

# PUBLIC SECTOR-TRANSPORT- LABOUR

1992

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## PROPERTY

# Transnet's home loans for workers

By JOSHUA  
RABOROKO

TRANSNET has granted about R230 million housing loans to its employees in a bid to satisfy its workforce

In his annual report, chairman Dr Marius de Waal says by the end of the financial year 55 per cent of the workforce shared housing benefits

He says loans of up to 100 per cent of the purchase price of the properties are granted, while costs such as bond registration and transfer duties are covered by additional loans

During the financial year under review, various things were achieved like:

● Following a two-year preparation period, a new, more flexible bond scheme was launched

### MARIUS DE WAAL

Formerly, housing units were registered in the company's name and served as its security. Under the new scheme, the property is registered in the employee's name while the company registers a first bond against the property;

● All housing offices country-wide were linked by computer - this increased productivity and

improved control and service.

● R400 million for the purchase of homes has been allocated to employees in lower income groups. In the year under review alone, 384 houses were purchased at an average of R24 000 a unit and some 1 500 stands were made available

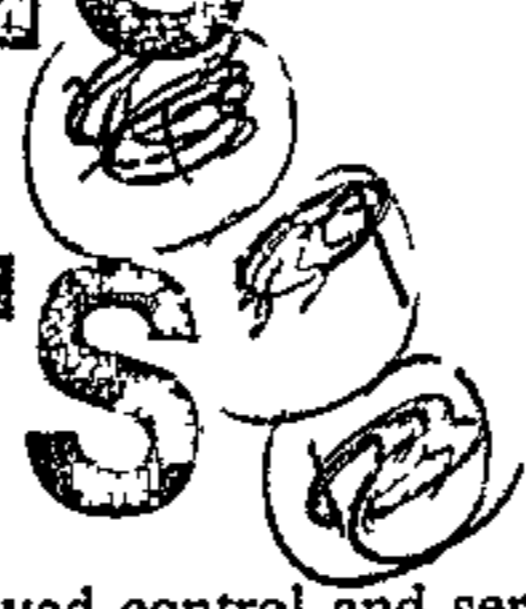
De Waal says there were two historical projects launched during the year

● At Wattville on the East Rand, 223 residential stands were made available. This was the first extension to the town in 35 years, and

● At Doornkop, in Soweto, 1 100 stands were bought. It is expected that 700 houses will be completed by the end of the 1991/92 financial year

Soweto 9/11/92

270



# Mandatory 'dangerous goods in flight' course gets started

SA's first workshop dealing with the carriage by air of dangerous goods was held yesterday and hosted by the National Occupational Safety Association (Nosa) in Kempton Park.

Several pilots, flight engineers, cabin attendants, ground personnel, security staff, and baggage and cargo handlers attended the course, which was recently made mandatory by government.

Last month the Department of Transport's Directorate of Civil Aviation published an Aeronautical Information Circular advising aircraft operators, air crew and allied staff that, as of the date of publication, it was compulsory to attend a dangerous goods course.

A Nosa spokesman said the course was very successful and had identified a gap in the knowledge of people involved in cargo, baggage and passenger handling with regard to what constituted dangerous goods

270  
B/ham 23/11/92  
LINDEN BIRNS

"In terms of the International Civil Aviation Organisation's definition, dangerous goods are articles or substances which may pose a threat to the health and safety of an aircraft and its occupants," the spokesman said.

She illustrated the point by describing a recent light aircraft crash in SA which was caused by the pilot losing his sense of direction when a portable cassette recorder which was on board caused the aircraft's compass to go haywire.

"Portable compact disc players have been known to interfere with aircraft auto-pilots and are also classified as dangerous goods."

She said it was encouraging that industry was beginning to realise the link between safety and security.

Further courses will be held in February and March.



