of the sincerity of the Government to give assistance out of the Unemployment Insurance Fund, which is administered under their aegis to workers who act responsibly and who lose earnings through no fault of their own," he said.

Mr Botha emphasised that the Government did not stand aloof from the problems of workers caught up through no wish of their own in strike action.

The Government placed

a high premium on that section of the worker force that was stable, loyal and experienced.

Mr Botha suggested employers should seek ways to reward the loyalty of its workers.

Speaking later to assembled businessmen, Mr Botha warned that any businessman who neglected the interests of the responsible and loyal part of his work force was courting disaster and deserved little sympathy.

"No employer can forsake the loyalty of that party of his workforce which acts responsibly and which still respects the rule of law," the Minister said.

The time had come for employers in South Africa to practise the philosophy of self-government in such a way that they retained their self-respect instead of bowing to the dictates of outsiders or militants.

His message to them was to stop hiding behind the Government, to put their own houses in order and face up to their responsibilities.

"Stand by those loyal workers who lose time and income as a result of the actions of others," he said.

Mr Botha also criticised as "irresponsible" companies in the Eastern Cape who responded to industrial unrest by threatening to move their operations elsewhere.

● See Page 4

By BRIAN POTTINGER
Political Correspondent

Help for loyal staff in strikes

2/9/82
E: Post

THURSDAY, SEPTEMBER 2, 1982

Govt pledge on harbour unrest

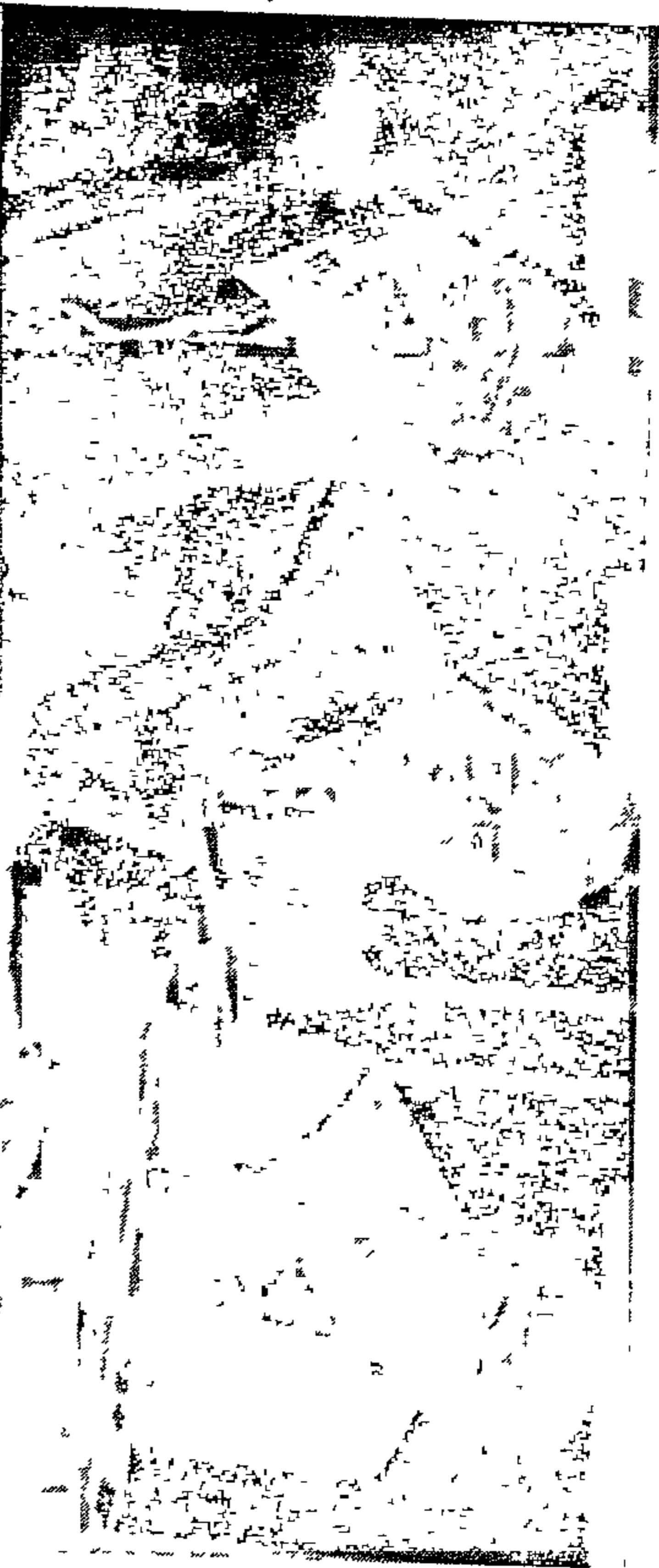
Political Correspondent

THE Minister of Manpower, Mr Fanie Botha, today pledged the Government to work for a "stabilisation" of the dockworkers situation in Port Elizabeth but gave no indication of what steps he personally would take.

Mr Botha told a Press conference that it was not policy to comment on industrial unrest while it was in progress. He confirmed that the Government's broad advice to the private sector was that it should at least keep talking to the unions even if not registered but declined to comment on the SATS's consistent refusal to talk to the GWU.

In answer to a question as to what steps the Government could take to resolve the dockworkers' dispute, he said that it was not a matter for comment through the Press.

Pressed as to whether his department was in fact considering taking action in the dispute, he replied "Draw your own conclusions"



The Minister of Manpower, Mr FANIE BOTHA (left), at a Press conference in Port Elizabeth today. With him are Dr PIET VAN DER MERWE, (right) Director-General of Manpower, and Mr J C GREYLING, PE Divisional Inspector of Manpower.



200 dock workers fired

Times
2/9/82 (270)

All answer books

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| Number of books |
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Surname

First Name(s)

Date

Degree/Diploma you are registered for

Subject (to be copied)

Paper No (to be copied)

Own Correspondent

PORT ELIZABETH — At least 200 General Workers' Union (GWU) members, employed as dockers in the Port Elizabeth harbour, were fired by the SA Transport Services yesterday.

On Monday the dockers had begun a go-slow to gain the right to be represented by the GWU.

The GWU said 900 workers had been fired, but a SATS spokesman said only 200 workers were dismissed — 80 in the morning and 120 in the afternoon.

The SATS spokesman said dismissed workers would have to vacate the railways hostel immediately and would "be returned to their home addresses as soon as they have collected their belongings". Contract workers would be returned to Transkei and Ciskei.

Police vehicles escorted the workers, in buses, from the harbour in two police convoys. The morning-shift workers said they were dropped in Kwazakele and the afternoon shift in Veeplaas. They denied a SATS statement that they had been dropped at the hostel in New Brighton.

According to the SATS spokesman, the workers conducting a go-slow had been "asked to return to their normal pattern of work". Workers in the pre-cooling shed "refused" and continued their go-slow yesterday morning.

Eighty workers were fired with immediate effect because they failed to obey lawful instructions and in the afternoon, 120 were fired for refusing to resume their "normal duties".

It was pointed out that in an earlier interview the spokesman had said no disciplinary action would be taken against the workers "because they were still working and only if they stopped, would they be contravening their contracts".

EVERY CANDIDATE MUST enter in column (1) the number of each question answered (in the order in which it has been answered), leave columns (2) and (3) blank

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NOTE CAREFULLY

- 1 Enter at the top of each page and in column (1) of the block on this cover the number of the question you are answering
- 2 Blue or black ink must be used for written answers. The use of a ball point pen is acceptable. Red or green ink may be used only for underlining, emphasis or for diagrams, for which pencil may also be used
- 3 Names must be printed on each separate sheet (e.g. graph paper) where sheets additional to examination book(s) are used
- 4 Do not write in the left hand margin

WARNING

- 1 No books, notes, pieces of paper or other material may be brought into the examination room unless candidates are so instructed
- 2 Candidates are not to communicate with other candidates or with any person except the invigilator
- 3 No part of an answer book is to be torn out
- 4 All answer books must be handed to the commissioner or to an invigilator before leaving the examination

Any dishonesty will render the candidate liable to disqualification and to possible exclusion from the University

400 PE dockworkers fired after 'refusing to work normally'

By SANDRA SMITH

A TOTAL of 400 Port Elizabeth dockworkers were dismissed yesterday, according to a spokesman for the South African Transport Services (SATS), and today 20 stevedores staged a three-hour work stoppage

The spokesman said the 400 workers, out of a workforce of about 1 100 dockers, were fired after refusing to "work normally"

A spokesman for the General Workers Union, however, said workers were under the impression that all GWU members who were involved in the go-slow — about 900 workers — had been dismissed

GWU members started a go-slow on Monday in a bid to force SATS to hold talks with the union on working conditions

For more than 10 months the GWU has attempted to meet SATS representatives who have said they cannot deal with any worker representative body outside of Railway Staff Associations

Yesterday, several workers on the morning and afternoon shifts were dismissed and, watched by members of the Reaction Squad in camouflage uniform, put in buses and police vehicles and taken to the black residential areas under police escort

A SATS spokesman said the workers were given an ultimatum to work normally

or be fired

He said those who lived at the hostel in New Brighton had been taken there and others had been dropped at central points

He said they would be paid all money owed to them tomorrow at pay points outside the harbour and those who were migrant workers would be returned by train or bus to Ciskei or Transkei

"I want to emphasise that there is no question of the workers being arrested when they collect their money," he said

A spokesman for SA Stevedores Ltd said today the total workforce of 32 had downed tools in a demand that the company intervene in the dispute

After talks between officials and members of the stevedores committee the workers resumed work at about 9am The stevedore committee then held talks with SA Stevedores representatives

The executive director of the Midland Chamber of Industries, Mr Brian Matthew, said it was impossible to make any sensible comment on the situation as there was such a discrepancy in the information being provided by the two parties

The secretary of the Port Elizabeth Chamber of Commerce, Mr A J Gilson, expressed grave concern about the situation and said the chamber was in contact with SATS

EVERY CANDIDATE MUST enter in column (1) the number of each question answered (in the order in which it has been answered); leave columns (2) and (3) blank

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Paper No
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NOTE CAREFULLY

- The answers only on the right hand pages will be marked The left hand pages may be used for rough work, but no credit will be given for such work
- Enter at the top of each page and in column (1) of the block on this cover the number of the question you are answering
- Blue or black ink must be used for written answers The use of a ball point pen is acceptable Red or green ink may be used only for underlining, emphasis or for diagrams, for which pencil may also be used.
- Names must be printed on each separate sheet (e.g. graph paper) where sheets additional to examination book(s) are used

WARNING

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- Candidates are not to communicate with other candidates or with any person except the invigilator.
- No part of an answer book is to be torn out
- All answer books must be handed to the commissioner or to an invigilator before leaving the examination.

Any dishonesty will render the candidate liable to disqualification and to possible exclusion from the University

Dockers in PE sacked, then bused out of city

By STEVEN FRIEDMAN

HUNDREDS of dock workers employed by SA Transport Services at docks in Port Elizabeth were yesterday fired, bused out of the harbour by Railways Police in camouflage uniforms and deposited in black townships outside the city after refusing to abandon a go-slow, eye-witnesses reported yesterday.

The eye-witnesses said all 900 workers had been bused out, but a SATS spokesman claimed that only 200 had been fired.

The workers, the vast majority of who are members of the unregistered General Workers' Union, had been on a go-slow since Monday in protest against SATS's 11-months-long refusal to talk to the union.

Yesterday GWU general secretary Mr David Lewis described the sackings and removal of the workers as "sheer barbarism".

He said they came only days before a high-ranking delegation from the United States union federation, the AFL-CIO, was due to arrive in South Africa and urged the delegation to refuse to meet Government representatives.

Union sources in PE said yesterday stevedores in the harbour employed by private companies were meeting their employers to discuss the situation.

The dockers had embarked on a go-slow in reaction to the port manager's failure to respond to a letter signed by 600 workers asking for a meeting.

A SATS spokesman said yesterday about 80 morning shift workers in the pre-cooling sheds had been asked to abandon the go-slow but had refused. They had then been fired for "repudiating an instruction", he said.

Another group of about 120 on the afternoon shift had also been fired and both groups had been transported to their hostels to collect their belongings. "They have been told to leave the hostels immediately," he added.

The attention of labour observers in the Eastern Cape is now likely to move to the stevedores who may take action in support of the dockers.

● Botha's warning
— See Page 3

FM 3/9/82
DOCK WORKERS' DISPUTE
Reaching crisis point

270
Increasing conflict between the SA Transport Services (SATS) and the General Workers Union (GWU) in Port Elizabeth docks came to a head this week. Developments were not clear as the FM went to press, but were certain to exacerbate the serious labour problems in the eastern Cape — and could have international repercussions.

According to a statement by SATS on Wednesday, the employer body had terminated the services of 80 dock workers. This came in the wake of a three-day go-slow by

a disputed number of workers.

According to SATS spokesman Leon Els "After repeated requests to work normally, the workers refused to work in accordance with the terms of their contract, so their services have been terminated with immediate effect."

He added "We're keeping a tight monitor on the situation. There is still no disruption of the harbour. Out of 1 000 workers, only 80 have been paid off."

However, the GWU's David Lewis gave a different interpretation "Several hundred workers were involved. The entire morning shift of nearly 450 workers were instructed to stop working by the port manager. When they did so, they were herded into police vans and taken to the townships."

This cannot be good news for private sector concerns which have called for the swift resolution of the conflict. And, this week, the International Transport Federation (ITF) again cabled Transport Minister Hendrik Schoeman and Minister of Manpower Fanie Botha outlining their support for the GWU go-slow. If the situation worsens, ITF support for the workers is virtually certain.

Lewis said "We have no idea of the ITF's intentions and little idea of the support the ITF might organise. However, the political implications of an international union becoming directly involved in SA labour mat-

ters are very significant. It will set a precedent and undermine the credibility of the government's labour reforms."

Brian Mathews, executive director of the Midlands Chamber of Industries, told the FM "The regional economy could be seriously affected, so we're still trying to avert strike action. We're exploring a few options and until these are all explored, we're hopeful it won't reach a critical stage."

"Industry is bringing goods through the port and we'd like this to continue without any hassles. We don't want supply lines disrupted, particularly as 60% of the regional economy is dependent on the motor car industry. If SATS can't supply the industry with components, this is obviously dependent on how effective GWU action is and how replaceable the workers are."

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Dockers won't be replaced

(270)
G. Post 2/9/67

Post Reporter

BECAUSE of the general slowing down in cargo being handled in the harbours, South African Transport Services (SATS) would not replace 400 Port Elizabeth dockworkers fired after a go-slow this week, the SATS public relations officer, Mr Leon Els, said today

Mr Els said the remaining 900 or so Port Elizabeth dockworkers were sufficient to handle the present traffic

There had been a marked decline in traffic at South African harbours during the past five months

Mr Els linked the decline in traffic and the decrease in exports to the slump in the economy. Even Richards Bay had seen a decrease in coal exports

4



Dock labour dispute comes into the open

W&A 270 14/82
E. Times 3/9/82

All answers

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By PHILLIP VAN NIEKERK
Labour Reporter

ONE of South Africa's most significant labour disputes broke into the open this week when the S A Transport Services (Sats) fired hundreds of workers at the Port Elizabeth docks and gave them their tickets back to the homelands

The dockers had embarked on a go-slow demanding that Sats speak to their union committee. The dispute has been brewing for almost a year and has international as well as national consequences.

At stake is a fundamental tenet of the government's new labour dispensation, the principle of freedom of association.

The majority of Sats workers at the PE and East London docks want to be represented by the unregistered General Workers Union (GWU) — the trade union of their own choice.

Pressure

Speaking in Port Elizabeth yesterday, the Minister of Manpower, Mr Fanie Botha, urged employers to talk to all representative trade unions — registered and unregistered. And top industrialists have publicly called on Sats to meet with the GWU.

On the other hand, Mr Hendrik Schoeman, the Minister of Transport Affairs, has adamantly refused to deal with an "outside" union. Sats, the country's largest single employer with a staff of about 240 000, already deals with 11 in-house staff associations.

The staff associations have themselves called on Mr Schoeman to reject the GWU's advances and Mr Jimmy Zurich, head of the Artisan Staff Association, has said that if Sats recognizes the GWU they will "lodge a strong protest" with the minister.

Newest association

The newest of these associations is the Black Staff Association (BSA), which after a year and a half of existence claims to

have more than 50 000 members and is recognized by Sats as the sole representative of black railway workers.

The GWU has rejected the BSA as "Sats's black personnel department dressed up and registered as a trade union" and stressed that in the present climate of black worker unionization the need is for "independent" trade unions.

The whole dispute has been watched with interest internationally, not least because Sats is a quasi-state corporation and its reaction to black trade unions is an important test of the government's sincerity in implementing the new labour reforms.

Bald statement

If Sats were to recognize the GWU, even on a limited basis, it would open up one of the country's most crucial industries to unionization by the new generation of black unions. But Sats is not even prepared to talk to the GWU and their dismissal of the dockers is a bald statement of how they see the dispute.

The GWU, however, represents the vast majority of South African stevedores at Cape Town, Durban, East London and PE. Solidarity with railway dockers could spread the dispute into other ports.

ITF support

And the International Transport Workers Federation (ITF) which represents 10-million workers in the non-communist world, has pledged support to the GWU. Mr Harold Dunning, the European representative of the ITF, said in Cape Town recently that international transport workers — who are keenly aware of the dispute — would be prepared to "black" (refuse to handle) South African cargo.

"We are not adopting a threatening or hostile attitude," he said. "We want the workers to be represented by a trade union of their choice and we want to see workers and management talking in a civilized manner."

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EVERY CANDIDATE MUST enter in column (1) the number of each question answered (in the order in which it has been answered), leave columns (2) and (3) blank

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WARNING

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World body hits at firing of dockers

270
3/9/82

Post Reporter

THE International Transport Workers' Federation (ITF) has condemned the sacking of 400 Port Elizabeth dock workers in telexes to the Minister of Manpower, Mr Fanie Botha, and the Minister of Transport Affairs, Mr H Schoeman

The workers were dismissed on Wednesday after a go-slow in an effort to force the South African Transport Services (SATS) to hold talks with the General Workers Union (GWU).

SATS' action would solve nothing and could only escalate the present dispute, the ITF's general secretary, Mr Harold Lewis, said

The GWU was affiliated to the ITF and had its full support

Mr Lewis had tried for months to discuss the "recognition problem" with the Director-General of SATS, Dr Kobus Loubser, "in an effort to avert the very situation which has now arisen"

The GWU was ready at any time to discuss industrial relations structures with SATS management with no preconditions, Mr Lewis said

SATS' "adamant refusal" to deal with GWU at all had left union members with no room to manoeuvre and it was inevitable that they felt forced into action to press their case

"The situation is now almost, but still not completely, irretrievable

"I must therefore once more urge your prompt personal intervention to defuse the situation by the re-instatement of those dismissed and the opening of dialogue with the union," Mr Lewis said

The ITF's transport unions around the world were closely following developments

Provocation by police, claim city dockers

w/5 ARGUS 4/9/82

Labour Reporter

~~145/11/15~~

270

Cape Town stevedores have accused the Railways Police of provoking conflict in Cape Town docks and so spreading the dispute in Port Elizabeth harbour

The stevedores, who belong to the same union as the 400 dismissed South African Transport Services dockers in Port Elizabeth — the General Workers' Union — say that yesterday they were questioned by the police about a general meeting they plan to hold today

About 900 SATS dockers in Port Elizabeth stopped work on Wednesday after SATS dismissed 400 workers

The GWU stevedores committee in Cape Town met its management yesterday to express concern about the situation in Port Elizabeth harbour

The committee plans to hold a meeting to report back to the workers today

SATS could not be contacted for comment

(270) ~~450~~ ~~450~~
**Fired
workers
won't be
replaced**
4/19/82

PORT ELIZABETH — Because of the drop in cargo being handled in the country's ports, the 400 dockworkers fired here after a go-slow this week would not be replaced, a spokesman for the South African Transport Services said yesterday

The remaining 900 men were sufficient at present, the spokesman said

The decline in traffic was due to decreased exports

The International Transport Workers' Federation has condemned the sackings in telex messages to the Minister of Manpower, Mr Fanie Botha, and the Minister of Transport Affairs, Mr H Schoeman

SATS' action would solve nothing and only aggravate the dispute, the federation's general secretary, Mr Harold Lewis, said

The general workers' union was affiliated to the federation and had its full support, he said
— SAPA

Sacked dockers ponder action

Labour Correspondent
A CRUCIAL joint meeting of stevedores and fired SA Transport Services dock workers at Port Elizabeth harbour today will decide how workers will react to SATS' decision to sack hundreds of dockers this week.

At the meeting, stevedores will decide whether to act in support of the fired dock workers next week. The stevedores and the dockers belong to the General Workers' Union.

Meanwhile, all the fired workers yesterday chose not to collect from SATS their termination pay and "homelands" rail warrants back to the "homelands".

A GWU spokesman said yesterday this was because the workers were prepared to acknowledge neither their firing nor that they should return to the "homelands".

The 400 sacked workers would not be replaced, a SATS spokesman said yesterday, adding that the harbour was operating normally.

He confirmed that no pay had been collected, but said SATS was adamant the workers were no longer employed. They could collect their pay "when they choose to".

He said all fired dockers had now vacated their SATS hostel rooms, but because they were apparently not leaving Port Elizabeth, they were now "illegally in the area".