(b) waar etes of nie-alkoholiese drank bedien word vir verbruik op die perseel of verskaf word vir verbruik weg van die perseel,

(c) waar spuit- of mineraalwater in glase of ander houers verskaf word vir verbruik op die perseel;

(d) waar bovermelde werksaamhede verrig word in verband met enige vermaaklikheid of onthaal en waar sodanige werksaamhede verrig word in die gedeelte van enige teater, bioskoop of kafeebioskoop ten opsigte waarvan 'n lisensie kragtens die Drankwet, 1989, uitgerek is,

en dit omvat voorts die verskaffing van drank in enige sodanige bedryfsinrigting of op enige sodanige perseel kragtens 'n dranklisensie deur sodanige werkgewers kragtens die Drankwet, 1989, gehou, en dit omvat voorts alle bedrywighede wat met enige van voormelde werksaamhede gepaard gaan of daaruit voortspruit

*Belange en gebied ten opsigte waarvan registrasie gehou word* Gekleurde persone in diens in die Drankbedryf en die Verversingsbedryf, soos hierin omskryf, in die landdrostdistrikte hierin vermeld soos hulle op 12 Oktober 1967 saamgestel was.

**Opmerking:** Die hoofdoel van die aansoek is om enige verwysing na die Drankwet, 1928, deur 'n verwysing na die Drankwet, 1989, te vervang, om die verwysing na die Lisensiewet, 1962, uit die huidige omskrywing weg te laat en om die Vakvereniging se registrasiebestek uit te brei om alle persone in te sluit

*Posadres van applikant:* Exchangegebou 309, St Georgestraat 28, Kaapstad, 8001

*Kantooradres van applikant:* Exchangegebou 309, St Georgestraat 28, Kaapstad

Die aandag word gevestig op onderstaande vereistes van artikels 4 en 7 van die Wet

(a) Die mate waarin 'n beswaarmakende vakvereniging verteenwoordigend is, word ingevolge artikel 4 (4), soos toegepas by artikel 7 (5), bepaal volgens die feite soos hulle bestaan het op die datum waarop die aansoek ingedien is, en wat die lidmaatskap betref, word alleen lede wat ingevolge artikel 1 (2) van die Wet op voormelde datum volwaardige lede was, in aanmerking geneem

(b) Die prosedure voorgeskryf by artikel 4 (2) moet gevolg word in verband met 'n beswaar wat ingedien word

**D. W. JAMES,**  
Nywerheidsregistrator.

(24 Januarie 1992)

#### KENNISGEWING 60 VAN 1992

#### DEPARTEMENT VAN MANNEKRAG

#### WET OP ARBEIDSVERHOUDINGE, 1956

#### AANSOEK OM REGISTRASIE VAN 'N VAKVERENIGING

Ek, David William James, Nywerheidsregistrator maak ingevolge artikel 4 (2) van die Wet op Arbeidsverhoudinge, 1956, hierby bekend dat 'n aansoek om die registrasie as 'n vakvereniging ontvang is van die South African Airways Pilots' Association. Besonderhede van die aansoek word in onderstaande tabel verstrekk

(b) where meals or non-alcoholic drinks are served for consumption on the premises or are provided for consumption away from the premises, ~~(12/1/92)~~

(c) where aerated or mineral waters are supplied in glasses or other containers for consumption on the premises;

(d) where the above-mentioned activities are carried on in connection with any entertainment or function and where such activities are carried on in that part of any theatre, bioscope or bioscope-tearoom in respect of which a licence has been issued in terms of the Liquor Act, 1989,

and further includes the supply of liquor in any such establishment or on any such premises in terms of a liquor licence held under the Liquor Act, 1989, by such employers, and further includes all operations incidental to or consequent on any of the aforesaid activities

*Interests and area in respect of which registration is held* Coloured persons employed in the Liquor Trade and the Catering Trade as defined herein in the Magisterial Districts listed herein as they were constituted on 12 October 1967

**Note:** The main purpose of the application is to substitute any reference to the Liquor Act, 1989, for any reference to the Liquor Act, 1928, to exclude the reference to the Licences Act, 1962, from the present definition, and to extend the Union's scope of registration to include all persons

*Postal address of applicant* 309 Exchange Building, 28 St George's Street, Cape Town, 8001.

*Office address of applicant* 309 Exchange Building, 28 St George's Street, Cape Town.

Attention is drawn to the following requirements of sections 4 and 7 of the Act

(a) The representativeness of any trade union which objects to the application shall in terms of section 4 (4) as applied by section 7 (5) be determined on the facts as they existed at the date on which the application was lodged and, as far as membership is concerned, only members who were in good standing in terms of section 1 (2) of the Act as at the aforesaid date shall be taken into consideration

(b) The procedure laid down in section 4 (2) must be followed in connection with any objection lodged.

**D. W. JAMES,**  
Industrial Registrar

(24 January 1992)

#### NOTICE 60 OF 1992

#### DEPARTMENT OF MANPOWER

#### LABOUR RELATIONS ACT, 1956

#### APPLICATION FOR REGISTRATION OF A TRADE UNION

I, David William James, Industrial Registrar, do hereby, in terms of section 4 (2) of the Labour Relations Act, 1956, give notice that an application for registration as trade union has been received from the South African Airways Pilots' Association. Particulars of the application are reflected in the subjoined table



Enige geregistreerde vakvereniging wat teen die aansoek beswaar maak, word versoek om binne een maand na die datum van publikasie hierdie kennisgewing sy beswaar skriftelik by my in te dien, p/a die Departement van Mannekrag, Mannekraggebou 123A, Schoemanstraat 215, Pretoria (posadres: Privaatsak X117, Pretoria, 0001)

### TABEL

*Naam van vakvereniging* South African Airways Pilots' Association.

*Datum waarop aansoek ingedien is* 27 November 1991.

*Belange en gebied ten opsigte waarvan aansoek gedoen word* Alle persone in besit van die minimum kwalifikasie van 'n geldige handelsvlieënierslisensie van die Direkoraat Burgerlugvaart in diens van die Suid-Afrikaanse Lugdiens in 'n aktiewe vlieghoedanigheid.

*Posadres van applikant* Posbus 796, Kempton Park, 1620.

*Kantooradres van applikant* Blockhousestraat 10, Kempton Park.

Die aandag word gevestig op onderstaande veristes van artikel 4 van die Wet:

(a) Die mate waarin 'n beswaarmakende vakvereniging verteenwoordigend is, word ingevolge subartikel (4) bepaal volgens die feite soos hulle bestaan het op die datum waarop die aansoek ingedien is, en wat die lidmaatskap betref, word alleen lede wat ingevolge artikel 1 (2) van die Wet op voormelde datum volwaardige lede was, in aanmerking geneem

(b) Die prosedure voorgeskryf by subartikel (2) moet gevolg word in verband met 'n beswaar wat ingedien word.

**D. W. JAMES,**

Nywerheidsregistrateur  
(24 Januarie 1992)

### KENNISGEWING 64 VAN 1992

#### DEPARTEMENT VAN NASIONALE GESONDHEID EN BEVOLKINGSONTWIKKELING

WET OP BEHEER VAN MEDISYNE EN VERWANTE  
STOWWE, 1965 (WET No. 101 VAN 1965)

#### REGISTRASIE VAN MEDISYNE

Hierby word ingevolge artikel 17 van die Wet op Beheer van Medisyne en Verwante Stowwe, 1965 (Wet No 101 van 1965), bekendgemaak dat die Registrateur van Medisyne met die goedkeuring van Medisyne-beheerraad ingestel by artikel 2 van genoemde Wet, die volgende medisyne soos in die Bylae hiervan omskryf, geregistreer het

#### BYLAE

*Registrasie No.* X/3.1/364.

*Naam van medisyne* R-Flex 200 mg.

*Bereidingsvorm* Tablet

*Aktiewe bestanddele* Sulindak. Hoeveelheid 200 mg per tablet.

Any registered trade union which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower, 123A Manpower Building, 215 Schoeman Street, Pretoria (postal address: Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

### TABLE

*Name of trade union* South African Airways Pilots' Association.

*Date on which application was lodged* 27 November 1991.

*Interests and area in respect of which application is made* All persons in possession of the minimum qualification of a current Directorate of Civil Aviation Commercial Pilot Licence employed by the South African Airways in an active flying capacity.

*Postal address of applicant* P.O. Box 796, Kempton Park, 1620.

*Office address of applicant* 10 Blockhouse Street, Kempton Park.

Attention is drawn to the following requirements of section 4 of the Act:

(a) The representativeness of any trade union which objects to the application shall in terms of subsection (4) be determined on the facts as they existed at the date on which the application was lodged and, as far as membership is concerned, only members who were in good standing in terms of section 1 (2) of the Act as at the aforesaid date shall be taken into consideration.