But this, the spokesman said, was a matter for the police and the local black administration board, not SATS.

A GWU spokesman warned yesterday that there could be "serious consequences" if police stepped in.

He said today's meeting of dockers and stevedores would be "crucial".

The union has put to the workers several options for action. At the meeting, they and the stevedores will decide what action to take," he said.

Meanwhile, the powerful International Transport Workers' Federation, which has warned of possible sympathy action in support of the fired men, has told the Ministers of Manpower and Transport Affairs that the situation is "almost, but not completely, irretrievable".

Its general secretary, Mr Harold Lewis, said the GWU belonged to the federation and had its full support.

Mr Lewis said he had tried for months to discuss the demands for recognition of the GWU with SATS "to avert the very situation which has now arisen".

Fears that dispute may spread

4/9/82 E-Post 270

Weekend Post Reporter

FEARS have been expressed that the dispute between the General Workers Union (GWU) and the South African Transport Services (SATS) in Port Elizabeth could spread to other ports in the country, crippling imports and exports

The business community has warned of possible national and international repercussions, particularly in view of the support for the dockers expressed by the International Transport Workers Union (ITF)

The deadlock between the GWU and SATS continued this weekend as dockworker and stevedore members of the GWU met to discuss the sacking of several hundred GWU dockworkers this week

For 10 months the SATS has refused to talk to representatives of the GWU despite approaches from industrialists, politicians and trade unions, nationally and internationally

The SATS says it will deal only with its in-house staff associations, with whom it has a closed shop agreement

On Monday about 800 GWU members out of a total black labour force of 1100 at Port Elizabeth's harbour started a go-slow in an effort to force their employer, the SATS, to hold talks with the union

This blank refusal by the SATS to talk to the union is in direct contrast to a recommendation made this week by the Minister of Manpower, Mr Fanie Botha, to employers to talk to unions — even those which are unregistered

On Wednesday SATS dis-

missed 400 Port Elizabeth dockworkers, who were loaded on to buses and police vehicles in the harbour and taken to the black residential areas under police escort

A spokesman for the GWU said workers were under the impression that all the union's members who were involved in the go-slow — about 800 — had been fired

A SATS spokesman said the workers had been given an ultimatum to work normally or be fired

On Thursday the harbour was unnaturally quiet. Only two ships were being unloaded. Few black workers were seen and reports were received of white SATS staff doing the work of the dockers

The harbour entrances were manned by Railway Police, some in camouflage, who had been instructed to watch out for "unlawful entry" by the dismissed workers

On Thursday 32 stevedores employed by the SA Stevedores Ltd downed tools in a demand that the company intervene in the dispute. After talks between officials and members of the stevedores' committee, the workers resumed work

A SATS spokesman said workers would be paid all money owing to them on Friday at pay points outside the harbour and those who were migrant workers would be returned by train or bus to Ciskei or Transkei. But not one worker collected severance pay.

The workers are awaiting the outcome of today's meeting.

father-in-law refused to name the child

daughter back," said the prospective father-in-law

Miss De Palma returns to Italy in October

woman in rural Lesotho

Stevedores support sacked workers

By SANDRA SMITH
THE Port Elizabeth stevedore workers' committee met with SA Stevedores Ltd today to discuss the sacking of several hundred dockworkers last week

belonging to the GWU started a go-slow in an effort to force the South African Transport Services to hold talks with the union

about 1 000 SATS employees and stevedores, the stevedores committed themselves to "concrete support for the SATS workers", and said they would convey the details of their decision to their employers today

ment said
"Moreover, SATS's action in using police to drive the workers off the harbour and the brutal expulsion of these workers from their accommodation, has generated considerable anger in the black community and among the affiliates of the International Transport Workers Federation (ITF)

Manpower. Mr Fanie Botha, and leading industrialists, use their good offices to bring SATS and the union together to avoid a further escalation of this dispute

The meeting followed a decision at the weekend by stevedores who are members of the General Workers Union (GWU), to give "concrete support" to the dockworkers

Later in the day all the stevedores on duty in the harbour — 32 men — downed tools, demanding that SA Stevedores Ltd intervene in the GWU-SATS dispute

At the meeting it was resolved that SATS workers would not return to work "unless all the workers are reinstated and SATS commits itself to dialogue with worker representatives"

"We re-iterate our preparedness to talk, and re-emphasise the profound political and economic implications of this confrontation

At a meeting of Cape Town stevedores on Saturday it was decided to closely monitor the situation in Port Elizabeth and hold another meeting at the weekend to discuss the issue

There are 263 stevedores in the harbour, most of whom are GWU members

At a weekend meeting of dockworkers

GWU has alleged that several Cape Town stevedores were questioned by Railway Police last week

"It is vital the Minister of

Crime Reporter

DURBAN — A Natal company is selling a cheap one-man "push plough" — said to be capable of saving South African farmers hours of backbreaking work — which

New push for tilling from R55 plough

By MIKE CADMAN



A PORT ELIZABETH man was shot in the head while showing his family how a

Third roulette victim to die in PE

gestions. He fled when she screamed

Mrs D Knox, of Durban, a Mrs Yadeni, no address given, a Miss Pava, no initial or address given and Mrs M Louwin, no address given

E Wazak and Mrs J Wazak of Austria, Mr G Bender, no address given and Mrs E Bender, Mrs J Chandler, of Kimberley, and Mrs Sheila Black, of England

The other patients still in

Town
The luggage of the injured passengers was brought to the Provincial Hospital today
Six of the passengers

Boost for poor farmers

Logue, of Durban, who fractured her neck and femur, and Mrs R Maguire, of Grahamstown whose right hand was amputated

Dockers won't return to work

Mail Correspondent

DURBAN — Striking Port Elizabeth dockers decided at a meeting this weekend not to return to work today, and stevedores in the city promised them "concrete support"

The General Workers' Union's 11-month recognition dispute with South African Transport Services resulted in a strike last week by hundreds of Port Elizabeth dockers

Port Elizabeth stevedores threatened to strike in sympathy but agreed to hold off until they had met the dockers this weekend

At Saturday's meeting, attended by about 1 000 workers, the dockers resolved not to return to work unless they were all reinstated and until SATS committed themselves to negotiations with workers' representatives

SATS, which last week fired 400 dockers, insists it will deal only with its in-house staff associations and not with any "outsiders"

A statement released by GWU yesterday said that SATS' action in using the police to drive the dockers out of the harbour and the "brutal expulsion" of these workers from their accommodation had "generated considerable anger in the black community and among the affiliates of the International Transport Workers Federation (ITF)"

The ITF, one of the world's largest trade union federations, has made a last-minute plea in a telegram to the Ministers of Manpower and Transport to salvage the deteriorating labour situation in the docks

BY THE GLOBE COMPASS COMPANY - 1912 BULL

(270) (1512) (1619) ROOM 7/9/12

Stevedores in attempt to end harbour deadlock

By STEVEN FRIEDMAN
Labour Correspondent

STEVEDORING employers and workers at Port Elizabeth harbour yesterday agreed to make a concerted last-minute effort to prevent the labour confrontation in the docks escalating into a stevedore's strike

And a high-ranking delegation from the American union federation, the AFL-CIO, which arrived in Johannesburg yesterday, announced it had cancelled a planned meeting with South African Transport Services in protest against its actions

The AFL-CIO men, who originally asked to meet SATS, said they would only meet SATS if the General Workers Union was also allowed to attend the meeting — SATS refused to meet the union — and attacked SATS' actions in the harbour

"We believe in the right of workers to join unions of their choice and we could not meet an employer which has demonstrated it does not share that belief", delegation leader Mr "Chick" Chaikin said yesterday

The decision by stevedoring employers and workers to seek a solution follows one by stevedores at the weekend to support their fellow-members of the General Workers Union who were fired and bused out of the harbour by SATS last week

It is believed that attempts will be made to break the deadlock between SATS and the GWU, and stevedoring employers yesterday appealed to SATS to talk to worker leaders in an attempt to settle the dispute and avert escalation

However, both sides were pessimistic yesterday about

the chances of preventing an escalation and sympathy action by the stevedores seemed likely

Stevedores met their employer, SA Stevedores Limited, yesterday, after taking a decision to back the SATS dockers, thus raising fears of a crippling harbour strike

In a statement, the company said the dock dispute had "regrettably spilled over into stevedoring operations" It had been told by its worker committee that "workers have no option but to stage some form of sympathy action"

It said the industry had experienced harmonious relations through its dealings with the GWU over the past three years "and this in an industry which historically and worldwide has been characterised by industrial strife"

Provoking in docks denied

7/9/82
27 Labour Reporter

THE South African Transport Services (Sats) has denied provoking stevedores at the Cape Town docks following Wednesday's sacking of Sats dockers in Port Elizabeth.

According to a spokesman for the General Workers Union (GWU), a number of stevedores were questioned while working or while going from their checkpoints to work. They all belonged to the GWU, which also represented the dismissed Sats workers in PE.

"The police asked them questions like where they were going to hold their meeting, at what time, and so on. It was obviously to let them know they were being watched after last week's events in Port Elizabeth.

"This kind of action is both irresponsible and provocative and we hope they'll stop it."

The Sats spokesman said it was "futile" to comment on all accusations made by the GWU. "There was questioning, I was in the 'normal run' of the railway police's duties and not intended as provocation."

Dockers' strike may spread to Durban

2/9/82

333 157
270

Labour Reporter

FEARS of the Port Elizabeth dockers' strike spreading to all four of South Africa's major ports increased yesterday when stevedores warned their employers that unless the dispute were quickly resolved they would take sympathy action.

The General Workers' Union, which claims to represent the Port Elizabeth dockers, is also the recognised representative of more than 2 000 stevedores employed in the four major ports by one giant stevedoring company — S A Stevedores Ltd.

An employer source said it was highly likely that if the Port Elizabeth stevedores went on strike on Friday, it would spread to East London, Cape Town and Durban.

Meanwhile, at the port yesterday SATS claimed that the situation had returned to normal. More than 500 dockers returned to work.

But, the GWU rejected this as 'an attempt to understate the seriousness of the dispute' and said at least 700 SATS workers were out.

In a statement released after yesterday's meeting with Port Elizabeth stevedores, S A Stevedores said the dispute between

SATS and its workers had now 'regrettably spilled over into the stevedoring corporation'.

'We have been told by our workers' committee that our workers have no other option but to stage some form of sympathy action,' it said.

It added that the stevedoring employers 'sincerely hope therefore that the SATS will endeavour to resolve this confrontation by communicating with their relevant workers representatives'.

Traffic

Yesterday's statement from the union said. 'The meeting agreed to explore certain avenues in order to prevent an escalation of the dispute'. They will meet again today.

'The relationship between the stevedoring company and the GWU has been responsible for three years of uninterrupted labour peace in the four harbours, but this peace has now been shattered by the SATS,' it said.

It added that traffic in the port was expected to increase dramatically during the week, and white workers and labour recruited from other departments would be insufficient.

Unions slam sats

THE 20 000 strong Food and Canning Workers' Union and African Food and Canning Workers' Union have said they are "appalled" at the action of the South African Transport Services in first refusing to meet with the union representing Sats employees in the Port Elizabeth harbour and later by dismissing hundreds of workers.

Sats was not prepared to grant workers elementary trade union rights and had resolved on a course of confrontation in the Port Elizabeth docks, said a spokesman for the FCWU.

The spokesman said the Sats/General Workers' Union dispute had exposed the shortcomings of the Government's labour relations policy.

It was obvious that

[Handwritten signatures and scribbles]

SATS must talk to union, says ITF

150
270
144
E. Post
7/9/82

By SANDRA SMITH

THE International Transport Workers' Federation (ITF) today told the Director-General of the South African Transport Services (SATS), Dr Kobus Loubser, it was imperative SATS hold talks with the General Workers' Union (GWU) for industrial peace.

The ITF has in a lengthy correspondence over many months with SATS and the Minister of Transport Affairs, Mr H Schoeman, urged that the transport services hold discussions with GWU.

SATS has said it cannot meet GWU representatives or deal with any body outside of its Staff Associations.

In a telex today, the ITF's general secretary, Mr Harold Lewis, said he had referred to the bussing of GWU members out of the harbour last week (400 GWU dockworkers were fired after a go-slow) in a telex as "arrests" because "it was my assumption from the fact that dockworkers were removed from the port by police" that they had been arrested.

He was aware of the law forbidding strikes in the SATS but an application of "the letter of the law" would solve nothing.

The SATS dockers had been seeking acknowledgement of their basic right to be represented by spokesmen of their own choosing but management had not "given an inch".

SATS had instead insisted they rely on the Black Staff Association, in which the dockworkers had absolutely no confidence.

The GWU had repeatedly requested exploratory meetings without preconditions where questions of representation would be discussed "rationally and calmly", but all such requests had been "tersely rejected".

The withdrawal of the dismissals and the opening of dialogue between the union and management was now imperative for industrial peace, Mr Lewis said.

It would be tragic if management sought a short-term solution by "heavy-handed sanctions which would only store up worse trouble in future", he said.

A SATS spokesman said Dr Loubser had not yet received the telex.

Meanwhile, the SA Stevedores Ltd has and will again approach the SATS in an attempt to persuade SATS to communicate with the elected representatives of Port Elizabeth dockworkers.

This was said by a spokesman for SA Stevedores today after the PE stevedore workers' committee of the GWU yesterday told the company that its employees would have no option but to give "sympathy action" to dismissed dockworkers if the dispute was not resolved soon.

The Fosatu affiliated Eastern Province Sweet, Food and Allied Workers Union and Chemical Workers Industrial Union last night passed resolutions supporting the GWU members and condemning SATS's sacking of the dockworkers.

Stevedore support pledge to dockers

AKGUS 7/9/82

Labour Reporter

STEVEDORES in Port Elizabeth have decided that if the dispute between the South African Transport Services and 800 dockers is not resolved soon, "they will be compelled to take action in support of the dockers," a spokesman for the General Workers' Union says

Meanwhile, the South African Stevedores Employers Association (SASEA) has said it hopes SATS will "endeavour to resolve the confrontation by communicating with their relevant worker-elected representatives"

The stevedores' committee met management yesterday to discuss the recognition dispute between the GWU and SATS which has resulted in the dismissal of 400 dockers

The GWU spokesman said it was "with great reluctance" that the stevedores had decided on support action

"The relationship between the stevedoring companies and the GWU has been responsible for three years of uninterrupted labour peace in the four major ports. This peace has now been shattered by SATS in a manner which obliges the stevedores to lend their support"

Captain G J Stockley, chairman of SASEA, said in a statement that the stevedoring industry had experienced a harmonious relationship with its workers through the GWU for three years

Meanwhile, the GWU has denied claims by SATS that the docks are working normally

Mr David Lewis, general secretary, said "We estimate that at least 700 SATS workers are out

Black
union
stands
firmly
behind

SATS

Post Reporter

THE Black Staff Association (BSA) of the Cape Midland region of the SA Transport Services (SATS) stands firmly behind its management in SATS's refusal to hold talks with the rival General Workers Union (GWU)

This emerged yesterday in an interview with the BSA's secretary, Mr J Fonya, and the chairman Mr G Pemba

SATS's refusal to meet with GWU representatives led to the sacking of hundreds of Port Elizabeth dockworkers last week after a go-slow — a move which could prove to have international repercussions

SATS's stand is that it cannot deal with any worker representative body outside of its staff associations, which spokesmen refer to as "our own people"

The BSA represents 277 dockworkers in the harbour, the GWU more than 800

Mr Fonya rejected criticisms that workers found the BSA inadequate as a trade union and that it was merely a "puppet" organisation

In addition he felt SATS dealt adequately with all workers' grievances and said employees who were not members of the BSA also had easy access to officials

"It would not work for other organisations to attempt to represent groups of SATS workers. How would SATS negotiate with so many trade unions?" he said

New law could have

averted PE

dock dispute

Mr Pemba said the BSA could also not accept the International Transport Workers Federation's support for the GWU and its criticisms of the BSA

●The employers of more than 200 Port Elizabeth stevedores, SA Stevedores Ltd, have warned that their employees could embark on a sympathy strike with the dockworkers on Friday if the dispute is not resolved

After a meeting with the stevedore workers' committee and GWU officials yesterday, a SA Stevedores spokesman said unless SATS resolved the dispute, "which revolves around their refusal to acknowledge the basic right of workers to associate freely", the stevedores would embark on a sympathy strike

The company would attempt to resolve the issues through the Department of Manpower and senior SATS management, and would meet stevedore representatives again today, the spokesman said

And today another trade union, the National Union of Textile Workers, condemned SATS for refusing to negotiate with the GWU

The union said SATS's attitude "makes a mockery of the new labour dispensation", and was a serious violation of the internationally recognised principle of freedom of association

By JERRY McCABE

THE dockworker crisis in the Port Elizabeth harbour could have been averted had proposed changes to labour laws been passed, according to a Stellenbosch University industrial relations expert

The draft Labour Relations Amendment Bill 1983, recently published in the Government Gazette, makes it possible for unregistered trade unions to apply to the Department of Manpower for the establishment of a conciliation board

Here employees will meet employers to settle industrial disputes

Professor "Blackie" Swart of the Department of Industrial Relations at the University of Stellenbosch, said the proposed amendments could force employers to negotiate with their workers even if they did not want to do so

It would also be a forum for the settlement of disputes in areas where industrial councils had no jurisdiction and where one of the parties was a representative, unregistered trade union or employers' organisation

According to the head of the Department of Industrial Relations at the University of Port Elizabeth, Professor Roux van der Merwe, this could create a forum where the employer was compelled to listen to his employees — even if they belonged to an unregistered trade union

The dispute between dockworkers of the General Workers' Union (GWU) and the South African Transport Services (SATS) has been compounded by SATS refusal to negotiate with the unregistered GWU

About 400 dockers have been fired

"By refusing to talk to the union, SATS are short-circuiting the very principles of labour relations in this country," Prof Van der Merwe said

He predicted a "great deal of trouble" in the South African labour situation in the period prior to the amendments being passed by Parliament

"It is a significant move in the right direction, but it has unfortunately come a bit late," Prof van der Merwe said

Prof Swart said the success of the changes mooted in the labour laws assumed "that the union involved is prepared to make use of this facility"

Although he could only speculate about what action GWU would have taken, he assumed that "in this specific situation they might just have used the machinery available to them"

He said whereas the labour legislation amendments theoretically also applied to SATS, it depended on whether or not they could be classified as a public service body

The public service is exempt from labour legislation

"SATS are more of a State corporation than a State department. They are independent of taxes and have their own income. I would be inclined to put them in line with the private sector," Prof Swart said

SATS were bound to consider the consequences of any action they took

He said it could be expected that dockworker unions in other countries would sympathise with the GWU dockworkers and this could result in an international boycott on unloading South African ships and goods at foreign ports

W. Post
270 8/9/82

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Bid to ~~270~~ defuse ~~154~~ docks ~~148~~ dispute ~~148~~

By STEVEN FRIEDMAN
Labour Correspondent

STEVEDORES in Port Elizabeth harbour plan to strike in sympathy with fired SA Transport Services workers, unless the dispute between SATS and the General Workers Union is settled by Friday, a statement by SA Stevedores Limited, which employs the stevedores, said last night.

The statement also contains the clearest call yet by stevedoring employers for SATS to deal with the GWU, saying the dispute centred around SATS's "refusal to acknowledge the basic right of workers to associate freely".

A sympathy strike could have a serious effect on harbour operations and on the flow of imports into Port Elizabeth, and, as discussions between South Africa's major stevedoring company, SA Stevedores, and union representatives continued yesterday, the company revealed it was talking to both the Department of Manpower and SATS in an attempt to find a solution.

At the weekend stevedores employed by the company decided to actively support their fellow-GWU members, who were fired and bussed out of the harbour last week, after embarking on a go-slow in support of union recognition demands. Since then, talks between the GWU stevedores committee and SA Stevedores have been taking place daily in an attempt to prevent the dispute escalating. The two parties are due to meet again today.

In its statement, SA Stevedores said it had met its worker committee and GWU officials yesterday in an attempt to "avoid the dispute between SATS and their workers spilling over to the stevedoring industry".

"It seems likely that unless the SATS management and their dismissed workers resolve their dispute, which revolves around the refusal to acknowledge the basic right of workers to associate freely, the stevedoring workers will embark on a sympathy strike commencing on Friday. We are attempting through the Department of Manpower and senior SATS management to resolve the issue," the statement said.

The International Transport Workers Federation has urged SATS to hold talks with the GWU.

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Urgent talks on fired dockers

Labour Correspondent

SENIOR officials of SA Stevedores Limited, which employs stevedores in all the major ports, are flying to Pretoria to meet senior Department of Manpower officials today in an attempt to find a solution to the labour dispute in Port Elizabeth harbour.

As a result of this initiative, fired SA Transport Services (SATS) dockers have suggested to stevedores that they delay their planned sympathy strike, which is due to begin tomorrow.

The stevedores will consider the suggestion today.

The threatened stevedores' strike follows last week's firing and bussing out of Port Elizabeth harbour of hundreds of SATS dockers who were on a go-slow. The go-slow was a reaction to SATS' 11-month refusal to talk to the General Workers Union (GWU), to which the fired dockers and the stevedores belong.

Since the firings, SA Stevedores and the GWU have been trying to find a solution to the SATS impasse in an attempt to avert a potentially crippling strike.

The company has backed calls for talks between SATS and the union, saying that the dispute centres around the workers' right to join a union of their choice.

A statement issued by the GWU yesterday said in the light of today's talks between the department and the company, a general meeting of SATS dockers yesterday "recommended to the stevedores that they postpone Friday's sympathy action pending the outcome of (the) talks".

The union said that the recommendation by the dockers that the action be delayed "underlines the GWU's commitment to negotiation".

It said "As long as there is a possibility, however slim, of a negotiated resolution, our members will talk and only when faced with a blanket refusal to talk will they embark on industrial action".

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Labour Reporter

THE management of South African Stevedores Ltd meet senior officials of the Department of Manpower in Pretoria today to discuss the dispute between the South African Transport Services (SATS) and the General Workers' Union in Port Elizabeth harbour

Port Elizabeth stevedores told their management this week they would begin a sympathy strike tomorrow if the dispute between the 800 dockers and SATS management was not resolved

STRIKE

The dockers have been on strike for more than a week after SATS fired 400 workers for taking part in a go-slow

The SATS workers have recommended to the stevedores that they postpone tomorrow's planned strike, pending the outcome of talks with the Department of Manpower

The stevedores will meet today to discuss the recommendation and will give their decision to management

"RESOLUTION"

"As long as there is a possibility, however slim, of a negotiated resolution, our members will talk. It is only when faced with a blanket refusal to talk that they will embark on industrial action," said a spokesman for the General Workers Union

Mr Leon Els, public relations officer for SATS, said he assumed the stevedore management was going to contact SATS management, as well as meeting the Department of Manpower

However, everything at the docks was going "according to plan", he said

ABOUT

Stevedore employers meet Schoeman

Pretoria Bureau
The Minister of Transport, Mr Hendrik Schoeman, this morning held a last-minute conference with the general manager of South African Transport Services, Mr J G Loubser, before meeting employers of Port Elizabeth stevedores who are threatening to strike.

The stevedores have warned they will hold a strike in sympathy with 400 fellow dockworkers dismissed last week by SATS for conducting a go-slow strike

SATS has refused to hold talks with the General Workers Union which represents the stevedores and the sacked dockworkers,

and Mr Schoeman was called on to intervene in the dispute

A GWU spokesman said the stevedore employers had undertaken to meet officials of the Department of Manpower today in an effort to resolve the dispute SA Stevedores management contends that the problem stems from the denial by SATS of the basic right of "freedom of association"

The SATS workers have recommended to the stevedores that they postpone tomorrow's planned strike pending the outcome of today's talks

The GWU spokesman said the recommendation of the SATS workers underlined the union's commitment to negotiation

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5. In the light of the 1979 amendments to the Industrial Conciliation Act, could you please indicate if your union has made any application for extensions in scope. If so,

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| Federation of Salaried Staff Associations of South Africa | |
| Pulp and Paper Industry's Joint Committee | |
| Rand Water Board Unions Joint Committee | |
| South African Council of Mining Unions | |
| South African Federation of Leather Trade Unions | |
| South African Council of Transport Workers | |
| South African Federation of Chemical and Allied Workers Union | |

4. AFFILIATIONS TO INDUSTRIAL FEDERATIONS CONTINUED:

Support
for ~~138~~ ~~138~~
SATS in
harbour
dispute

7/9/82
Post Reporter

THE executive of the Port Elizabeth Forwarding Agents Association, whose members control the movement of cargoes through the Port Elizabeth harbour, both inward and outward, have come out in support of South African Transport Services

After a meeting yesterday at which the latest harbour developments in the labour situation were discussed, the association issued a Press release which said

"A good deal of Press coverage has been given to this issue, the tenor of which supports the principle of dialogue between the SATS and its workers through the medium of the General Workers Union

"SATS, on the other hand will not recognise the unregistered GWU whose strength, taking the most optimistic of conflicting reports, totals possibly some 800 dockworkers

"This decision must be viewed against the background that there are established lines of communication through the SATS staff association acceptable to in excess of a quarter of a million workers, also there is no apparent dispute as such between SATS and its black employees since no grievances have been defined," the statement says

"The PE Forwarding Agents Association wishes to associate itself with the stand taken by SATS and view with concern the current involvement of stevedoring labour in what is essentially a domestic matter between the SATS and its employees"

270 E. Post

THE sacking of hundreds of Port Elizabeth dockworkers after their go-slow last week raises important questions about conservative resistance in the State bureaucracy to Government "reforms" and about the impact the disarray in Afrikaner Nationalism is having on those reforms themselves

PE dock dispute points to SATS resisting reform

9/9/82

Mr David Lewis, general secretary of the General Workers Union, believes both aspects are important in trying to understand the hardline stand taken by South African Transport Services against recognising the General Workers' Union

The refusal of SATS over the last year to even talk to the unregistered GWU appears on the surface an inexplicable rejection of one of the guiding principles in the Government's new labour dispensation — that management and unions keep talking whether the union is registered or not

The paradox of the Government's stand has been emphasised by Rhodes University sociologist Mr Paul Stewart

"To call for employers in the private sector to keep the channels for dialogue open and simultaneously refuse to negotiate with the representative worker organisation in the docks is patently absurd," he said

Indications are that the SATS stand — with all its implications for further unrest and perhaps international reaction — has not been greeted favourably by the Department of Manpower, although inter-departmental niceties will no doubt keep Manpower effectively sidelined in the dispute

Mr Lewis believes two main reasons can be found for SATS's stand bureau-

WHAT is behind the South African Transport Services' continuing refusal to talk to the General Workers' Union, which represents the majority of black SATS workers at the Port Elizabeth docks? BRIAN POTTINGER and SANDRA SMITH report:

cratic opposition from within SATS itself to the Government's "liberal" labour policy and, running complementary, concern by the Government at the political fall-out among conservative white transport unions at any bowing to demands from an unregistered independent union representing black workers

Both points raise interesting issues

Bureaucratic resistance to new Government directions is not specific to SATS Senior officials in the Department of Co-operation and Development fought tooth and nail against a policy change that accepted blacks as permanent urban residents while in Community Development a fierce rearguard action was waged against shifts in the Government's housing policies

In many cases — especially at middle-management level — the resistance to innovations in policy is likely to increase as the traditionally conservative and inert civil service confronts the new breed of P W Botha

technocrat

Mr Lewis believes it is precisely this battle which is playing itself out in SATS at the moment

The retiring General Manager, Dr Kobus Loubser, is taking a strong stand against any changes to the traditional SATS worker organisation which has been characterised in the past by strong paternalism on the part of management and ineffective representation on the part of union leaders

Other observers believe the issue is complicated by the fact that Mr Hendrik Schoeman, Minister of Transport, is comparatively new in his post and has shown at critical junctures in the recent past a questionable grasp of the issues at stake

The second aspect involves the Government's will to push forward unambiguously with its more enlightened policies in the labour field following the CP-NP split

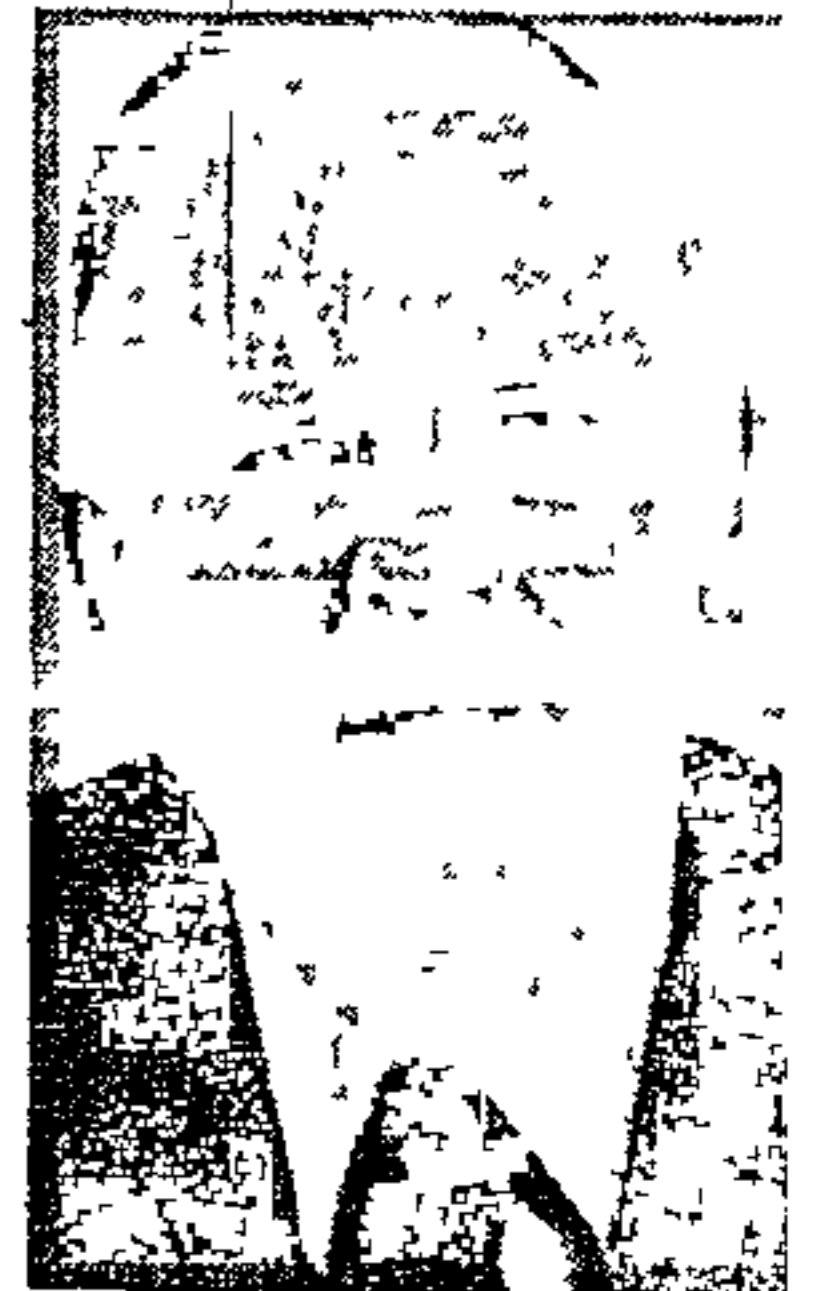
The question has particular significance in SATS which has in South Africa's political economy tradi-

tionally had an importance far beyond the service it renders. Along with other major para-statal it provided a powerful instrument for the social upliftment of the Afrikaner from the 1930s onwards through what amounted to State socialism

But the State can no longer carry the cost of a huge and underproductive transport service and the Government no longer sees the political need to financially underwrite what is in any case a diminishing socio-economic group

What has this to do with SATS's refusal to talk to the GWU?

Mr Lewis believes that with the particular tensions between Government and white transport workers — the shift from sheltered to competitive employment, staff cut-backs, overtime cutbacks, high inflation and the emergence of a powerful Right-wing party — it is not exactly the time SATS would choose to deliberately antagonise the white unions by recognising GWU



Dr KOBUS LOUBSER ... strong stand

One of the few reasons SATS has advanced for refusing to talk to the GWU is that it would destroy the existing system of worker organisation in the transport services. Significantly this stand has been strongly endorsed by the white union leaders

The renewed Government concern for the interests of white workers is not peculiar to the SATS. Only last week Mr Fanie Botha, Minister of Manpower, announced financial assistance for those "loyal, experienced, most skilled" elements of the automobile workforce who are affected by strikes of others

In the Eastern Cape context the scheme — widely criticised as "impractical" — is clearly aimed at white workers who in the existing conditions of industrial unrest provide prime recruiting material for the Conservative Party

If the Government is concerned about the political leanings of white auto workers, how much more so must it be about the sympathies of the white transport workers

Sacked dockers in plea on strike

Own Correspondent

PORT ELIZABETH. — Hundreds of dismissed SA Transport Service (Sats) dockers yesterday decided to recommend to Port Elizabeth's stevedores that they await the outcome of talks between their employers, SA Stevedoring Ltd (SAS), and the Department of Manpower before embarking on a strike in sympathy with the dockers.

The year-long dispute between the General Workers Union (GWU) and Sats came to a head last week when Sats fired the dockers for refusing to call off a go-slow they had begun in an effort to win the right to be represented by the GWU.

Numerous GWU requests for a meeting with Sats management have been turned down. Sats refuses to talk to the union and will deal only with its Black Staff Association (BSA) in matters relating to its black employees.

The BSA claims membership of 300 workers in the harbour while the GWU claims membership of around 900.

At a meeting held yesterday with the Port Elizabeth stevedores committee and GWU officials, SAS informed them that they planned to meet senior officials of the Department of Manpower in Pretoria in an effort to find a resolution to the dock dispute.

A statement issued by the GWU said the recommendation of Sats workers underlined the union's commitment to negotiation.

Possibility

"As long as there is a possibility, however slim, of a negotiated resolution, our members will talk. It is only when faced with a blanket refusal to

talk that they will embark on industrial action.

"If the Department of Manpower is able to secure the implementation of the spirit of the new labour dispensation it will be able to prevent a damaging escalation of the present dispute, and we anxiously await the outcome of the meeting," said the statement.

The stevedoring employers said they had put "certain proposals" to the stevedores committee and the GWU officials and confirmed that they had undertaken to go to Pretoria to meet Department of Manpower officials.

The stevedores are to meet today to discuss the proposals and to take a decision on their planned sympathy strike in the light of the recommendation from the dockers. Their decision will be conveyed to their employers later today.

Dispute

In a statement earlier this week, SAS made clear its view that the dock dispute revolved around Sats's "refusal to acknowledge the basic right of workers to associate freely."

A Sats spokesman said harbour activities were "still normal" and no additional workers had been brought in to cope with additional traffic.

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By JERRY McCABE
RECOGNITION of unregistered trade unions by the South African Transport Services would lead to "an endless proliferation of trade unions" and an eventual end to more than 50 years of peace.

Why Minister will not recognise trade union

10/29/82
E. Post
270
[Handwritten initials]

This was said by the Minister of Transport, Mr Hendrik Schoeman, in a statement issued yesterday.

Mr Schoeman also issued a veiled warning to stevedores who had threatened strike action in support of 425 dockworkers who were dismissed recently.

"I am aware that the stevedores in the harbour have indicated that they may consider certain industrial action in sympathy," he said.

"As these people are not employees of SATS I would not like to offer comment except to say that I hope that unrest will not ensue in the harbours and that the parties concerned will take into consideration that they

perform their business in the harbour under licence from SATS."

The dockworkers were fired last week when they refused to call off a go-slow which had been started in an attempt to gain recognition for their unregistered General Workers' Union, of which they were members.

Port Elizabeth's stevedores have come out in support of the fired GWU dockworkers and Mr Schoeman's statement came as private stevedoring employers continued last-ditch efforts to avoid a strike by stevedores in sympathy with the workers fired by SATS.

Officials from the Department of Manpower and management members of

SA Stevedoring Ltd are at present engaged in talks to discuss the strike threat.

Yesterday the stevedores decided to postpone the strike action they had planned for today, while the outcome of the talks is awaited.

In his statement yesterday, Mr Schoeman said SATS was in the fortunate position of having had labour peace "for many decades" and that this had been accomplished by well-structured labour negotiation and conciliation machinery which "made ample provision for communication from the lowest up to my level".

He said every employee of SATS had the opportunity to negotiate through

the recognised trade unions on all aspects of service conditions.

Mr Schoeman also came out in support of the SATS policy of refusing to recognise or negotiate with unregistered trade unions.

"I have no other choice but to stand by the time-honoured standpoint that SATS will not recognise external trade unions, he said."

The SATS had a binding agreement with 11 recognised trade unions that it would only recognise trade unions whose members consisted entirely of SATS employees.

He said that the 425 workers out of a total of 950 had "insisted on recognition of an outside trade union"

and had gone out on strike on September 1.

"Through this action these persons terminated their service contracts with SATS," Mr Schoeman stated.

He had appointed a committee some time ago to examine the existing labour relations structure and to ensure it met with "present-day circumstances and norms" as well as future requirements.

"Interested parties are naturally at liberty to request to give evidence before this committee," he said.

Meanwhile, the Artisan Staff Association has warned Mr Schoeman of "serious trouble" if he agreed to negotiate with the GWU.

Schoeman rejects PE dock unions

By Tony Davis,
Labour Reporter

Despite increasing labour unrest at the Port Elizabeth harbour, the Minister of Transport Affairs, Mr Hendrik Schoeman has categorically rejected any form of negotiation with an unregistered trade union which claims membership among his workers

In a hard-line statement issued last night, he said that dealing with "outside" unions could lead to an end to the more than 50 years of labour peace in the SA Transport Services

But trade unions and employers in the Eastern Cape have said the recent unrest at the harbour is the result of the unwillingness of SATS to deal with a representative trade union.

And yesterday executives of SA Stevedores Ltd, which employs stevedores at the harbour, flew to Pretoria and met senior Department of Manpower officials to seek a resolution to the unrest

Stevedores at Port Elizabeth had threatened a sympathy strike today in support of the more than 400

dock workers who were dismissed by SATS last week for refusing to abandon a go-slow protest.

But the stevedores have said they will postpone any action until next Wednesday when they will hold another meeting with employers

Mr Schoeman stated that SATS workers were not allowed to strike because they were part of a State-controlled enterprise which was a "strategic infrastructure service."

He said that dock workers had a representative trade union to act on their behalf and SATS did not want to deal with any union which was outside its "sphere of influence"

The General Workers' Union has members among SATS workers as well as the stevedores and has a recognition agreement with the stevedore employers

If SATS was to recognise another union, this would lead to a proliferation in the number of unions and would end the labour peace which SATS had enjoyed for more than 50 years Mr Schoeman claimed



Mr Schoeman
"SATS workers can't
strike."

"Against this background I have no other choice but to stand by the time-honoured standpoint that the SA Transport Services will not recognise external trade unions," he said

The Port Elizabeth harbour is being managed by more than 500 workers and the GWU has warned that they will not be able to handle any increase in the volume of traffic at the docks

Port authorities have said they will not take on any new workers to replace dismissed staff

SATS has drawn widespread criticism from overseas unions and there are fears by employers in the Eastern Cape that the continuing unrest could lead to international boycotts

A delegation of the powerful American labour federation, the AFL-CIO, will be in Port Elizabeth next Monday and also has a meeting planned with the executive of the GWU in Cape Town

Lewis
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'implied'
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threat

Post Reporter

THE secretary of the General Workers' Union, Mr David Lewis, said today it would be intriguing to find out what the private sector thought about the implied threat made by the Minister of Transport against stevedoring companies in the docks

He was responding to a statement yesterday by Mr Hendrik Schoeman, Minister of Transport, setting out the Government's standpoint on the recent dockworkers unrest.

Mr Schoeman — referring to threats of sympathy strike action by stevedores — said he hoped unrest would not take place and called upon the parties concerned to take note that the parties performed their business in the harbours under licence

Mr Lewis today referred to the "spectacle" of the State seeking the co-operation of the public sector on the one hand while publicly making arrogant threats against them when they did not conform in the terms laid down by a single department.

"Is the Minister saying that co-operation with the private sector will only be on Government terms?"

Yesterday executives of SA Stevedoring Ltd held meetings in Pretoria with Department of Manpower.

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Don't talk to GWU, Schoeman warned

ROM 10/9/82

Pretoria Bureau
 THE Artisan Staff Association yesterday warned the Minister of Transport Affairs Mr Hendrik Schoeman of "serious trouble" if he attempted to negotiate with the General Workers' Union in Port Elizabeth.

Asa president, Mr Jimmy Zurich said in Pretoria the GWU was seeking recognition from the Minister and Railways management.

Its aim was the right to

negotiate directly with the Minister. This was totally opposed by Asa - "and we told this to the Minister yesterday."

"If the Minister agrees to talk to these people it could be the start of a chaotic period in labour relations on the Railways."

Mr Zurich said he told the Minister that the GWU Port Elizabeth harbour workers could be adequately catered for by the existing black Railways union.

10/9/82

2 ANC men had arms

MBABANE - Two members of the African National Congress were found guilty in a court in Mbabane yesterday on charges of illegally possessing weapons.

The court said Richard Nxumalo, 29, and Moses Matabesi, 31, stored the arms at a farm in Fonteyn House before planning to move to South Africa.

Two Russian-made AK-47 rifles, two sub-machineguns, 13 magazines, a loaded pistol, a handgrenade, bayonets and 515 rounds of ammunition were found during a raid on the farm on July 9 - UPI

who cannot be named for ethical reasons - said her skin was looking "beautiful"

Linda, who has not been able to have any consistent formal schooling, was able to return to the Newlands Junior School recently.

Her fingernails, which were blackened and destroyed by the disease, have recovered and partly regrown. Her toenails have yet to make the same progress.

The hair which had fallen out has also started to grow again.