(b) The procedure laid down in subsection (2) must be followed in connection with any objection lodged

**D. W. JAMES,**

Industrial Registrar.  
(24 January 1992)

### NOTICE 64 OF 1992

#### DEPARTMENT OF NATIONAL HEALTH AND POPULATION DEVELOPMENT

MEDICINES AND RELATED SUBSTANCES  
CONTROL ACT, 1965 (ACT No. 101 OF 1965)

#### REGISTRATION OF MEDICINES

It is hereby notified, in terms of section 17 of the Medicines and Related Substances Control Act, 1965 (Act No 101 of 1965), that the Registrar of Medicines, with the approval of the Medicines Control Council established by section 2 of the said Act, has registered the following medicines described in the Schedule hereto:

#### SCHEDULE

*Registration No* : X/3.1/364.

*Name of medicine*: R-Flex 200 mg.

*Form of preparation*. Tablet.

*Active ingredients*: Sulindac. Quantity: 200 mg per tablet.

## Pension deficit at R17bn

CAPE TOWN — Transnet had a deficit of R17,180bn in its pension fund in April 1990, its first annual report since becoming a public company said yesterday.

The shortfall arose because the pension fund had invested surplus money in government and semi-government bonds which had yielded a lower return than growth assets.

As the Pension Fund Act had been amended in 1991, the fund could now invest in growth assets such as shares and property.

Transnet's board decided to rectify the deficit in the pension fund through partial funding by issuing shares, increasing the company's contribution rate from 9% to 12% and by allocating profits to it.

Due to Transnet's sensitivity to market fluctuations the balance sheet was not sound, which would impede any privatisation.

Transnet MD Anton Moolman said Spornet traffic volumes were down 8%

over the previous financial year. The decrease was more marked in the general sector than in bulk traffic.

"The poor performance of the agricultural sector contributed to the decline."

Portnet handled 5,4% less traffic through its eight harbours although container tonnage increased 1,9%.

SAA had fewer travellers and higher fuel costs.

Domestic passenger bookings decreased 7,9% while international passenger numbers decreased 4,5%.

Autonet was also affected by the reduced demand for transport and showed a 25,8% decrease during the financial year.

"To alleviate the management cutback on costs at all levels a programme of natural employee attenuation was implemented," the annual report said, adding the staff complement had been cut by 4,8% by March 15 last year compared with the same date in 1990. — Sapa.

**Human resource  
deal signed** (270)

Finance Staff *STAN*  
29/1/92

Spoornet and CTU, the training branch of Anglo American, have signed a contract for extensive organisational development of Spoornet under the supervision of CTU's top management consultants. Three thousand of Spoornet's top managers will be trained. CTU manager Johan Swanepoel said the programme had been designed specifically to meet the company's organisational needs identified during two years' work with Spoornet."



## Decision on Sarhwu inquiry expected soon

B10  
6/2/72 DIRK HARTFORD 270

THE crisis in the SA Railway and Harbour Workers Union (Sarhwu) should be solved next week when the union's executive committee decides on the report of the commission of inquiry into the ousting of the leadership last year, said Sarhwu spokesman Sanku Gwala.

While neither Gwala nor the commission would be drawn on the likely outcome of the report, a source in Sarhwu said serious corruption had been exposed and "heads could roll".

The commission, consisting of representatives from Cosatu, the ANC and SACP, was established after workers in Johannesburg threw out their entire leadership and occupied the union's offices last October.

The workers were apparently enraged by the wage deal the Sarhwu leadership concluded with Transnet last year, allegedly without a mandate from union members.

Sarhwu president Justice Langa, general secretary Martin Sebakwane and assistant general secretary Johnny Potgieter, together with three other national management committee members, were suspended by the union's executive committee pending the outcome of the inquiry.

The move against the leadership was actively supported by the southern Transvaal, southern Natal and eastern Cape regions, but the rest of the union was at best neutral, the source said.

The leadership crisis had a paralysing effect on the union and members hoped the executive committee decisions on the leadership would enable Sarhwu to function properly again, he said.

Transnet's Vyt van Vuuren said yesterday the crisis in Sarhwu had caused "no big problems" as annual wage negotiation would only begin in April. He said Sarhwu had been participating in the newly-formed industrial council in the industry.

## CAREER

# Jobs with a good grounding

STAR 6/2/92.

Airport clerks fill key positions at all South African Airways airports. The services of airways clerks are required at airports as well as booking offices.