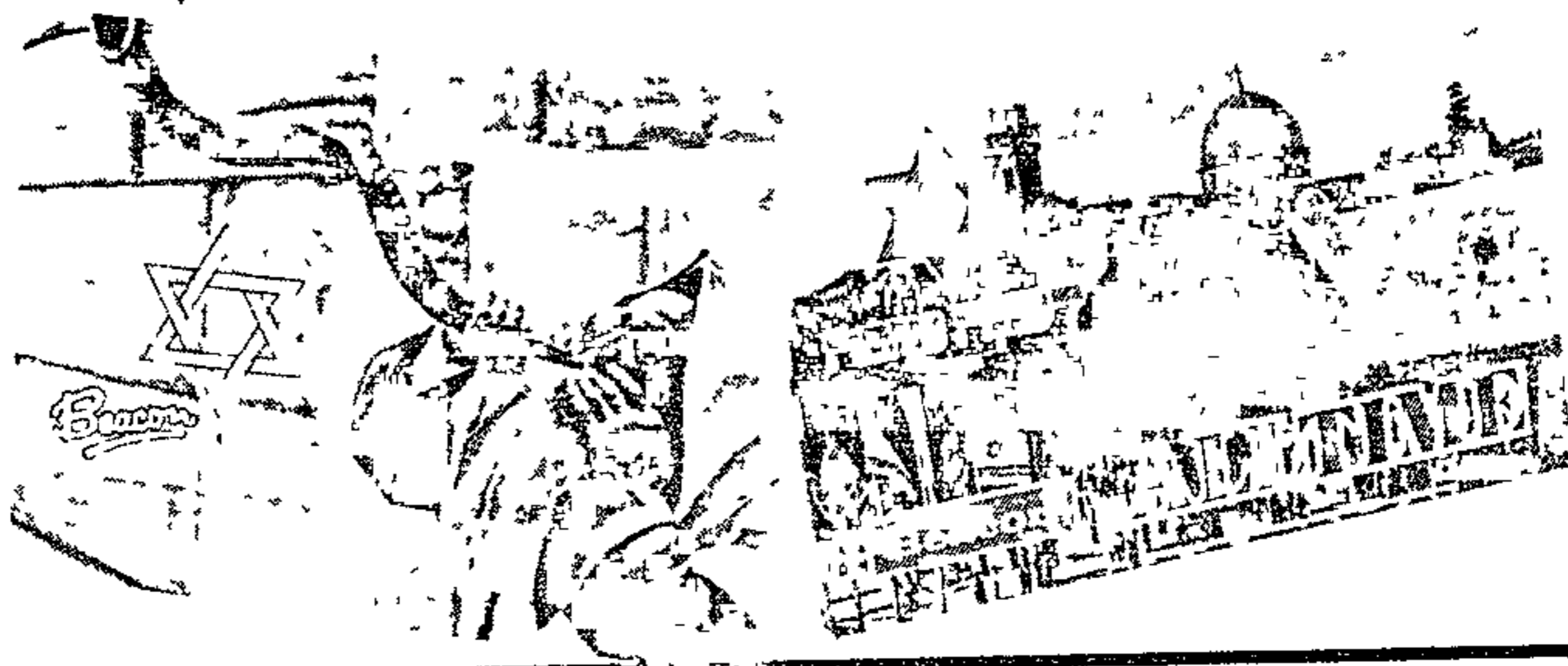
The doctor said that in the near future he hoped to cut down Linda's visits to him from one in 10 days to one in three weeks because her progress had been so good.

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750 g

6³⁹

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FM 10/9/82
DOCKERS' DISPUTE

Ripple effects

As the dispute between the General Workers' Union (GWU) and the SA Transport Services (SATS) continues, fears are growing of a sympathy strike by stevedores at Port Elizabeth harbour

Last week SATS fired 400 dockworkers who took part in a go-slow in protest against its refusal to recognise the union. SATS says it will deal only with its in-house staff associations

When the FM went to press, there were signs that stevedores employed by SA Stevedores Ltd would strike in sympathy with the dismissed SATS workers if the dispute was not settled by today (Friday). During the past week SATS has been able to maintain a regular flow of goods through the harbour, despite the dismissals. However, a sympathy strike by stevedores could disrupt the harbour's operations

SA Stevedores Ltd says it is having talks with SATS management, the Department of Manpower and the GWU in an effort to prevent the dispute from spilling over into the stevedoring industry

Meanwhile, a high-ranking delegation from the American union grouping, the AFL-CIO, has cancelled a meeting with SATS in protest against its stand against the GWU

Transport committee

'will listen to anyone'

Post Reporter

A SPOKESMAN for the South African Transport Services (SATS) said he was sure a committee set up by the Department of Transport Affairs to investigate the SATS "would be only too glad to listen to everyone"

This was in response to a statement by the General Workers Union (GWU) that the committee may be one way of speaking to the Department

More than 400 of the union's dock worker members were sacked by SATS this month after a go-slow in an attempt to force the Transport Services to hold talks with the GWU

Last week, the Minister of Transport Affairs, Mr Hendrik Schoeman, revealed that a committee had been set up to investigate among other things, SATS' labour relations structure

The SATS spokesman said today the committee had been set up "some months ago to look into the

SATS' overall organisation"

"If the GWU interprets this as a potential solution to the situation, I am sure the committee would be only too glad to listen to everyone"

Replying to the GWU's statement that a reinstatement of all the sacked workers was crucial for a resolution of the dispute, the SATS spokesman said the 425 sacked dockworkers were no longer employed by SATS and would have to go to a SATS labour office if they wished to be re-employed

He stressed, however, that there were enough dockworkers in the harbour and that SATS did not intend to recruit more labour at present.

He also disputed the GWU's claim that other than those who were dismissed, more than 300 of the union's members were staying away from work

About 40 dockworkers were absent without leave, he said, and about 400 were working normally

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Damage to car ^{10/15} linked ^{1/12} with ²⁷⁰ 14/9/92 docks *Mercury* strike

Labour Reporter

A DURBAN organiser for the General Workers' Union, Mr Mike Morris, has linked the throwing of a rock through his car windscreen late on Sunday night to the dockers' dispute in Port Elizabeth

The year-long dispute between the General Workers' Union and the South African Transport Services over the right of Port Elizabeth dockers to belong to an 'outside' union recently broke out into a dockers' strike. The dockers were subsequently fired

Mr Morris said he woke up yesterday morning to find that someone had thrown a rock 'as big as a soccer ball' through the windscreen of his car

Mayville police station was contacted and police said they would investigate the matter

Incidents

Mr Morris said this was the climax of a spate of incidents which had begun shortly before the Port Elizabeth dockers' dispute came to a head

'On two occasions my car tyres have been let down. On one of them, the car had been surrounded by other cars in the carpark outside Addington Hospital, but none of the others had been touched' he said

'The day before, the dockers started their go-slow, our Durban office was broken into and the briefcase of the union's general secretary, Dave Lewis, was stolen.

'In the briefcase was the SATS dockers' file as well as Dave's identity documents,' he added

Mr Morris said these were clearly attempts to harass the union because of its involvement in the dockers' dispute.

'As soon as the sort of climate exists as that between the Port Elizabeth dockers and SATS, union officials become targets for Right-wing maniacs.'

MCI bulletin sets out workers' rights

270

Post

14/9/82

Post Reporter

IN an editorial in its latest Information Bulletin, the Midland Chamber of Industries has laid down some of the principles involved in labour relations

Freedom of association and the right of workers to organise were accepted as inalienable human rights in

the Western world, to which South Africa was linked both in investment capital and technology, the editorial said

As a result of a difference of opinion over the interpretation of these basic rights, Port Elizabeth had once again been the scene of management-worker

confrontation

The editorial was referring to the dispute between the South African Transport Services and the General Workers Union which led to the sacking this month of 425 dockworkers after a go-slow

The GWU, which represents most dockworkers,

has tried for nearly a year to hold talks with SATS on working conditions

Freedom of association and the right to organise were entrenched in two International Labour Conventions of 1948 and 1949, the bulletin said

Convention number 87 stated that workers and

employers should have the right to establish and join organisations of their own choosing, and the rejection of any interference by any public authority was spelled out clearly

South African labour legislation followed the principles in the Labour Rela-

tions Act which stated that an employer "and all or any of his employees" could set up a Works Council

"It is this concept that this chamber believes should be applied to all labour," irrespective of which Act it may fall under," the editorial said

Stevedores in PE talks on dispute

270

E. Post 15/9/82

By SANDRA SMITH

THE SA Stevedores company met the General Workers Union (GWU) local stevedores' committee today to discuss developments in the Port Elizabeth dock dispute

The dispute revolves around the union's year-long attempts to hold talks with the South African Transport Services (SATS), and led to the sacking this month of 425 dockworkers after a go-slow

More than 200 harbour stevedores belonging to the GWU have demanded their management intervene

They staged a three-hour work-stoppage on the day

the dockworkers were dismissed and were escorted from the harbour by police

SA Stevedores has warned that their employees might embark on a sympathy strike — which would bring business in the harbour to a standstill — if the issue was not resolved

Company spokesmen have emphasised the stevedoring industry has experienced a harmonious relationship with its workers through the GWU during the last three years, despite the fact that it is an industry which, world-wide and historically, has been characterised by industrial strife

Last week, SA Stevedores representatives met officials of the Department of Manpower in an attempt to persuade SATS that it was necessary to communicate with "their workers' elected representatives"

The next day, the Minister of Transport Affairs, Mr Hendrik Schoeman, levelled veiled threats at the stevedore employers that they could lose their licence to operate in South African harbours

He reiterated the official position that recognition of an "outside" union by a State body would lead to "an endless proliferation" of unions



Mr Michael Lescault, Mr Chick Chaikin and Mr Frederick O'Neal.



THE American delegation

'Happy to help you' say U.S. unionists

Mercury
16/9/82

Labour Reporter
THERE was surely room for improvement in South Africa when trade unionists could be detained or banned without being charged, Mr 'Chick' Chaikin, leader of the delegation from the the giant American trade union federation, AFL-CIO, said yesterday

willing to speak with us,' Mr Chaikin said
The only people we have refused to meet have been the South African Transport Services because of their repression of the General Workers' Union in the Port Elizabeth docks

'We were asked by the Government to meet with SATS but we said, no, because we are not prepared to meet with anybody who uses such repressive measures

But, he added, once the country developed a strong and stable free trade union system, then it would of necessity begin building a whole system of human rights

Repressive

'As far as we are concerned it is a determined attempt by SATS to smash the union'

Mr Chaikin, a vice-president of the AFL-CIO, is leading a four-man delegation which for the past 10 days has been talking to employer bodies, labour academics, Government officials and local trade unions

Mr Chaikin said the delegation found it difficult to understand why one department expressed the Government policy of the right of the workers to belong to a union of his choosing and another used such repressive measures

Opposed

Responding to the refusal of a number of black trade unionists to meet the delegation because it had come to create division, Mr Chaikin, asked 'Why would we come to disrupt trade unions?'

He said they did not come to South Africa with 'a big bag of gold' but some of the AFL-CIO's members would be happy to contribute to a fund in order to provide assistance to local trade unions

'The South African Government is not happy we are here because we are opposed to apartheid...'

The confederation could also assist in areas such as worker education or by providing material on aspects of union organisation which could be adapted for South African use, he said

'We wanted to speak to the broadest spectrum of trade unions as possible and have been willing to talk to whoever is

'But this would only be done if requested by local unions and programmes would be run and designed by the union concerned,' he added

are by ab-

Mr

270

Hopes rise for PE docks peace

12/10/82

Labour Correspondent

HOPES that an escalation of the labour dispute in Port Elizabeth docks will be avoided rose yesterday after a meeting between a stevedores committee of the General Workers Union (GWU) and SA Stevedores Ltd, which runs stevedoring operations at the harbour.

The GWU's general secretary Mr David Lewis said the two sides had a "fruitful and important meeting" and added that proposals which had been discussed would today and tomorrow be put to meetings of stevedores and dock workers fired by SA Transport Services.

The SATS dockers were fired and bussed out of the harbour after launching a go-slow in support of demands that SATS talk to the GWU about recognition. SATS has refused to do this for the past 11 months.

SA Stevedores has warned that its workers have planned a sympathy strike in support of the fired dockers and their

demand for reinstatement as well as talks between SATS and the GWU.

Since then the two parties have been seeking ways to prevent this, a move which has involved attempts to settle the dispute between SATS and its dockers.

Mr Lewis would not elaborate on yesterday morning's discussions.

But it is likely the worker meetings will discuss whether the GWU should give evidence to a committee set up by the Minister of Transport Affairs, Mr Hendrik Schoeman, to examine SATS's labour relations structures.

Although SATS says the committee was established in May, its existence was revealed for the first time in a statement by Mr Schoeman late last week.

Some sources see a decision by the GWU to give evidence to the committee as a way of beginning communication between the union and SATS and as a way of resolving the dispute.

SATS still not talking to dockers

Labour Reporter

THE deadlock between South African Transport Services and about 800 Port Elizabeth dockers who have been on strike since 400 were dismissed two weeks ago, is unresolved.

Union call for talks on staffing

Labour Reporter

THE General Workers Union has asked to appear before the South African Transport Services Committee of Investigation into staff associations

A meeting of 586 dismissed and striking dockers in Port Elizabeth yesterday elected a delegation to see the committee

"The willingness of SATS to investigate its labour relations structure is one critical ingredient in the resolution of the current conflict and we would welcome the opportunity to make representations," a union spokesman said

"RESOLUTION"

He said the workers hoped the committee would permit "sober and dispassionate reflection" by both parties and that it would promote a "much-needed" resolution of the dispute

Mr Leon Els, public relations officer of SATS, said the committee was appointed in May "to look at the staff and labour structures inside our organisation"

The Minister of Transport, Mr H Schoeman, said last week that SATS had appointed the committee to ensure that the labour relations structure "fully meets present day needs"

SATS still refuses to negotiate with the men or their union

The General Workers Union (GWU), to which the dismissed men and strikers belong, claims to represent about 80 per cent of the workers in the harbour

A spokesman for the GWU said about 860 dockers in Port Elizabeth joined the union at the end of last year, but with retrenchments and transfers, membership had dropped to about 770

The SATS workforce in the Port Elizabeth docks before the dismissal of 425 workers was about 960

Commentators, including leading industrialists, say the dispute revolves around the question of freedom of association

A spokesman for the South African Stevedoring Company Ltd, which has a recognition agreement with the GWU in the four major South African ports, has appealed to SATS to talk with their "relevant elected workers representatives"

PUZZLE

However, SATS have said they will deal only with the Black Staff Association (BSA), an in-company union formed in 1981, which claims a membership of 67 000.

The BSA's membership claim of 67 000 has been described as "astounding" by a UCT industrial sociologist, Mr Johan Maree

"It is a very big puzzle to me how they could have achieved such growth over 18 months" Pointing out that 546 members had resigned from the Black Staff Association recently, he said this was a strong indication of workers' rejection of the organisation

"No workers have yet expressed themselves in favour of the organisation," said Mr Maree

The secretary of the Cape Midlands region of the BSA, Mr J Fonya, today refused to give BSA membership figures in the Port Elizabeth docks

However, a Port Elizabeth correspondent reports that, according to Mr Fonya, the BSA represents 277 workers in the harbour

DOCKERS' DISPUTE (270)

A way out?

FM 17/9/82

SA Transport Services is adamant it will not reinstate Port Elizabeth dockworkers dismissed two weeks ago for holding a go-slow in protest against SATS's refusal to negotiate with the General Workers' Union (GWU)

SATS says about 400 workers were dismissed, but union sources put the figure as high as 570. A SATS spokesman told the FM: "There is no question of them being reinstated. They are not our employees any more."

During the past week both the GWU and stevedoring employers, whose workers are threatening to strike in sympathy with the dismissed SATS dockworkers, have had talks with senior Department of Manpower officials. Both groups say the officials were very willing to hear their views.

However, a tough statement issued on Thursday last week by Transport Minister

Hendrik Schoeman reiterated SATS's determination to not recognise "outside" unions such as the GWU.

Schoeman's statement contained one of the most bizarre warnings yet issued by SATS in the current dispute. Referring to the possibility of a sympathy strike by stevedoring employees, he said "As these persons are not employees of SATS, I would not like to offer comment except to say that I hope that the unrest will not ensue at the harbours and that the parties concerned will take into consideration that they perform their business in the harbours under licence from SATS."

Stevedoring employers have been startled by this warning. "Just what does he mean? Is this a threat to nationalise the stevedoring industry?" snapped one employer source.

Schoeman did, however, reveal the existence of a SATS committee which is conducting a wide-ranging investigation into labour relations within the services. Interested parties can request to give evidence to this committee, he said.

This announcement has raised hopes of some kind of dialogue being initiated between the GWU and SATS. A SATS spokesman says if the union feels it can make a contribution it is welcome to make representations to the committee.

GWU general secretary David Lewis says the union believes there is still a

chance for a settlement. "Workers are willing to work providing they can all work," he says. "If this committee represents a genuine willingness to review SATS policy and to hear our views, then there is a possibility of a resolution being achieved." The union will decide soon whether to approach the committee.

US delegation slates SATS

JOHANNESBURG — In a meeting with the Minister of Manpower, Mr Fanie Botha, yesterday a high ranking delegation from the American union federation AFL-CIO, criticised the behaviour of SA Transport Services in the continuing labour dispute at Port Elizabeth harbour

This was revealed yesterday by the delegation's leader, Mr "Chick" Chaikin, who said the AFL-CIO had voiced similar criticism to the Director-General of Manpower, Dr Piet van der Merwe, at an earlier meeting

The dispute concerns demands by the General Workers' Union for talks with SATS on recognition. It recently led to the firing of hundreds of dock workers who embarked on the go-slow.

Mr Chaikin said the delegation's visit to Port Elizabeth had confirmed its earlier criticism of SATS as an "employer which does not accept the right of workers to join the union of their choice"

It had also confirmed its view that its decision to refuse to meet SATS in protest at its action was "correct"

Asked about the possibility of international union action against SATS, Mr Chaikin said that the fact that the union was to give evidence to an SATS committee on labour relations was "a small step towards progress in the dispute"

But it was possible that, if this failed to resolve the issue, the union would call on international transport unions for support — DDC.

270
D. Disputes
18/9/82

SATS gets
blast from
US team
team

Labour Correspondent

ATA meeting with the Minister of Manpower Mr Fanie Botha yesterday, a high-ranking delegation from the American union federation AFL-CIO, criticised the behaviour of SA Transport Services in the continuing labour dispute at Port Elizabeth harbour

This was revealed yesterday by delegation leader Mr "Chick" Chaikin, who said the AFL-CIO had voiced similar criticism to the director-general of Manpower Dr Piet van der Merwe

Mr Chaikin said the delegation's visit to Port Elizabeth had confirmed its earlier criticism of SATS as an "employer which does not accept the right of workers to join the union of their choice"

Unions 'won't be forced to register'

CAPL-Trans 22/9/82

Labour Reporter

THE Director-General of Manpower, Dr Piet van der Merwe, told the annual conference of the Trade Union Council of South Africa (Tucsa) in the City yesterday that his department had no intention of forcing trade unions to register

Amid calls by Tucsa

delegates for compulsory registration of unions, he said this was incompatible with the basic philosophy of the department of maximum self-governance by employers and employees

Mr Robbie Botha, of the Mine Surface Officials' Association of SA, said on Monday that registration

was becoming an encumbrance and unregistered unions were poaching where they pleased and "disrupting the whole labour relations structure"

Mr D C Benade, of the Tramway and Omnibus Workers' Union, told Dr Van der Merwe that a policy of forced registration could have prevented the General Workers' Union (GWU) dispute at the Port Elizabeth docks by stopping the GWU from operating in the South African Transport Services — an industry where there already was a registered union

Dr Van der Merwe replied that the issue of registration was highly sensitive and was still being investigated by the National Manpower Commission "But a system of compulsory registration will be strongly criticized in international circles," he warned

In reply to criticism that the cost of factory building was escalating because of safety requirements, Dr Van der Merwe said he was not prepared to lower safety standards to a level below which the workforce would suffer

He also accused employers of being lax in reporting injuries properly and registering their businesses in terms of the Workmen's Compensation Act.

About 9 000 summonses had to be issued against employers every year for failing to report accidents in the proper manner, and thousands of court orders had to be issued against employers for failure to pay their as-



**tucsa
conference**

sessments

PE dispute
C.T. 22/10/84
misread

Labour Reporter 270

THE president of the SA Council of Transport Workers, Mr D C Benade said yesterday that the International Transport Workers' Federation (ITF) threat to "black" South African goods over the Port Elizabeth dockworkers strike showed they had misread the situation

In an interview, he said he refused to support the General Workers' Union in the dispute, as it was a new arrival on the scene at SA Transport Services "We feel the need in this country for certain rules

ITF chief replies on PE dispute

270
E.P.
23/9/82

By SANDRA SMITH

STATEMENTS by the president of the South African Council of Transport Workers, Mr D C Benade, about the International Transport Workers' Federation (ITF) and the Port Elizabeth dock dispute were criticised by the ITF today

Speaking at the Trade Union Council of South Africa (Tucsa) conference in Cape Town this week, Mr Benade said the ITF was "misreading" the situation

The federation has, in a lengthy correspondence with the Department of Manpower, the Department of Transport Affairs and the SA Transport Services (SATS), repeatedly urged the recognition of the General Workers Union (GWU)

For nearly a year the union has attempted to hold talks with SATS, and this month hundreds of its members were fired after a go-slow

Mr Benade said the dispute was not over a violation of the principle of freedom of association, but was "a jurisdictional dispute between two opposing unions"

He said the Council of Transport Workers was still affiliated to the ITF, even though the federation had been hostile to him and to his union

Replying today, the ITF's general secretary, Mr Harold Lewis, said he was "very disappointed" by Mr Benade

"The facts of the Port Elizabeth dock dispute have been known intimately to the ITF from the beginning," he said

"I must doubt whether Mr Benade knows nearly as much or is nearly as qualified to read the situation as I am"

The issue remained whether SATS management was ready to recognise the dockers' right to choose their spokesmen

"If Mr Benade does not understand then he should refrain from comment. If he does understand then he should have no problem deciding which side he is on," Mr Lewis said

DOCKS DISPUTE EASES

Hopes are rising that it may be possible to settle the protracted recognition dispute between the SA Transport Services (SATS) and members of the General Workers' Union (GWU) at the Port Elizabeth docks

Both the union and representatives of union members at the harbour have applied to testify to a SATS committee which is investigating labour relations within the services Stevedore members of the union have meanwhile shelved plans for a sympathy strike in protest against SATS's dismissal of hundreds of its workers who took part in a go-slow early this month

FM 21/9/82

Allocation
Production
Marketing
with
Production Growth
- Employment
- Profit
- Employment Growth

Railways

Miraculously
to push

for

salary

increases

Labour Reporter

MOST Railway staff associations would still push for salary increases equal to the inflation rate in spite of calls to slash wage demands, the general secretary of the Federal Consultative Council of Railways Staff Associations, Mr J R Benade, said yesterday.