When employed at an airport, the airways clerk performs counter duties such as reservations, ticketing, calculation and collection of excess baggage charges, documentation and helping passengers comply with immigration and customs formalities. The clerk also issues passenger travel tickets.

Before passengers board the aircraft, the clerk verifies the passenger list to see if all passengers have gone through the boarding gates.

Ground clerks working at reservation offices handle telephone sales and reservations. They work a maxi-

The airways clerk or ground hostess looks after the interests of passengers from the moment they report at the booking office, in a city or at an airport, until boarding time and again from the time the passengers disembark from the aircraft and return to the airport building.

minimum of eight hours a day, but as SA Airways offers a 24-hour service, they must be prepared to work shifts.

The minimum duration of service as stipulated by contract is two years.

To qualify as a hostess for SAA, you must have a friendly, spontaneous and mature personality. Hostesses need to be intelligent, sophisticated, have a good appearance and must be able to give passengers efficient service and sympathetic advice. Candidates should be no younger than 17.

A Std 10 certificate is the

minimum educational requirement needed to become a ground clerk. Fluency in both official languages is required. Candidates appear before a selection committee.

Training covers all facets of the work and also includes interesting courses such as make-up and deportment.

Duration of training ground clerks receive at Jan Smuts Airport is approximately two weeks.

After completion of training, he or she is placed at one of the various airports or city offices. Further training

lasting approximately nine weeks follows.

Keen competition for the available employment opportunities for ground personnel such as airways clerks and ground hostesses, and flight personnel such as cabin attendants, air hostesses and flight stewards, may be expected.

These careers are open to males and females.

Advancement possibilities are as follows:

Ground clerk, senior clerk, assistance chief clerk and chief clerk.

For further information write to The Employment Officer, SAA, Employment Bureau, Old Avron Building, PO Jan Smuts Airport, 1627. From My Career by The Department of Manpower



Friendly personalities these young women qualified as air hostesses about five years ago. They are (from left) Millicent Mashela, Gloria Legodi, Thandi Modise, Gloria Muthibi and Cecilia Matjila. Picture: Alf Kumalo.

# Transport industry nearer to striking

270

THE transport industry has edged closer to a wage strike after four unions declared a dispute with employers and announced they had started moves for a strike vote

The Transport and General Workers Union made the declaration last week saying the four unions would meet on Friday to review the situation

"The TGWU, which is by far the major representative, has initiated the meeting and is already preparing for the ballot next week," the statement said

Management and union leaders have failed to reach a compromise in wage talks that began last year

The workers are demanding increases of between 49,4 and 44 percent on weekly wages for the higher and lower paid brackets

Govejan 10/2/92

Management has in turn offered increases of between 14 and 18 percent - Sapa



# Rail union leaders

## Resign after inquiry

*BID 25 19/2/92*

*(A7D)*

*#104*

DIRK HARTFORD

TWO SA Railways and Harbours Workers' Union (Sarhwi) leaders have resigned after the union endorsed the recommendations of a Cosatu-ANC-SACP inquiry into the union leadership's activities.

Sarhwi spokesman Vanguard Nkosana said general secretary Martin Sebekwane and assistant general secretary Johnny Potgieter had resigned their positions.

Sebekwane and Potgieter were suspended last year, together with the national management committee of Sarhwi, after they allegedly signed a wage deal with Transnet, without consulting their membership, on the eve of a planned national strike.

Sarhwi's new leadership, who will act until the next union congress, is Nelson Ndimisa (president), Innocent Moshoeshe (first vice-president), Stephen Thomas (second vice-president), Ezrom Mabiyane (treasurer), Dereck Smoko (general secretary) and Oupa Moshao (assistant general secretary)

Only Moshoeshe was previously a national office bearer of Sarhwi

Sarhwi members in the Transvaal physically occupied the Sarhwi head office and detained Sebekwane after the wage deal.

The Sarhwi executive committee defused the crisis by suspending the national management committee, including Potgieter and Se-

bekwane, while appointing a commission of inquiry to investigate allegations of corruption, financial maladministration and the way in which the wage deal was settled last year.

During the occupation of the head office, Sebekwane was forced to write and sign a resignation letter by workers.

The commission said this letter was "null and void".