But, Mr Benade said, it did not seem likely that the Government would be able to 'scrape together' enough to meet a 15 percent wage increase unless 'a miracle' happened.

It is understood that one of the staff associations had been informed by the Minister of Transport, Mr Hendrik Schoeman, that they might get next to nothing unless there was a substantial upturn in the economy.

Basic wage

Mr Benade, whose council represents 110 000 Railway employees, said the loss of overtime introduced as a cut-back measure by the South African Transport Services in a bid to curtail costs had had a severe effect on Railway staff.

'Many are existing on only a basic wage, and if we leave it at that, with prices continually rising, they are likely to be in a serious plight by next year,' he said.

'Because of this we are compelled to ask the minister for an adjustment.'

But it would be unrealistic of the associations not to take into account the serious plight the SATS was in at the moment, Mr Bernade said.

He said the SATS's cut-back measures had not been as successful as had been hoped.

'But, there is more than one way of killing a cat,' he said, 'and it might be possible to get a package deal with only 10 percent increase but together with some other benefit.'

ITWF backs PE strikers

Labour Reporter Mercury 25/9/82

THE International Transport Workers' Federation one of the world's biggest union federations has slammed the president of one of its affiliates, the S A Council of Transport Workers, for accusing it of 'misreading' the Port Elizabeth harbour conflict

The ITWF has pledged its support for the Port Elizabeth dockers who were fired last month when they refused to call off their go-slow

At Tucsa's Cape Town conference Mr D C Benade, who is also the general secretary of the Tucsa-affiliated Tramway and Omnibus Workers' Union, accused the ITWF of being hostile 'not only towards me personally but the whole country'

He added that ITWF's threat of 'blacking' South African goods showed they had misread the situation

Mr Benade said he had refused to support the General Workers' Union in the dispute because it was a new arrival on the scene at South African Transport Services

In a telex to the Mercury from ITWF's London office the general secretary Mr Harold Lewis said he was 'disappointed' by Mr Benade's remarks because the facts of the dockers dispute had been known 'intimately' to ITWF from the beginning

'I doubt whether Mr Benade knows nearly as much or is as qualified to read the situation as I am

'The issue remains whether SATS management is ready to recognise dockers right to choose their spokesmen,' he said

SOON, a new lifestyle for migrants

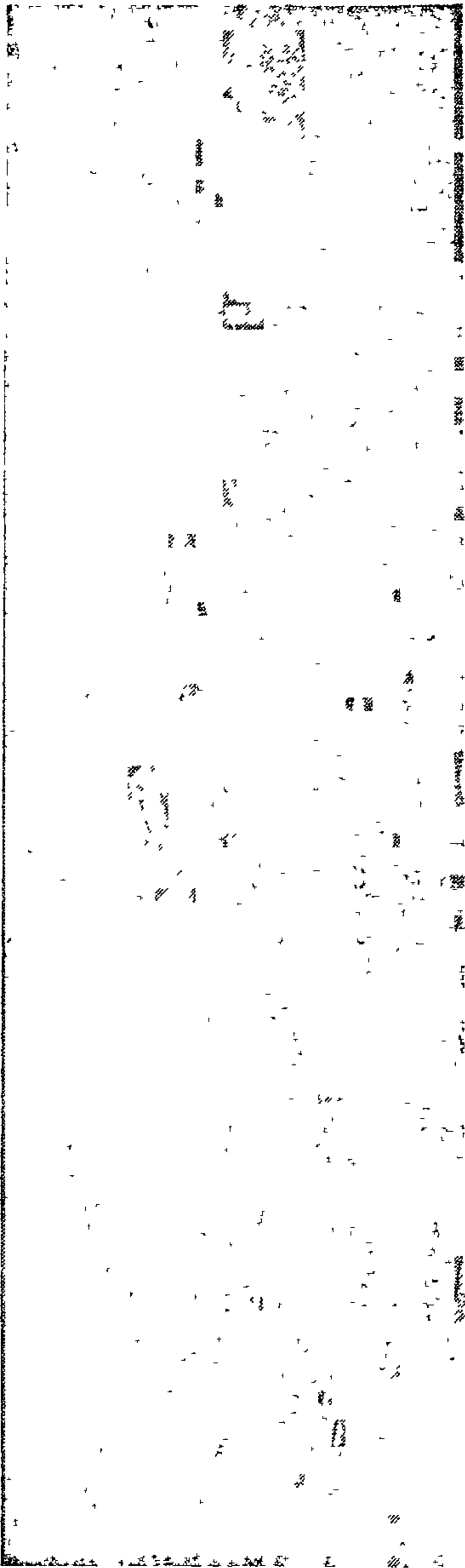
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An aerial picture of the fast-rising Umlazi hostel complex shows the residential blocks which can be turned into flats, and the amphitheatre with

its huge concrete screen (to the left). The long building in front of the residential blocks is the main indoor recreation centre for the R60 million development.



A taste of the new-style hostels. This

By Tony Pnugan and David Pincus

Employers of large numbers of migrant workers will spend hundreds of millions of rands in the coming decade to build better-class worker accommodation — and are even antici-

patting the end of the single-sex hostel system

In a series of interviews with some of South Africa's large employers the following has emerged ● the age of the old dormitory compound housing workers in row upon row of ugly con-

crete bunks is gradually passing,

● new-era single accommodation is being built in such a way that it can be turned into family units with a minimum of renovation — a firm indication of the growing view among major employers that migrant

workers will in future bring their wives and families with them

● In contrast to the soulless character of the old hostels, the new single accommodation complexes are being planned as self-sufficient community centres with sports, shopping and full rec-

reational facilities laid on

The biggest push in new worker accommodation is from the South African Transport Services, which is building or planning complexes for more than 23 400 black and 1 000 coloured workers in the coming decade at a

cost of close to R1 000 million

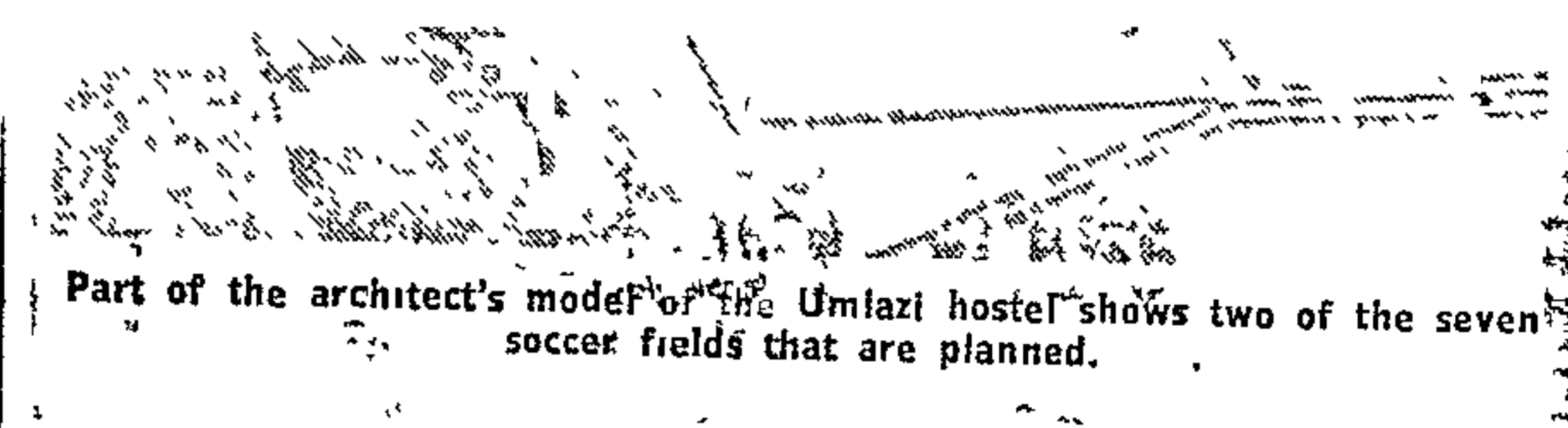
And it is from this huge employer that the firmest indication of the rethink about migrant labour comes "We realise that it won't take long before we will not get contract workers unless we allow them to bring

their wives and families with them and unless we provide them with really good family accommodation," said Mr K o o s Harding,

deputy personnel director of SA Transport Services, shortly before he retired recently. Even before this happens wives will be en-

couraged families

the new stay with few days in blocks for them ning furn rooms and and ablu he added Mining



Part of the architect's model of the Umlazi hostel shows two of the seven soccer fields that are planned.

Tens of thousands of black migrant workers live in compounds and dormitories built decades ago without much deference to human comforts.

The plight of these men and women, who may spend a working lifetime in a dismal dormitory, excited little response from the authorities and employers in the past.

But now a new approach to worker accommodation is slowly gaining ground.

New-generation hostels that will give workers greater privacy, comfort and a full range of recreational facilities are either being built or planned in several of South Africa's largest centres to accommodate thousands of workers.

MILLIONS

Heading the drive for better single-worker housing is SA Transport Services, one of the country's largest employers of black labour, which is to spend R1 000 million in the next decade on new hostel and flat complexes.

A block of flats to house 1 000 coloured workers and six hostels for blacks — to cost about R141 million — are already under construction for Sats.

In addition to these complexes work has started on a single accommodation complex at New Canada near Soweto and another at Vryheid. The cost of these two projects will come to well over R100 million.

BUDGETS

The almost R300 million needed for another four hostels to accommodate 10 500 black workers is expected to be allocated in budgets between 1985 and 1987, according to a Sats spokesman.

One of these "super-hostels," to house 6 048 workers, is planned for Palmietfontein on the East Rand.

Taking work in progress and accommodation on the drawing board close on 25 000

black and coloured workers will be housed in these new complexes by the early 1990s.

But most significant of all is the thinking on which the planning for all this worker accommodation is based. All these hostels are so designed that they can be transformed into blocks of flats for families with the minimum of alterations.

WIVES

The reason for this, according to Mr Koos Harding, who retired recently as deputy director personnel of Sats, is that "we realise that it won't be long before we will not get any contract workers unless we allow them to bring their wives and families with them."

This is the firmest indication of the way big employers are nudging the Government to think how migrant workers may be given a better deal.

Under present legislation, strictly applied, no migrant worker may bring his or her spouse and family to live in an urban area where he or she may spend a whole working life.

To alleviate this situation a little, Sats is building special blocks in its hostels consisting of furnished room and kitchen facilities where a migrant worker's spouse may stay for a few days — a practice that will be encouraged, says Mr Harding.

COMFORTABLE

And in the sphere of making workers as comfortable as possible the new hostels appear to be generations ahead of many present-day complexes.

Libraries, beer gardens, well-furnished bars, sports facilities and gymnasiums, smaller rooms, well-appointed kitchens and canteens — these features are an integral part of the new hostels.

Take the R60 million Umlazi hostel which is going up in kwaZulu to house 6 660 people. Fifteen of the 24 residential blocks will be ready for occupancy by the end of the year, according to Sats.

In three of these

blocks — intended for more senior workers — there will be both single rooms and rooms for a maximum of four people each. A far cry from the old dormitories.

Each floor in these four-storey blocks will have ablution facilities and each sleeping area; storage space and sitting room in these blocks is designed to become, if necessary, a family flat with one or two bedrooms.

Underground parking and a fully-equipped workshop is also being built into the Umlazi hostel.

One of its most striking features is the huge amphitheatre and athletics soccer stadium sited alongside the complex. Dominating the amphitheatre will be a 43 m by 19 m cinema screen for open-air shows.

Seven soccer fields and a rugby pitch make up the outdoor facilities. Inside a canteen will supply food 24 hours a day and provide seating for 4 000 at any one time.

SHOPPING

A community centre will be laid out for the senior workers staying at Umlazi hostel and will consist of a shopping terrace, library, meeting room and recreation hall.

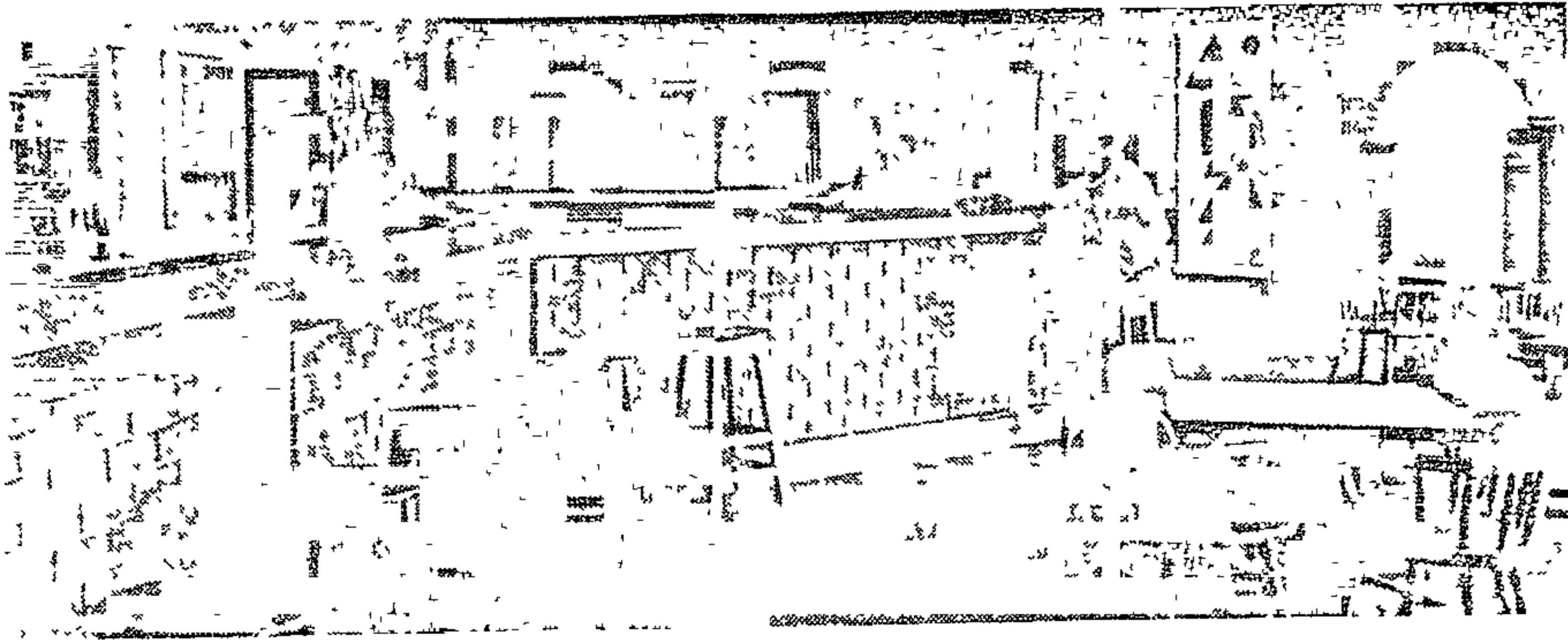
Once completed the entire hostel area will be landscaped and all roads will be tarred — giving it the impression of a self-contained village complex.

Much of the brick-laying, plumbing and wiring of the new hostel is being done by black workers trained on site by the contractor.

"The new generation of hostels will make it possible for us to provide proper and decent accommodation and to help those who have never had the chance to live in a more sophisticated way," said Mr Harding.

"Many migrant workers, when they come to us do not know what to do with their leisure time and have to be shown. All their lives they have worked seven days a week."

migrant workers



the new-style hostels. This is the bar at a new hostel for blacks working on the Rietspruit colliery in the Eastern Transvaal.

and families and encourage them to visit their families regularly in the new hostels and stay with them for a few days at a time in blocks specially built for them and containing furnished double rooms and full cooking and ablution facilities, he added.

Minister of Labour and Manpower Development, Mr. Harding, said that the new hostels will be built in blocks specially built for them and containing furnished double rooms and full cooking and ablution facilities, he added.

also spending millions to upgrade old compounds and put them on a par with the new generation hostels as well as building new complexes at costs of R20-million and more.

"The people aspect is all important," says Mr David Morgan, group labour consultant for

Rand Mines. "They work for us and we have a social responsibility towards them and must provide the best accommodation and treatment we can afford."

Mr Aubrey Pitt, group deputy managing director of LTA Construction, said his group

was taking over hostels from administration boards and upgrading them. It was also building its own modern hostels which also compare with the new era accommodation being put up by the railways, he added.

Millions will be spent on 'super hostels'



Part of the architect's model of the Umlazi hostel shows two of the seven soccer fields that are planned.

Tens of thousands of black migrant workers live in compounds and

black and coloured workers will be housed in these new complexes

blocks — intended for more senior workers — there will be both sin-

Shunter loses hand in fall

Staff Reporter

A SCOTSDENE railway shunter, Mr Christoffel Matolla, 31, is fighting for his life in Conradie Hospital after an accident yesterday morning in which he lost his right forearm and seriously injured his right foot.

Mr Matolla, of Titus Street, who is a senior shunter at the Bellville South goods yard, was compiling a goods train about 10.30am when the accident happened.

A Railway Police spokesman said Mr Matolla had slipped when he jumped on to one of the trucks to apply the brakes. Mr Matolla had fallen under the wheels and five trucks had ridden over him before he could be pulled away.

The wheels had severed his right wrist, crushed his right foot and gashed his hip, the spokesman said.

Mr Matolla had been

taken to Conradie Hospital where he had undergone emergency surgery.

A spokesman for the hospital said yesterday afternoon the injured man was in an unsatisfactory condition.

Mr Matolla has worked for the railways for many years, for the past six years as a shunter.

● An unidentified man was crushed to death after falling off the back of a lorry at a Brackenfell building site yesterday.

The man, known only as "Fliefie", was working at a brick factory when the accident occurred at 2.30pm. His age was estimated to be 24.

A police liaison officer for the Western Cape, Captain Jan Calitz, said the man had probably been standing on the rear left wheel of the lorry when the vehicle moved, causing him to fall underneath.

Police are investigating

ill show It's soon

sources believe contenders are the Rev. Dr. J. M. de Meyer, Moderator of the Western Cape and Die Kerkbode the J. Moller the acting NGK's general secretary Dirk Fourie, and of Pretoria theologian Professor Johan

is the only one even moderately

Smith the Afrikaaner theologian this year quit his post as dean of the biggest seminary in the township, Pretoria. "The com-

ing synod is a make-or-break one for the church"

The last general synod was four years ago This is the first since the Ottawa decision, the threat of the three black daughter churches to break away, and the dramatic changes in Afrikaner politics this year

The synod also plans to discuss the thorny issues of mixed marriages and separate development

"The NGK has definitely been affected by the split in Afrikaner politics, and it is no longer so easy for it simply to take a definite stand behind the National Party," said Dr Smith

Dr Smith, one of the 123 theologians who signed the controversial letter condemning apartheid, warned that the influence of the church would be eroded seriously if it failed to take definite decisions on certain burning issues

One of the most important is the NGK's future relationships with its three black daughter churches

Many members of these churches — the coloured 678 000 member NG Sendingkerk in SA, the 1.1-million member black NG Kerk in Afrika and the 2 000 strong Indian Reformed Church in Africa — want to unify and have called on the mother church to join them

"The problem is that the NGK has a policy of separate churches for separate groups and it is impossible to think they'll want to unify," said Dr Smith

A church merger would also force the white NGK to recognise the ordination of daughter church ministers, leaving the way open for mixed worship and black ministers being called to white congregations

The NGK synod has al-

ready decided that their services may be open to all "provided that practical arrangements are undertaken", but the recent refusal of the Pretoria Universiteitsoord congregation to hold regular mixed services indicates that the autonomous congregations are unwilling to accept the decision

Another problem to be faced by the synod is whether the NGK should retain its links with the WARC

Prof Heyns believes it should

"The immediate reaction to our suspension has been emotional, but I hope it will lead to a re-evaluation of our policies," he said

"Quite a lot of the criticisms raised at Ottawa were biblically valid and we should take note of them

"But we must try to convince our members that staying in the WARC is not following a policy of racial integration"

SAA pilots told to quit

By CHRISTINA PRETORIUS

AN ECONOMY drive by South African Airways has resulted in early retirement for at least six pilots. They are all over 50, but stand to lose up to 20% of their pensions because the usual age of retirement for SAA pilots is 58.

Their notice periods, of three months each began on October 1.

Pilots interviewed this week said SAA had not given reasons for retiring them prematurely.

"We haven't any idea what yardstick they are using. Ill-health or incompetence can't have anything to do with it," said one.

SAA has refused to explain why only six pilots over the age of 50 had been singled out for early retirement.

"The moment a pilot turns 50 he immediately becomes eligible for three months' notice of retirement. This can be given by him or by us," said Mr J C van Rooyen, the SAA public relations officer.

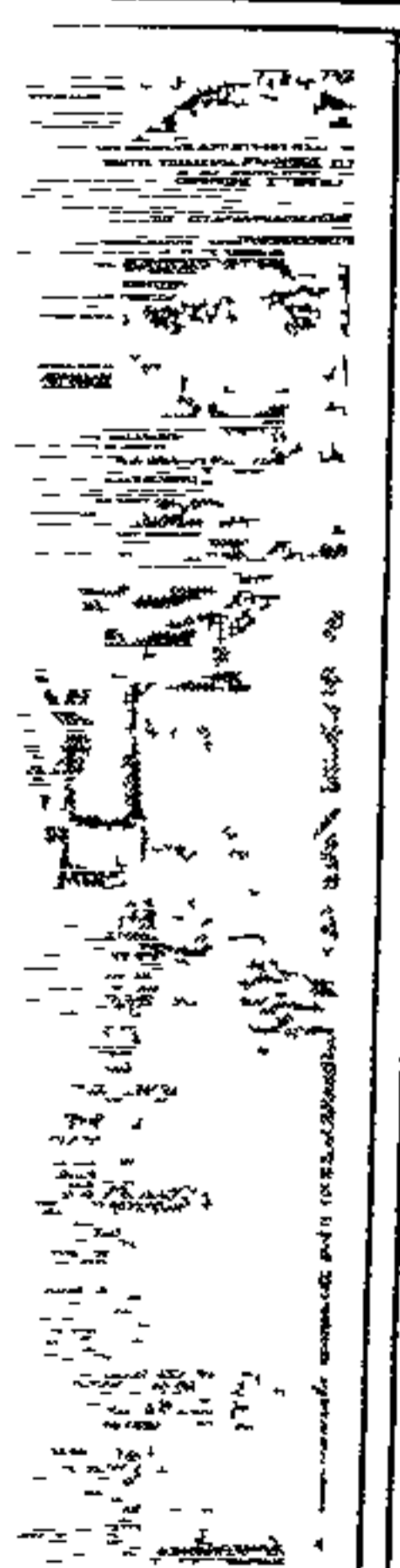
"South African Transport Services has been cutting back because of the recession. The pilots are being retired as part of this. It is possible that some will lose part of their pension money because they are retiring earlier than usual," he said.

As part of the cut-back, SAA has also cut staff expense accounts by 10%.

On the claim that some of the six could lose as much as 20% of their pensions, one pilot said "None of us was prepared for retirement and we certainly cannot afford to lose a fifth of our pensions. There should be some kind of compensation."

The pilots — all senior flying staff — claim that SAA cannot really afford to lose their experience.

"In two years' time, when the economy is on the upturn, they are going to need us. It will cost SAA a fortune to train younger pilots to our level of competence."



tion of the de Meyer, de Long

say builders

Biko Avenue or Mandela Close if I could afford it," said Left-wing chairman of the local authority's public works committee, Mr Derreck Allison.

"The council is concerned about civil rights and wants to be associated with people fighting for them wherever they are."

But a saleswoman on the estate said "I haven't found anyone who has heard any of these names. People coming to look at the houses..."

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ALL NEW STARTER KIT

SAA staff in revolt over cuts

270
Star
6/10/82

By Richard Paris
and Carolyn Dempster

South African Airways cabin and cockpit crews are up in arms over cuts in allowances and benefits introduced last week as the airline's financial crisis worsens.

The general manager of South African Transport Services (SATS), which includes SAA, Mr Kobus Louber, warned his 280 000 employees in July that further cost-cutting measures were inevitable but SAA hostesses, stewards, pilots and flight engineers said yesterday the latest move had taken them by surprise.

Cockpit crews were advised that from October 1 they would have their travel allowance reduced from

R3,40 to R2 a day on overseas flights.

This does not include hotel accommodation or meals.

The meal allowance on domestic flights has dropped by 10 percent to R16 a day.

Hotel accommodation on internal services is paid for by the airline.

"We were also told that transport would not be provided between our homes and the airport for international flights, which means every crew member will need two cars," said a pilot.

Other pilots expressed concern over the tendency to make some crew members retire at 50 as part of the cost-cutting campaign.

Cabin crews reported cuts in allowances but with the additional setback of a 10 percent

reduction in their meal expenses on overseas flights.

Subsistence and travel expenses abroad are down from R6,85 a day to R5 with no money at all for the first and last day.

A steward said "The majority of the cabin crew staff is disillusioned because the proposals to change allowances were rejected by the trade unions but management ignored them.

"Many of us first learnt of the cuts from notices put in our boxes at the airport on the day they came into effect."

Another steward said "Already air crews are no longer turning up for flights because there is no incentive to fly.

"Junior staff are wise off than if they had a drop in salary, something all of us would probably have accepted in view of the state of the airline."

An air hostess said 25 to 30 ground hostesses had resigned in the last month because overtime had been slashed.

SAA's chief executive, Mr Frans Swarts, claimed the cuts had the full backing of the unions.

Mr Swarts said staff had been told the situation would be reviewed in three months.

Cabin crew yesterday threatened a go-slow which could cause chaos to flight schedules over Christmas.

Some pilots are reported to be flying by the book and ignoring new fuel saving exercises as expression of their disapproval over the cuts.

ITF man wants to testify at enquiry

E. Post

6/10/82

~~ITF~~
~~man~~
270
~~enquiry~~

By SANDRA SMITH

THE general secretary of the International Transport Workers Federation (ITF), Mr Harold Lewis, has applied to a South African Transport Services (SATS) committee of enquiry to give oral evidence on the Port Elizabeth dock dispute

The dispute arose after the General Workers Union (GWU) attempted for nearly a year to hold discussions with SATS on the working conditions of Port Elizabeth dockers.

More than 400 of the workers were fired after a go-slow last month in an attempt to force SATS to meet GWU representatives

The union has presented written evidence to a committee set up by the Department of Transport Affairs to investigate the SATS

In a telex today, the ITF said it had submitted evidence to the committee on September 30

Now Mr Lewis has told SATS he would like to give "oral evidence" and has asked the transport services to suggest dates on which this could be done.

Mr Lewis' personal assistant, Miss Andrea Earney, said the ITF's written representation to the committee was based largely on a letter the federation

had sent to the director-general of SATS, Dr J G H Loubser, in June

The letter said if workers had no faith in the willingness or ability of their representatives to "put their case and stand up for their interests", it did not matter what kind of labour relations structure existed

"If there was really whole-hearted and massive backing for and confidence in the Black Staff Association (BSA), the GWU could neither expect nor deserve much consideration," the letter said

The evidence pointed the other way as the Port Elizabeth dock workers had joined the GWU in large numbers and clearly rejected the BSA

Managements had nothing to gain and much to lose by talking to and striking deals with "unions" which did not have genuine support

Mr Lewis also reiterated a request to meet Dr Loubser to discuss the issue.

Attached was a list of allegations of railway police harassment of GWU members, which Dr Loubser undertook to investigate if the ITF could show that the police's activities had gone beyond "their normal bounds and functions"

and

~~TOP SECRET~~ ~~TOP SECRET~~
Union to testify ²⁷⁰
in SATS
probe ^{7/10/82}

By STEVEN FRIEDMAN
Labour Correspondent

SA TRANSPORT Services have officially invited the General Workers Union (GWU) to give written evidence to an internal committee investigating Sats' labour relations

But it appeared yesterday that former Sats dockers at Port Elizabeth harbour, who belong to the unregistered GWU and who were fired after a go-slow in support of union recognition demands recently, will not be able to give separate evidence

And, in another development yesterday, it was learned that the International Transport Workers Federation, to which dockers unions in major Western countries belong, will also seek to give evidence to the committee

The GWU recently asked to give evidence to the committee in an attempt to break the impasse between it and Sats over union recognition, which began about a year ago and led to the go-slow at Port Elizabeth harbour

Hundreds of workers were fired and bussed out of the harbour for taking part in the protest action

At the time the union decided to make an attempt to give evidence, the sacked dockers said they would ask to give evidence in addition to the GWU

The committee, chaired by a retired Sats assistant general manager, Mr J P Verster, is examining negotiating structures at Sats

Yesterday the GWU general secretary Mr David Lewis confirmed that the union had received a letter from Sats inviting it to submit written representations

He added, however, that the fired dockers had received a letter which simply acknowledged their request and added that the union had already been given permission to submit evidence

Sats has confirmed it has received the two letters

New move in docks dispute in PE

D. Dispatch 7/10/88

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~~114~~
270

PORT ELIZABETH — The general secretary of the International Transport Workers Federation, Mr Harold Lewis, has applied to a South African Transport Services committee of inquiry to give oral evidence on the Port Elizabeth dock dispute

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ITF warning to Sats on dock workers

Cape Times 13/10/82 (44) (150) (151)

270

Labour Reporter

INDUSTRIAL peace in the SA Transport Services (Sats) could no longer be taken for granted, according to a written submission by the International Transport Workers' Federation (ITF) to the committee of inquiry into Sats's labour relations.

The recent events in the Port Elizabeth docks — where more than 400 workers had been sacked after embarking on a go-slow in support of demands that Sats recognize their union committee — were a "sign" that the times had changed.

The submission said that for much of its history, Sats (formerly the SA Railways and Harbours) had benefited from "a quiescent non-white workforce which for the most part accepted whatever wages or conditions were laid down for it".

It said the government's recent labour legislation was "an acknowledgment of the urgent need to make some concession to the growing and irresistible demand, particularly by black workers, for the right to share in the making of decisions which bear on their working lives and conditions of employment".

Neither the General Workers' Union (GWU) nor the ITF was bent on disturbing industrial peace. The threat to peace came from management's "serious underestimation of the dockers' determination to be their own masters in the choice of their representatives".

The ITF called on Sats to talk to the GWU at the earliest opportunity.

RDM 13/10/82

Unions asked to aid ailing SATS

Pretoria Bureau

MORE drastic measures to save the SA Transport Services from crippling losses at the close of the current financial year were discussed in Johannesburg yesterday.

The general manager of SATS, Mr Kobus Loubser, meet the Federal Council of Railway Staff Associations, representing the seven railway trade unions, to discuss the matter.

But, it is understood that suggestions for further economies, which affected the living standards of railway workers, were rejected by the Federal Council.

Background to the meeting is the loss of nearly R130-million during the first five months of the financial year.

The August loss alone was R37-million, against a budget expectation of a R19-million surplus.

Already stringent economy measures have been imposed. They include cuts in overtime, the abolition of

certain under-utilised suburban train services, and economies in South African Airways.

But economists said yesterday the heavy losses on the railway would intensify as the economic slowdown accelerated.

The Federal Council, it was learnt, is to ask for a meeting with the Minister of Transport Affairs, Mr Hendrik Schoeman, to suggest full Government subsidies, if the railways continues to run uneconomic services.

Railwaymen believe their own welfare and living standards could be threatened, if this does not happen.

They also fear Government insistence on no increases next April, or even cuts in earnings, in a desperate bid to halt the losses.

Mr Schoeman has already indicated to the unions there will be no increases next year unless there is a big upturn in the economy — an unlikely happening, economists say.

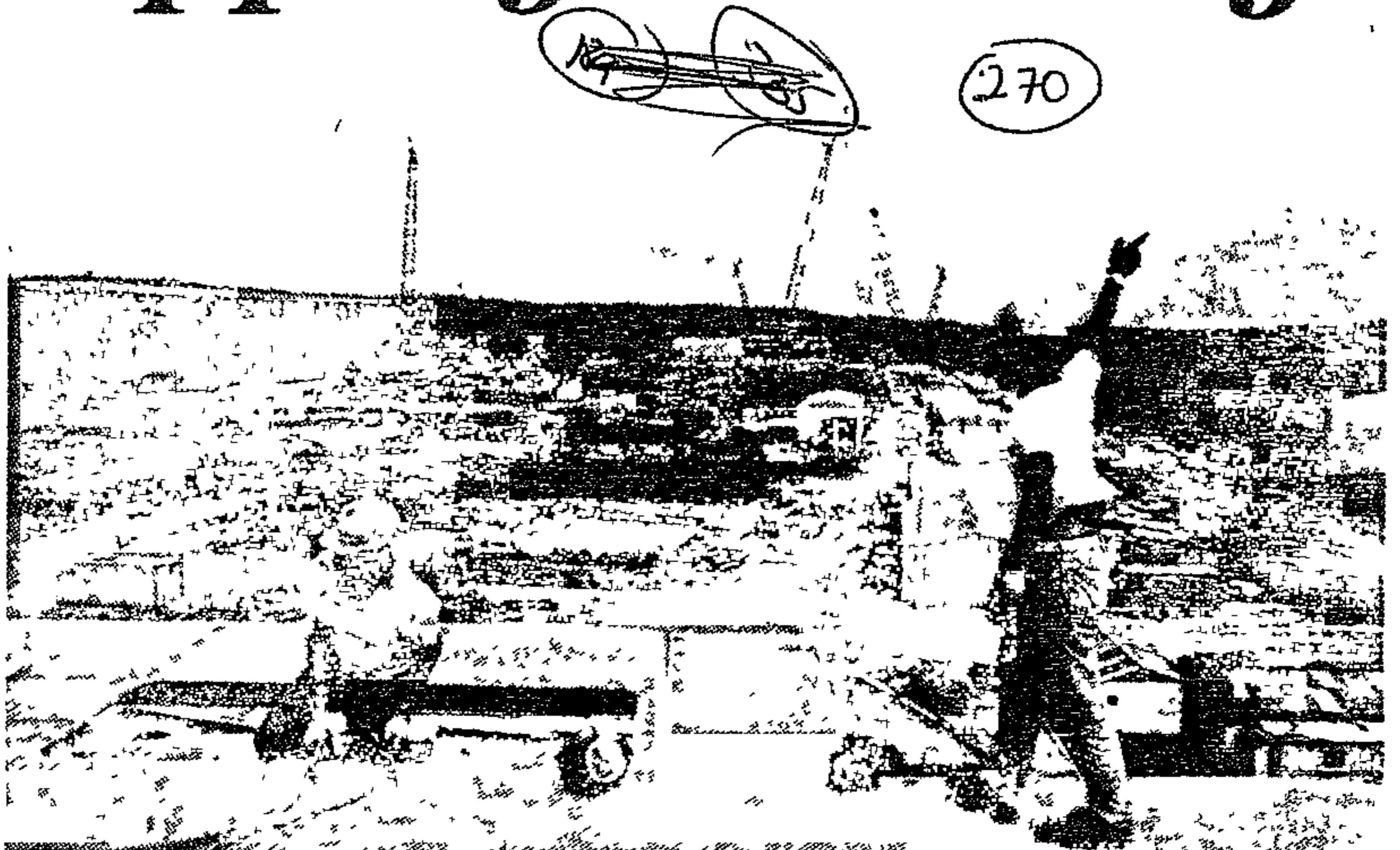
Murray 13/10/82

SHIPPING

Andy von Glehn

Slump hits workers in shipping industry

RIGHT Hard-hit artisans look to new horizons



AT LEAST 250 breadwinners have lost their jobs in the last three weeks, during what is one of the worst slumps to have hit the local shipbuilding and repair industry

Boilermakers, welders and riggers are looking for capital projects upcountry, to which they can migrate as an oil rig nears completion in a shipyard that has no new orders to work on

And artisans at the ship-repair yard of Elgin Brown & Hamer, who have been reduced in number to about two dozen, spend their four-day working weeks playing cards, dozing and fishing from the vacant repair quays

About two weeks ago Sandock Austral laid off 152 workers, 21 of whom had been occupied in their repair section and the rest in the shipbuilding and general engineering departments

Elgin Brown & Hamer had by that time already whittled down its repair staff, dismissing between 30 and 40 artisans and almost 50 labourers in the first week of Sep-

maining workers were told that as business was so slack, they would have to work a four-day week — or more accurately, stand-by four days a week

In spite of this gloomy picture, the industry may now be through the worst and may look forward to slightly brighter days — if one is to make anything of the better dry dock bookings for the month

Dry dock master, Mr Cocky Hansen, took fewer bookings for the Prince Edward graving dock in September than ever before during the 14 years he has been in charge

While he advance-booked 30 vessels for September last year, only four shipowners made reservations for last month

There were 10 bookings for this month, which he says is reasonable and similar to bookings in May, but two have already been cancelled

'I think we hit the bottom in September and may be making a come-

but he believed that the low figures may have been influenced slightly by the fact that the dock could not operate at full capacity until maintenance was completed at the beginning of this month

Tariffs

The coming of the depression had been sharp, sudden and severe, said Mr Dick Jenkins, chairman of the Shipbuilders and Ship-repairers' Association of Durban

The association is extremely concerned about the state of the industry and is likely this month to press the Railways to reconsider recently adjusted tariffs, which repairers say are discouraging shipowners from bringing their vessels here

He said his association did not pool information about the redundancies in the industry

There had been no redundancies at Dorbyl Marine, where he is ship-repair manager, as surplus workers could be absorbed by the

800 workers, may be in trouble if they don't win a new order within the next four months.

'I'm not wildly enthusiastic about how things are going,' said an executive member of the board of Murray and Roberts the yard's holding company.

'The market is flat as a pancake and there are many hungry yards looking for orders. But being contractors at heart we never say die.'

One month from now the yard hopes to launch one of two rigs in the yard and it will have to reduce its staff. More workers would be taken on to complete the remaining rig before February

'There is a difference between reduction and redundancy,' he said. 'If there are no new orders then there will be redundancies.'

For the artisan in the industry one day's notice is an accepted fact of life, although certainly not a pleasing prospect.

Said one 'Long before a job is due to be completed a few friends

270

Slump hits winners in shipping industry

RIGHT: Hard-hit artisans look to new horizons.



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Elgin Brown & Hamer had by that time already whittled down its repair staff, dismissing between 30 and 40 artisans and almost 50 labourers in the first week of September, shortly before a major refitting job on the gas carrier Thorheide was completed

A day later the re-

maining workers were told that as business was so slack, they would have to work a four-day week — or more accurately, stand-by four days a week.

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While he advance-booked 30 vessels for September last year, only four shipowners made reservations for last month

There were 10 bookings for this month, which he says is reasonable, and similar to bookings in May, but two have already been cancelled.

'I think we hit the bottom in September and may be making a comeback now,' Mr Hansen predicts

In March he docked 12 vessels, in June 10, July eight, and August seven,

but he believed that the low figures may have been influenced slightly by the fact that the dock could not operate at full capacity until maintenance was completed at the beginning of this month

Tariffs

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There had been no redundancies at Dorbyl Marine, where he is ship-repair manager, as surplus workers could be absorbed by the shipyard

Oil rig builders Amardah Shipyards, who not long ago employed between 700 and

800 workers, may be in trouble if they don't win a new order within the next four months.

'I'm not wildly enthusiastic about how things are going,' said an executive member of the board of Murray and Roberts, the yard's holding company.

'The market is flat as a pancake and there are many hungry yards looking for orders. But being contractors at heart we never say die'

One month from now the yard hopes to launch one of two rigs in the yard and it will have to reduce its staff. More workers would be taken on to complete the remaining rig before February.

'There is a difference between reduction and redundancy,' he said. 'If there are no new orders then there will be redundancies.'

For the artisan in the industry one day's notice is an accepted fact of life, although certainly not a pleasing prospect.

Said one: 'Long before a job is due to be completed, a few friends look out for projects elsewhere, and when the time comes we all jump into a car and head off'

(SATS) (270)

Star - 16/10/82

Ships idle as trade slumps

Staff Reporter

Durban harbour is virtually at a standstill as a result of the slow down in the economy.

And since April this year, there has been a 20 percent drop in goods handled by the South African Transport Services throughout the country.

SATS the country's biggest employer, has had to reduce its staff by about five percent. It has done this by not replacing some employees who have retired or resigned.

Dr Kobus Loubser, SATS general manager, revealed this on a tour of Natal harbour with the Minister of Transport, Mr Hendrik Schoeman and 32 MPs.

Dr Loubser said the situation reflected the recession in the world economy.

In Durban harbour ships are lying idle for months at a time, waiting for cargo.

Projects in Natal, which have been postponed, include the next

phase at Richards Bay.

However, better times are ahead according to the South African Foreign Trade Organisation.

Exporters can look forward to a better year in 1983 according to the organisation's intelligence manager Mr Ann Moore.

The outlook for 1983 looked promising, provided inflation did not rocket, she said.

This year Safto expects the value of South African exports (excluding gold) to be 13 percent higher than in 1981.

A further increase of 19 percent was expected

next year, Mrs Moore said.

"We expect exports to pick up as there are signs that the overseas economies, particularly in the US, are bottoming out. Our own companies because of domestic recession have produced for export," she said.

By GERALD REILLY
Pretoria Bureau

SOUTH African Transport Services employees have been warned not to expect pay increases if retrenchments are to be avoided.