Although Sebekwane and Potgieter have resigned, they can apply for appointed positions in the union but may not stand for elected posts.

The commission found that union resources had been "misused and abused" but there was no evidence of theft or personal enrichment.

Nkosana said Sarhwi had decided to revamp its financial control structures and appoint an accountant to help the union develop sound financial systems.

Foreign funding of the union will be further investigated, he said

Nkosana conceded that the leadership crisis had "shaken up" the 45 000-strong union but said the experience had also made it more mature.

This year job security, training and education, literacy programmes and education about the political situation would be high on Sarhwi's agenda, according to Nkosana.

## Number of settlers from Taiwan rockets

GERALD REILLY

PRETORIA — The number of Taiwanese immigrants entering SA has increased dramatically during the past three years and the flow is expected to continue to grow, says the Taiwanese consulate.

Central Statistical Service figures show that 1 845 settled in SA during the first 10 months of last year, against 1 094 during the same period a year earlier.

The number for the year was expected to exceed 2 000. *BID 25 19/2/92*

The number of Taiwanese immigrants was second only to that of British settlers — 2 205 — during the 10 months.

Taiwanese consulate official Scott Wang said about a third of the immigrants were businessmen running small to medium-sized concerns, attracted by opportunities in SA.

Families also moved to SA because it offered greater opportunities for affordable advanced education.

Cheaper housing and office space were other reasons for immigration.

In Taipei, for instance, a three-bedroomed flat costs in the region of R1m.

The number of immigrants from Hong Kong also increased during the period: 210 Hong Kong citizens settled in SA, compared with 97 during the 10-month period in 1990.

The number of immigrants from Hong Kong is expected to increase as 1997 approaches, and mainland China takes over the British colony.



21/2-27/2/92  
**Sarhwu NMC must quit, recommends inquiry**

■ THE South African Railway and Harbours Workers' Union is back on track following the findings of a high-level commission of inquiry into the dismissal of the union's entire executive in October last year.

The commission recommended that the entire national management committee (NMC) resign. Martin Sebakwane and Johnny Potgieter were "unable to be a unifying force within Sarhwu and should not stand for re-election".

While the commission did find instances of maladministration, it found no evidence to support allegations of corruption and particularly disputed the rumour that "NMC members received any payments from Transnet to reach the wage agreement".

Workers from the Southern Transvaal last year occupied Sarhwu's head office and threw out the entire NMC after the signing of a controversial wage deal with Transnet.

The commission lifted the suspension of the Southern Transvaal office-bearers because their action was "understandable".

That auditors should produce

a financial and procedures manual for Sarhwu and an accountant be appointed, were other recommendations of the commission.

# TRANSNET ORDERED TO REPAY MILLIONS

By BILL KRIGE 270

TRANSNET has been ordered by the commissioner for Inland Revenue to repay millions of rands incorrectly deducted from the pay packets of thousands of Spoornet employees.

The unexpected bonus, which must be paid by the end of April, results from the discovery of irregularities by tax consultants hired by the SA Railways and Harbours Workers' Union (Sahwu).

About 60 000 of Spoornet's 160 000 workers belong to the union

Tax consultant Eric Fleet

believes the repayments could amount to R60-million. The same irregularities could surface in the current tax year.

Mr Andre Freemantle, general manager of Spoornet's Cape Midland's region, blamed over-deductions on "administrative problems" and said there would be a one-off payment in April.

Discrepancies centre on IRP2 forms, which indicate an employee's marital and parenting status. Thousands of the forms were never issued, depriving employees of automatic rebates of R2 100 for a spouse and R100 for each child.

*Times 11/3/92*



# Pumla aims to be a high flyer with SAA

270



S/Times 1/3/92

By CAS ST LEGER

PUMLA LUHABE has broken through both sex and race barriers at South African Airways. Benoni-born Miss Luhabe, 29, is SAA's first woman and first black trainee or "cadet" manager who will soon be taking up a posting to New York.

"I'm very proud of myself and I hope I won't let myself down," said Miss Luhabe.

She won the job against fierce competition from 120 applicants. The list was whittled down to eight — four from within SAA's ranks. Miss Luhabe was the only black and the only woman among the cadets.

## Manager

Educated at St John's College, Umtata, she is the youngest of four children and comes from a family of high achievers.