The Minister of Transport Affairs, Mr Hendrik Schoeman, broke this news yesterday as SATS heads for a projected R500-million loss this year

In an interview with the Rand Daily Mail, Mr Schoeman also warned that road and rail tariff rises, effective from January, would be announced shortly

He said traffic had declined dramatically because of the economic downswing, and losses were exceeding R30-million a month. The deficit could reach R500-million by the close of the financial year, the Minister said

SATS' 280 000 workers — 115 000 of them white — would almost certainly get no increases next April because of the administration's

No increases for SATS workers

Ram 21/10/82 (270)

worsening financial plight

"As an alternative to laying off valuable skilled workers, we would rather weather the storm by withholding increases next year"

He stressed it was virtually "Hobson's choice"

Mr Schoeman said the extent of the tariff increases was still being discussed, and he would make an announcement as soon as a final decision had been taken

It is speculated, however, that they will average 15%. That was the extent of the last round of tariff rises from April this year

Discussions on the pay is-

sue were being held with railway union leaders, the Minister said

The higher tariffs will make January a horror month for the economy

Escom tariffs — one of the main causes of the plight of the railways — are to be raised by about 15%

There is strong speculation, too, that the price of fuel will also be raised, if not in January, then early in the new year. Another rise in the coal price is also said to be on the cards, according to Pretoria sources

The motor industry expects a petrol price rise at

the latest from the beginning of March when, in any case, a 0,6c/l rise is to come into force to swell the National Road Fund

The chairman of the Federal Consultative Council of Railway Staff Associations, Mr Jimmy Zurich, said the Minister would have to be careful not to raise tariffs to a level where he forced customers to use alternative road transport

Too much traffic had already been lost to road hauliers, he said

On the "no increase" decision, he said it would be

grossly unfair if increases were withheld

Railway tariff increases would inflate the prices of virtually all products, the petrol price was expected to go up in January "and we have just had a huge bread price rise and a 20% hike in GST"

"The living standards of railway workers are falling fast, and a further sharp fall without some compensation is unacceptable to the unions," Mr Zurich said

Two months ago, Mr Schoeman announced that, in a bid to cut operating costs, overtime and Sunday time were to be severely restricted and certain uneconomic urban passenger tram services were to be discontinued

The PFP's finance spokesman, Mr Harry Schwarz, said a new round of higher railway tariffs would create a substantial wave of inflation

The "stagflation" situation — little or no growth with high inflation — afflicting the country would be intensified, he said

SAA would act against strikers

Star 21/10/82

270

South African Airways will take action against any member of staff refusing to work this Sunday, a spokesman said today

Mr J C van Rooyen, SAA spokesman, was reacting to reports that cabin crew plan a strike on Sunday.

"We are not aware of any planned strike for Sunday. Most of the members of our staff agreed with the reductions in allowances. Only a few individuals have not accepted the measures," he said.

"There will be no strike. If any individual refuses to work on Sunday then obviously measures will have to be taken according to the staff regulations"

But sources linked to SAA staff confirmed there was discontent over the reduction of allowances

Flight engineers are considering suing SAA for breach of contract but they have not contemplated striking

A spokesman for the South African Flight Engineers' Association said today lawyers were being consulted on the feasibility of

taking legal action against SAA.

"We feel there has been a breach of contract and conditions of employment," he said.

The conflict arises from SAA's decision to cut travel and meal allowances.

"That decision came at a time when we were negotiating salary increases. Inflation is hitting us as hard as anybody else. The company, however, has decided to cut the allowances," the flight engineers' spokesman said

Meal allowances have been reduced by 10 percent. Reductions in travel allowances vary but are as drastic as 50 percent in some cases

Mr van Rooyen said discussions had been held through "the appropriate channels" on reductions

"The staff as a whole supported these measures. There are only a few individuals who have not agreed with them," he said

The South African Airline Pilots' Association refused to comment

A choice:

Low rise

No rise

No job

(270)
Ske
21/10/82

Staff Reporters

As the recession bites, South African workers face low pay increases, no pay increases at all or retrenchment

The Minister of Transport Affairs, Mr Hendrik Schoeman, has warned South African Transport Services employees not to expect pay increases for the year ahead if retrenchments are to be avoided

This follows the news that SATS faces a deficit of R500 million this year

Sources in Iscor said there were fears that employees in some sections of the corporation would not receive increases. A spokesman declined to comment on whether there would be general wage increases but said no retrenchments were intended.

Mr J P Kotzé, managing director of Iscor, warned this week that the steel market had shrunk to such an extent that adjustments were inevitable.

SACRIFICES

He said old blast furnaces at the Newcastle works would be closed down and production at the Pretoria works would be curtailed

The Vanderbijlpark works would not be affected, he said.

Iscor staff would have to make sacrifices, Mr Kotze said

Except in special cases, no new staff

Sto 2/16/82
The choice:
Low rise
No rise
No job

From page 1

would be taken on and manpower would be allowed to erode naturally through retirement, death and resignations.

At all levels, productivity would be increased. Extensive training programmes to reduce costs had been begun, he said.

A spokesman for the Public Servants Association said a meeting with Mr F W de Klerk, Minister of Internal Affairs, was envisaged next month when the pay issue would be discussed.

EXTENSION

The PSA has asked for increases which take effect next April to be pegged to the consumer price index, but the association has received no reply to this request from the Commission for Administration

Recent indications have been that public servants can expect pay increases of about 12 percent, which is below the current inflation rate.

The PSA is also pushing for an extension to the system of job differentiation in which categories of public servants receive special pay increases

The Star reported earlier this week that many firms were expecting to pay white workers an average of 12 percent more in forthcoming increases

SHORTAGE

Despite the gloomy pay prospects, the Postmaster General, Mr H O Bester, said in Durban this week that South Africa was short of 180 000 skilled workers and that despite the 31 000 apprentices in training, there was still a lot of leeway to be made up

He said South Africa was known to have one of the lowest productivity ratings among industrialised countries

No rises

— Sats

workers

CAPE TIMES 21/10/82 (270) ~~(271)~~

warned

**Own Correspondent
JOHANNESBURG**
— As South African Transport Services (Sats) heads for an estimated R500-million loss this year, the Minister of Transport Affairs has warned employees not to expect pay rises if retrenchments are to be avoided.

In an interview yesterday, Mr Hendrik Schoeman, warned that road and rail tariff rises would be announced shortly. They would come into effect in January.

He said that traffic volumes had dropped dramatically because of the

economic downswing. Losses were exceeding R30-million a month.

The deficit could reach R500-million by the close of the financial year the minister predicted.

Sats 280 000 workers — 115 000 white — would probably get no increases next April because of the worsening financial plight of Sats.

"As an alternative to laying off valuable skilled workers, we would rather weather the storm by withholding increases next year," said Mr Schoeman.

Mr Schoeman said the extent of the tariff increases was still being discussed and he would make an announcement as soon as a final decision had been taken.

15pc rise?

It has been speculated that tariff rises will average 15 percent. That was how much tariffs rose in April this year.

Discussions with railway union leaders about pay were being held, the minister added.

The chairman of the Federal Consultative Council of Railway Staff Associations, Mr Jimmy Zurich, said not giving pay rises would be "unacceptable" to railway unions and "grossly unfair".

He said railway tariff increases would raise the prices of nearly all products, the petrol price was expected to go up in January, "and we have just had a huge bread

ing fast and a further sharp fall without some compensation is unacceptable to the unions," Mr Zurich said.

He also said the minister would have to be careful not to raise tariffs to a level where customers would be forced to use alternative road transport.

Too much traffic had already been lost to road-hauliers.

Two months ago, Mr Schoeman announced an attempt to cut operating costs by sharply reducing overtime and Sunday time.

In addition certain uneconomic urban passenger train services were discontinued.

But railway authorities claim this could have compensated only marginally for the huge traffic loss, particularly of imports and exports, since the beginning of the financial year in March.

The minister said iron ore traffic alone had dropped by 40 per cent.

The PFP's finance spokesman Mr Harry Schwarz, said a new round of higher railway tariffs would create a substantial wave of inflation.

"Stagflation" (little or no growth, and high inflation) afflicting the country would get worse, he warned.

The higher tariffs will make January a month of shocks for the economy.

Fuel rise?

Escom tariffs are to be raised by about 17 per-

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He said railway tariff increases would raise the prices of nearly all products, the petrol price was expected to go up in January, "and we have just had a huge bread price rise and a 25 percent hike in general sales tax".

"The living standards of railway workers are fall-

marginally for the huge traffic loss, particularly of imports and exports, since the beginning of the financial year in March.

The minister said iron ore traffic alone had dropped by 40 per cent.

The PFP's finance spokesman, Mr Harry Schwarz, said a new round of higher railway tariffs would create a substantial wave of inflation. "Stagflation" (little or no growth, and high inflation) afflicting the country would get worse, he warned.

The higher tariffs will make January a month of shocks for the economy.

Fuel rise?

Escom tariffs are to be raised by about 17 percent from January — this is a major reason for Sats' plight.

There is speculation, too, that the price of fuel will also be raised, if not in January then early in the new year.

And another coal price increase is on the cards say sources in Pretoria.

Two weeks ago, the Minister of Mineral and Energy Affairs, Mr Piet du Plessis, said there would be no petrol price rise before Christmas.

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BUSINESS BRIEF

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crack of dawn

"What I want to know is if we help PW to counter Dr Treurnicht, who's going to help us counter PW?"

Mr John de Lorean

INSI
The smiles of the

World backing for fired dock workers

Labour Correspondent

THE giant International Transport Workers Federation (ITF) has instructed its general secretary to mobilise transport unions throughout the Western world to support dockers in Port Elizabeth harbour who were fired by SA Transport Services recently.

The dockers, members of the General Workers Union, were fired after embarking on a go-slow in support of demands that SATS talk to the union on recognition, which it had been demanding for 11 months.

The GWU belongs to the London-based ITF which has

intervened in the dispute in an attempt to persuade SATS to talk to the union.

A Press release issued by the ITF says its executive board decided at a meeting in Bremen, West Germany, last week to instruct general secretary Mr Harold Lewis to "take whatever measures he feels appropriate to enlist the aid of the ITF's affiliates in support of the GWU".

The Board sees in that dispute a question of principle, namely whether the SATS dockworkers are to be granted the fundamental rights of freedom of association and collective bargaining," the ITF says.

X
Sras 27/10/62
Dock unrest
findings

270
10/11
next year

Labour Reporter

A South African Transport Services committee of investigation which is looking into the dispute at the Port Elizabeth harbour between SATS and the General Workers' Union, is not likely to submit its findings until next year.

More than 400 dock workers were dismissed at the beginning of September for refusing to abandon a go-slow protest against SATS' unwillingness to hold talks with the union.

The committee has already received written submissions from the GWU, the International Transport Workers' Federation, the Federated Chamber of Industries and various SATS staff associations, a SATS spokesman said.

● The ITF announced this week it would mobilise support from its Western nation members for the dismissed Port Elizabeth dock workers.

~~270~~

SATS report is still not complete

Mail Correspondent

PORT ELIZABETH — The committee investigating the labour relations structure of the SA Transport Services is not likely to report on its findings for "at least a month or two", a spokesman for the SATS said yesterday

And although all expected representations about the situation in the Port Elizabeth harbour had been received, an interim report was unlikely to be released, he said

The committee would probably await the completion of all its investigations before making any reports

In August hundreds of dockworker members of the General Workers Union (GWU) were dismissed by the SATS after refusing to call off a go-slow they had begun in an effort to win the right to be represented by the GWU

The dismissed workers welcomed the announcement in September of the SATS committee of inquiry as a chance to air their grievances with regard to the Black Staff Association (BSA)

The SATS insists that the BSA adequately serves the needs of its black employees

The SATS spokesman also confirmed that the committee had received representations from the London-based International Transport Workers Federation (ITF) which announced this week it had instructed its general secretary "to enlist the aid of ITF affiliates in support of the GWU"

270 Rbm 29/10/82

Railwaymen to demand assurance on pay policy

Pretoria Bureau

THE representatives of the 10 railway trade unions will demand a clear statement on railway pay policy from the Minister of Transport Affairs, Mr Hendrik Schoeman, at a meeting in Pretoria next week.

The meeting, between the Minister and the Federal Council of Railway Staff Associations, has been advanced by two weeks because of the urgency of this and other critical issues resulting from the continued economic slowdown, and the railways' worsening financial plight

Railway union leaders were startled by the announcement 10 days ago by Mr Schoeman that railway workers could forget about pay adjustments next April unless there was an improvement in the financial position of the SA Transport Services

During the first five months of the financial year, losses amounted to R130-million

Losses will grow during the three worst revenue earning months of the year — November, December and January — and by the end of March the total loss could be approaching R500-million

The chairman of the federal council, Mr Jimmy Zurich, confirmed yesterday the pay issue would be on the agenda for next Friday's meeting with the Minister

"If, because of the administration's financial troubles, the Minister will have insufficient funds to give us increases in April, we want to know from him just when we can expect relief from the crippling burden of inflation, and its devastating effect on the living standards of all railway workers"

Mr Zurich said economy measures to reduce losses would be discussed

"But there is no question of salary cuts or the loss of the thirteenth cheque. Before we would even consider this the administration would have to be on the brink of a disaster — and that position has certainly not arisen yet"

Mr Zurich said so far economy measures had included the laying off of pensioners and part-time workers

"However we do not expect, and the Minister indicated this to the Rand Daily Mail, that there will be sackings of permanent staff"

Mr Zurich said he would seek a reiteration of this assurance at next week's meeting

"We know the railways are under great pressure, and we will co-operate to the full in easing this pressure, but the basic rights of the workers must be protected from hasty and unwise actions," Mr Zurich added

Railways cut staff by 2 200

Labour Reporter

SOUTH African Transport Services in Natal had reduced its staff by about 2 200 over the past three months by not filling vacancies, the Natal systems manager, Mr Willie Mitchell, said yesterday

But it had not laid off any permanent staff, he said

Mr Mitchell said in July SATS in Natal had more employees than it had had at the same time last year, but the system was moving less traffic

The reductions had been achieved by laying off casual workers and by

not replacing leaving staff, he said. The staff at present stands at 45 000

It is understood that in one SATS department the staff has been reduced from seven to one

Mr Mitchell said these measures were necessary to get SATS 'back to where we've got to be' because of the drastic fall in its income through the present economic situation

He said during the fruit season the harbour usually took on about 100 to 200 workers but SATS was now avoiding taking on casual workers

270
3/11/82

Rail unions to challenge pay freeze

By Michael Chester

Two of the biggest rail unions today laid plans to challenge Mr Hendrik Schoeman, Minister of Transport, on a pay freeze for the 270 000 labour force of SA Transport

Services.

The first confrontation will take place in Pretoria tomorrow when the Minister holds talks with the Salaried Staff Association

Mr H W Zeiler, deputy general secretary, confirmed that the union's executive intended to press demands for 15 percent across-the-board increases for all 30 000 members

"If the Minister says 'No' the bargaining will start," he said. "We still want increases and we are still hopeful"

The 24 000-strong Artisan Staff Association also intends to pursue demands for minimum 15 percent increases

In fact, it has submitted a formal claim for 16,5 percent raises in pay packets

"We are aware that SATS is in a financial mess," said Mr C P Grobler, general secretary. "It sounds like the golden goose that lays the eggs is having its neck wrung, and we don't want to worsen matters."

"However, the mess is not of our making. We don't feel we should suffer for errors made elsewhere"

"We have gone along with a number of economy measures taken in recent months — staff reductions by natural wastage, cuts in overtime work and so on. But we insist on pay increases"

The Minister gave notice there would be no increases for SATS employees next April when he addressed a news conference yesterday

He said SATS had run into a deficit of R237 million in the first six months of its 1982-83 financial year and it was feared the deficit would grow to between R300 million and R400 million in the second half

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Bleak hunt for jobs

270
D. D. Disbrow
12/11/82

EAST LONDON — Matriculants who do not plan to study further face a bleak hunt for jobs here

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ad

Traditional big employers like the South African Transport Services, which in the past employed large numbers of school-leavers, will not have an "open door policy" the system manager Mr A Jonker said yesterday

We are presently trying to reduce staff and not filling positions that become vacant. We have, however, taken on 59 apprentices who were

selected earlier this year.

Although the SATS was not employing more staff, school-leavers were welcome to register applications at the SATS recruitment office, Mr Jonker said.

"When we can accommodate them we will contact them," he added.

Banks, building societies and private firms are also not placing many school-leavers in spite of scores of applications.

Staff was being

"streamlined" at the moment, a spokesman for a bank said.

"As a result positions are being kept vacant or filled by internal transfers, even if it means moving someone from another town," he added.

A spokesman for a large staff placement and personnel consultancy said there was no demand for school-leavers in the job market.

"We have had scores of inquiries from matriculants and we're having a

big problem trying to place them in jobs.

"None of our clients require school-leavers at the moment," she said.

However, when a client phoned they were asked whether they would consider hiring a matriculant.

"We're usually told someone with experience would be preferred," she added.

Personnel officers at the municipality and police could not be reached for comment yesterday — DDR

Yuletide TV will be tough going

By IAN REID
TV Editor

IT IS going to be a tough Christmas this year — all thanks due to SABC.

Yesterday the corporation released its preliminary Christmas programmes and while the majority of Christians may feel that December 25 is a time for rejoicing the corporation feels that this is a very serious occasion indeed.

Here now are some of the "festive" programmes which will be coming your way — and the only advice I can give is to duck!

The instance at 8.40 on Thursday, December 23, comes "Johnny Cash Christmas in Scotland", featuring his ageing country and folk songs.

Then comes "Christmas Eve on SABC-TV will be broadcast at 6.15. The programme is a variety programme which showbiz personalities such as Sonja Lerotholiwe and Noel Glover appear to also give short Christmas messages. This is followed by "Christmas in Germany".

Then comes "Shari's Christmas Concert" with Shari Lewis at the National Art Centre chatting and singing with her "friends" Lambchops, Captain Person (Kangaroo) and Country Cousin Grizzly.

Stand by for Christmas Day itself with "Die Fabriek" at 7.20, a dubbed French film, a Dickensian-type story about a father and his three sons working in a factory under slave conditions to make a living.

On the English Service comes at 8.25 "A Gift to last Christmas Special" starring Melvyn Douglas as an embittered old man who lives with his son's family but prefers the seclusion of his bedroom to the hustle of a modern-day Christmas celebration.

This is followed by "Corelli-Weinachtsmusik". Then comes "On the First Day of Christmas" — a local production that suggests that beneath the glitter, and beyond the clash of cash registers, there still lives a Spirit of Christmas potent enough to redeem even those of us least aware of the Christmas message.

The news for today is that SABC-TV will be opening at 3pm for live coverage of the first day's play in the four-day match at the Wanderers between the visiting Sri Lankan cricketers and the Springboks.

SA economy facing jobs crisis threat

By GERALD REILLY
Pretoria Bureau

THE South African economy is threatened with the most serious unemployment problem since the end of the Second World War, according to economists.

Increasing retrenchments are being reported from many sectors of the economy and the trend is expected to accelerate during the next eight or nine months.

Negative growth was forecast by most economists and under these conditions greater unemployment was unavoidable.

The chief economist of Barclays Bank, Dr Johan Cloete said yesterday that South Africa had experienced no real recessions since the Second World War.

"We are now faced with a four or five quarter decline in the economy with negative

growth. Two quarters of negative growth is needed for a recession classification," he said.

Dr Cloete said the clear threat was the highest unemployment since the end of the

Second World War. The Bureau of Economic Research in the University of Stellenbosch, D. O. J. S. et al. agreed the unemployment could reach peaks greater than anything since 1945.

The general secretary of the Trade Union Council of South Africa, Mr Arthur Grobbelaar said the country would have to brace itself for further escalation in unemployment.

The National Automobile Manufacturers Association of SA (NAMA) said that in January the industry employed 49,600 workers. By the end of September the figure had dropped to nearly 47,000.

2 000 to 47 649

"We are now moving deeper into recession and it must be expected that the current unfortunate retrenchment trend will accelerate," a Namsa spokesman said.

According to figures supplied by the Central Statistical Services Office the numbers employed in the major employment sectors — mining, manufacturing and construction — decreased by 30 000 between May and July to 3 020 721.

In the SA Transport Services — where the numbers employed are continuing to decrease — in the May to July period the total number of workers decreased by nearly 24 000.

In the clothing industry in the Transvaal the number of unemployed has risen to nearly 2 000.

● Heart of the crisis
— Page 13

Policeman arrested after two shot dead

Mail Correspondent

DURBAN — A policeman was arrested in Melmoth after a police sergeant and a woman were shot dead in the kitchen of a house in the town in the early hours yesterday.

Police said that the dead woman was Dorothy Anne Cadle, 23, who together with Detective Sergeant R B Welgemoed, 27, was found dead on the kitchen floor of the house at 3am.

The killings were reported by a neighbour who alerted the Melmoth police shortly after 3am when a man came to his house and woke him up and made a report to him.

When the police arrived the man had disappeared but was arrested yesterday morning. Police took possession of a firearm.

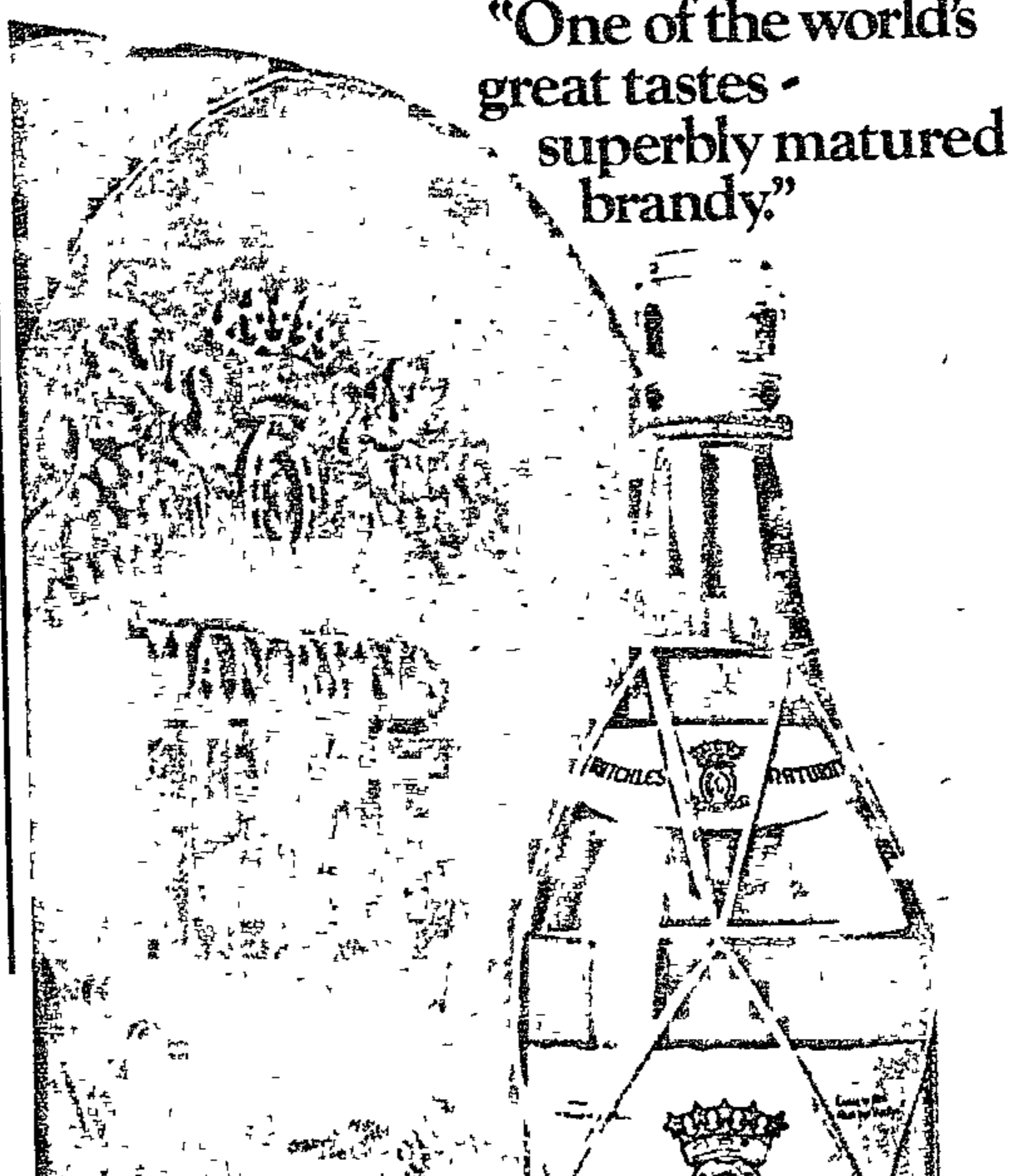
D/S Welgemoed was section head of the detective branch of the SAP at Melmoth.

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Picture JILL EDELSTEIN

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12 SUNDAY TIM

21/11/88
Strikes

in line
threat

over SA

WEST Germany faces strikes by the powerful Transport Workers' Union if a German bank grants credit to a South African company

Mr Siegfried Merten, deputy chairman of the union, said the company concerned supported apartheid and had fired 600 workers because they planned to join a trade union

Warning

On a report in a Johannesburg magazine that South African Transport Services planned to ask the bank for a R47-million loan, Mr Merten said it was "beneath our political morals to grant money to a South African company which strictly adheres to a hard and relentless apartheid policy"

He warned that relations between the two countries could worsen and reach a stage where "goods from and to South Africa will no longer be handled in German ports"

New deal in offering for railmen

12
12
270
Industrial week

By Lynn Carlisle

23/11/82

WHEN the individual Railway trade unions meet Transport Minister Hendrik Schoeman to review pay increases in February, a new package deal may be negotiated

This was indicated by one of the unions following meetings with the Minister after his "pay freeze" announcement this month

With the South African Transport Services (Sats) headed for a massive deficit before its new financial year in April, applications for increases around 15 - 16,5% to become effective then have been "stayed" However, the unions will not let up on "demands" for improved working conditions when they re-negotiate pay rises with the Minister in February

Subsidy

Some unions believe that to withhold reasonable increases would be tantamount to Sats employees subsidising their own service. Instead other

measures - such as tariff increases and additional subsidies from Government - are justified under the circumstances, they said

To freeze pay means workers will be subsidising Sats out of their own pockets

"All we want is an adjustment in relation to the inflation rate," said Bunny Marais, acting general secretary of the 8 000 strong Running and Operating Staff Union

Brian Currie, head of the 30 000 strong Railways Salaried Staff Association, pointed out that there is no confrontation between his union and Schoeman, he still hopes that a pay rise agreement will be reached and become effective in April

But Wallie Grobler, general secretary of the powerful Artisan Staff Association - which claimed a 16,5% pay rise - stated that if Sats' financial position became "that bad" his organisation would adopt a flexible approach

"We would be prepared to look at a package deal to include a reduction in working hours

"Depending on the situation, we may only insist on this being implemented in October next year", Grobler said

Tariffs

Marais would like to see Sats balance the books' and 'more is due' from Government to achieve this, he said

"If tariffs are raised and more money is found to operate this essential service we will get pay adjustment due to us

"We are all in this economic crunch together. That means private enterprise and all the food control boards must tighten their belts as well

"If not, the Government should do something to control food price increases and inflation generally - with which we are only trying to keep pace", said Marais

Angry busmen ready to strike

ROM 9/2/82
Mail Correspondent

DURBAN. — Durban's 120 Indian bus drivers are "livid" over the suspension of their workers' committee by the Durban Transport Management Board and could strike as a result, spokesmen said yesterday. "Since the suspension of the committee we have been kicked from pillar to post," a bus driver said.

A number of drivers said yesterday that they had tried to raise certain grievances with senior transport officials for the past two months, but had been "fobbed off".

They said the committee was suspended about two months ago after one of its members refused to go to a meeting.

"Why couldn't management just suspend the one committee member instead of the whole committee?"

Since the suspension, management was "pushing" for new working conditions but "there is nothing we can do about it," they said. The drivers said no officials would see a group of 30 drivers a month ago.

Durban Transport Management Board's deputy managing director Mr Alan Bray confirmed the suspension of the committee because of "certain problems we have had with them".

He said the drivers had not exercised the "proper" channels of communication available to them.

The general secretary of the Durban Integrated Municipal Employees Society, Mr S M Govender, would not comment yesterday because "we are still negotiating".

He added that a number of meetings had been arranged to discuss the drivers' grievances with management, but "these did not materialise".

270 - RRW/SAJAL 10/12/12

Railways shuts down foundry

EAST LONDON — The railways has shut down its foundry at the mechanical workshops here

The system manager, Mr A J Jonker, said yesterday that the foundry, started in 1881, had been "overtaken by time"

It played a major role in the days of steam-driven locomotives and ships, but since the advent of diesel power units its usefulness had diminished

"A lot of people are upset about the closure, but we can't run the foundry on sentiment," Mr Jonker said

C The 50-plus people working at the foundry had not lost their jobs, but had been "re-located" in other railways' workshops. Four skilled artisans had been offered transfers to a foundry in Uitenhage

S The need for parts produced at the foundry had dried up over the years until the foundry was only producing brake-blocks, Mr Jonker said

P "We have since started using new materials for these brake-blocks and because our wagons are doing less mileage as a result of a drop in the amount of goods going by rail, we had no option but to close the foundry"

N The South African Transport Service had to look at its facilities in a national context and the foundries where it had the most money invested had to be utilised to the fullest

3 This was why work, which might have been done in East London, was being re-directed to the bigger foundries, Mr Jonker said

The decision to close the foundry has, howev-

er, been sharply criticised by a former foreman, Mr H D Cooper, who said it was "a blow to industry in East London"

"It should have been kept alive, but is another piece of East London industry which has been allowed to die. Work which could have been done here is being sent to Uitenhage. Why must we, when we have a serious unemployment problem, provide jobs for people in other areas?" Mr Cooper said

The foundry had a proud history and had been an integral part of the mechanical workshop. It produced anything from door-lock components to propellers, and during the war casings for Mills bombs and bomb striker pins had been cast

"We even produced 33 000 spears for use by Zulu guardsmen at bridges and railroads," Mr Cooper said "And the number of liberty ships we worked on are too numerous to mention."

Pipes for dredgers and the dry-dock, some measuring over two metres in diameter and cast from 10 cm thick steel were also made here

"The foundry was, and should have remained an integral part of the harbour so that our port could have been a self-contained one. There would be no need to order parts from other centres"

Mr Jonker said "There are many memories connected to the foundry, all of them pleasant ones. I can appreciate how Mr Cooper feels, but I must stress that we can't run this foundry on sentiment" — DDR

EVERY CANDIDATE MUST enter in column (1) the number of each question answered (in the order in which it has been answered), leave columns (2) and (3) blank

| | Internal | External |
|---------------------|----------|----------|
| (1) | (2) | (3) |
| 7 | 59 | ✓ |
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| Examiners' Initials | | |

WARNING

No books, notes, pieces of paper or other material may be brought into the examination room unless candidates are so instructed

Candidates are not to communicate with other candidates or with any person except the invigilator

No part of an answer book is to be torn out

All answer books must be handed to the commissioner or to an invigilator before leaving the examination

...ification and to possible exclusion from the University

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

Weather Mail

Weather Bureau's forecast for today —

SWAALI — Partly cloudy and hot with isolated thundershowers

STATE and CAPE north of the Orange — Fine to cloudy and hot to very hot with isolated thunder showers over the north and north-east Free State and the Trans-Mafeking area

South of the Orange — Fine to partly cloudy and over the Interior

East — Fine to partly cloudy and hot It will be humid with isolated thundershowers in the afternoon

SOUTH WEST AFRICA — Fine to partly cloudy and very hot with isolated thundershowers in the north

SWAZI — Fine to partly cloudy and very hot with isolated thundershowers in the north — Sapa

Expectations are given for each city

Daily Mail or Station

YESTERDAY

Monday, 20, 1982

temperatures

14h00 21h00

28°C 23°C

Humidity 40% 60%

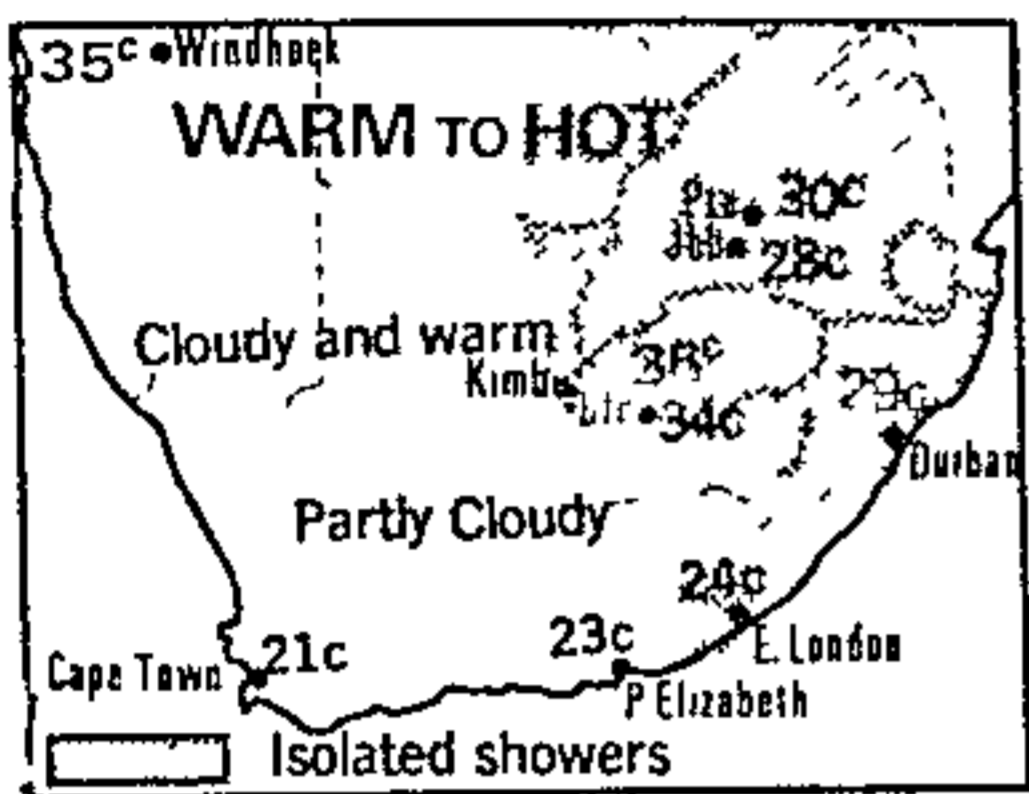
temp 29°C

18°C

24 hours to 20h00

today 18h38

tomorrow



SOUTH AFRICA YESTERDAY

Temperatures at 14h00

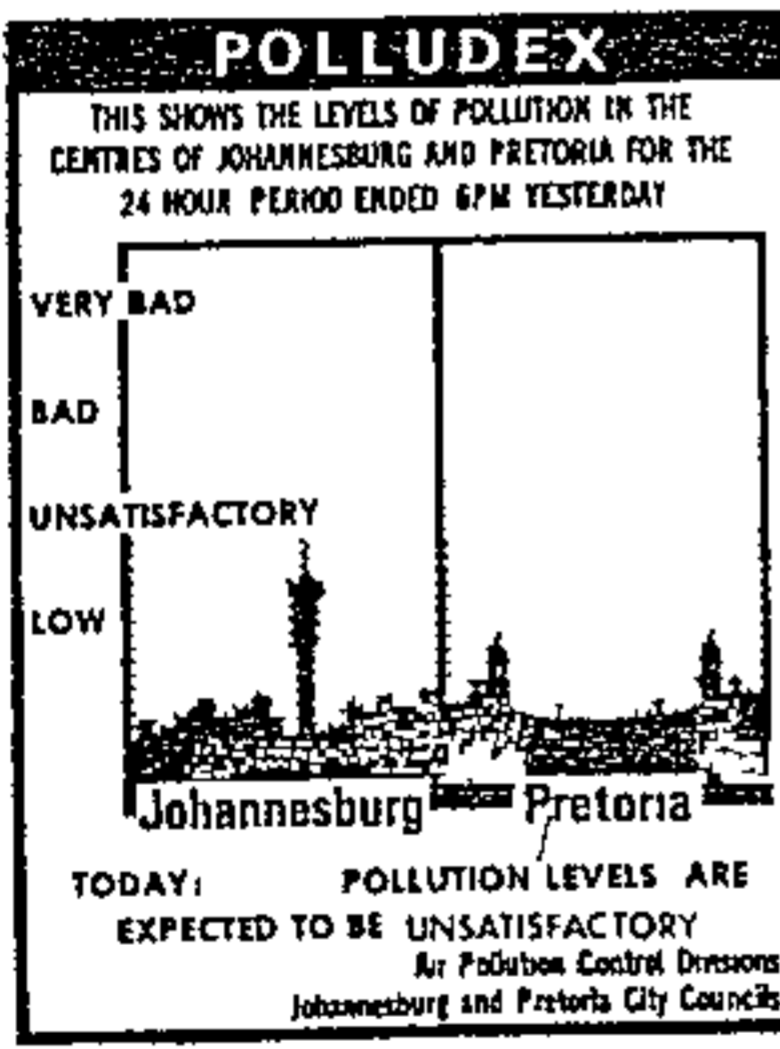
| Town | °C | Town | °C | Town | °C |
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| Jan Smuts | 33 | Potchefstroom | — | | |
| Nelspruit | 23 | Pretoria | 29 | | |
| Pietersburg | 27 | Rustenburg | 31 | | |
| Port Elizabeth | 24 | Standerton | — | | |

SOUTH AFRICA. Hottest at 14h00 Uppington 39°C Coldest at 08h00 Sutherland 5°C

SWAALI. Hottest at 14h00 Messina 34°C Coldest at 08h00 Standerton

THE WORLD YESTERDAY

| | 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 Stent headlines and sub editing by Reg Rumney cartoons by David Anderson all at 171 Main Street Johannesburg

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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Magers' tapes tell

The court where no-one was king

Motor industry and port disputes dominated 1982

E. Post
22/12/82

270

By SANDRA SMITH
Labour Reporter

Two issues dominated the labour scene in the Eastern Cape this year — a crippling motor industry strike and a fight for union recognition in the harbour

Unquestionably the first was pre-eminent

At times it involved about 11 000 workers at Ford and General Motors in Port Elizabeth as well as at Volkswagen in Uitenhage. It led to a shutdown of all vehicle manufacturing plants and to dire warnings of the possible economic consequences for the region

The dispute began in July and was finally resolved only in November, after the emasculation of the industry's industrial council through the withdrawal of the National Automobile and Allied Workers Union (Naawu) and weeks of sporadic go-slows and work stoppages

Under protest, the union finally negotiated with the three employers

through their representative body

The settlement entrenched workers' job security instead of gaining the minimum wage increases initially sought

At a time when all three companies had retrenched hundreds of workers during the year — despite earlier denials that there would be widespread lay-offs — the union saw better lay-off provisions as a priority

The agreement came into operation on December 1. Eight days later GM retrenched 230 workers. They were able to benefit from the new provisions

The dock dispute, in which workers fought for nearly a year to persuade the South African Transport Services (SATS) to talk to, if not officially recognise, the General Workers Union (GWU), received international prominence

The threat of sympathy strikes by stevedores in four major South African ports and of embargoes on South African goods by affiliates of the Inter-

national Transport Workers Federation (ITF) led to widespread condemnation of the SATS actions in refusing to meet docker representatives and in sacking more than 400 workers after a go-slow

The dockers have resolved to await the outcome of a SATS inquiry at which they and the ITF will give evidence

Another Eastern Cape dispute which attained national prominence was that at the Veldspun International textile company in Uitenhage

More than 1 000 workers were fired when they downed tools in protest against the sacking of 60 colleagues

The Fosatu-affiliated National Union of Textile Workers (NUTW) claimed that Barlow Rand (which has a majority holding in Romatex, of which Veldspun is a subsidiary) had broken its code of employment and was indifferent to the unfair labour practices of its subsidiaries

The union also criticised the group's failure to intervene in the dispute

The issue shot to national prominence when students at the University of the Witwatersrand, of which Barlow's chairman, Mr Mike Rosholt, is chancellor, took it up and produced a booklet outlining the history of the dispute and calling on the chancellor to intervene

The NUTW eventually agreed to a management proposal for the staggered re-employment of 214 of those dismissed

Other important events included the banning, after months of detention, of four officials of the Motor Assembly and Component Workers Union (Macwusa) and the arrest and release without charge of two East London-Ciskei unionists of the SA Allied Workers Union (Saawu)

Splits in the "progressive" union camp also widened with the failure of a Port Elizabeth summit in July to agree on a union federation

Star
Strikes ~~138~~
threaten **270**
28/12/82
major
airlines

By Richard Paris
Air Correspondent

At least two major airlines may be grounded by strikes in 1983, and others may be faced soon with industrial disputes as flight engineers take action against airlines that want to replace them with computers.

The president of the South African Airways Flight Engineers Association, Mr Ronnie Smuts, said on return from the Flight Engineers International Association (FEIA) annual meeting in New Orleans this month the organisation was committed to taking a militant stand.

The future of the "third man in the cockpit" has become insecure since the major aircraft manufacturers, Boeing and Airbus Industrie, decided that the new technology, based on cathode ray tubes and lasers, was so advanced that its new range of jets — the Boeing 757 and 767 and the Airbus A310 — could be operated without a flight engineer.

Most two-engine airliners are flown without flight engineers. Plans are to convert the Boeing 747 jumbo jet from a three-man to a two-man crew in a few years.

Airlines are being persuaded that they can save money and have a more efficient operation with two-man crews, but flight engineers claim that in the long run the new technology will prove more costly, reduce efficiency, and threaten the safety of flying.

"The manufacturers are competing in such a fierce battle for sales that they do not believe they can afford not to offer what their rival can," said Mr Smuts.

TESTS

He said Boeing's latest jets, which have just entered commercial service, were test-flown with flight engineers because they were designed originally for a three-man cockpit, but when rival Airbus Industrie announced a two-man operation they quickly re-designed the cockpit along similar lines.

"The development of these new machines has taken place on the ground, where it has been found they are very sensitive to static and other atmospheric conditions. We question whether enough is known about their ability to function consistently in the air," said Mr Smuts.

Test equipment required for the computers on the ground to go with those on the aircraft were nearly as expensive as some of the new aircraft themselves.

A flight engineer, he said, was a third set of eyes in skies often crowded with unidentified light aircraft, and a third voice which commanded weight when a captain's decision needed to be challenged, which the etiquette of flying precluded his co-pilot from doing.

CREDIT

American aviation authorities have acknowledged formally that a flight engineer would have been able to prevent the Boeing 737 Air Florida crash into the Potomac River in Washington DC, during a blizzard in January, had one been on board. They were given credit for helping to save hundreds of lives when two Boeing 747s lost power when they flew into an undetected cloud of volcanic dust over Indonesia in May and were falling to earth rapidly as their engines were restarted.

Members of the SAA Flight Engineers Association told The Star that a clash between them and management was not likely as long as the carrier did not try to phase them out.