Miss Luhabe majored in journalism and psychology at Rhodes University, Grahamstown, then joined a cosmetics manufacturing company as a marketing trainee. After becoming production manager, she resigned to join SAA last May.

She will spend from one to three years in New York, depending on her abilities, until she qualifies as a manager. Then she'll be given her own station at any one of SAA's international offices.



PUMLA LUHABE ... off to New York as SAA's first woman trainee manager. Picture: SUE KRAMER

C

## Fears of Transnet retrenchments

PRETORIA — Transnet had put together a contingency retrenchment policy which was causing anxiety among the organisation's 155 000 workers, Federation of Transnet Trade Unions general secretary Abe Koekemoer said yesterday.

Although the policy had not been implemented, there were fears that it could soon be, due to continuing recession and declining traffic and revenue in virtually all sectors of the organisation.

Koekemoer said Transnet had agreed with the unions on severance benefits

Koekemoer, who is also vice-chairman of the SA Federation of Labour Unions (Fedsal) warned Fedsal's annual conference this week that a "no" vote in the March 17 referendum would lead to the almost immediate disintegration of the

economy and wholesale unemployment

If this happened the transport industry would be one of the worst hit and the retrenchment policy would have to be activated.

27D

With a "yes" majority and the stimulus this would give imports and exports, and a greater use of the transport system, the threat of unemployment would disappear and staff numbers might even have to be increased

8/02/92 6/3/92

Another issue still ranking with Transnet workers was the affirmative action policy of giving employment preference to blacks. Although this had not yet happened to any great extent the policy had not been altered and it was only where a suitably qualified black could not be found that a white was employed.

## Diepmeadow council probe

WILSON ZWANE

THE Transvaal Provincial Administration (TPA) has engaged experts to assist it in its probe into alleged irregularities in the Diepmeadow Town Council.

Transvaal MEC for local government Burger Lategan said the probe was ordered two weeks ago after complaints had been received from members of the Diepmeadow community about irregularities in the council

8/02/92 6/3/92

It is understood that allegations of corruption have been levelled at the Diepmeadow town clerk and two Diepmeadow Town Council members.

Lategan said the administration had appointed experts on local government to look into the matter as the "TPA requires that even the slightest suggestion of irregularities should be thoroughly investigated". He said the investigations would be concluded as soon as possible.

"If they yield evidence of irregular conduct, firm steps will be taken against those involved," he said.



its normal course  
In total, 422 prisoners were injured to such an extent as a result of assaults by fellow-prisoners that they had to be referred to prison hospitals or hospitals outside of prisons. These assaults took place at the following prisons

- Leeuwkop Maximum
- Port Shepstone
- Pollsmoor Maximum
- Pollsmoor Medium A
- Pollsmoor Medium B
- Genl J C Steyn
- Port Elizabeth Male
- Port Elizabeth Female
- Victor Verster Maximum
- Victor Verster Medium A
- Waterfall Medium B
- Middelburg (TV)
- Obiqua
- Nylstroom
- Ficksburg
- Grootvlei Medium
- Ladybrand
- Senekal
- Fort Beaufort
- King William's Town
- Pietermaritzburg Medium A
- Umzinto
- St Albans Maximum
- St Albans Medium A
- Warmbokveld
- Zonderwater Medium A
- Zonderwater Medium B
- Kroonstad Medium A
- Kroonstad Medium B
- Staat van Paardeberg
- Barberton Medium A
- Barberton Medium B
- Barberton Maximum
- Nelspruit
- Baviaanspoort Maximum
- Grootvlei Maximum
- Brandvlei Maximum
- Caledon
- Helderstroom Medium
- Durban Female
- Groenpunt Medium
- Johannesburg Female
- Krugerdsorp
- Klerksdorp

Rustenburg  
Bethlehem

**Criminal trials in 1991**

- 115 Mr A J LEON asked the Minister of Justice
- (1) How many criminal trials were conducted in (a) regional and (b) district magistrates' courts in South Africa in 1991,
  - (2) in how many such trials was the accused not legally represented?

B279E

The MINISTER OF JUSTICE

- (1) The statistics hereunder are only with regard to more serious criminal offences. Statistics with regard to minor offences, for example stationary traffic offences, are not included in the data. The required information regarding the Supreme Court is not readily available. To obtain the information all court records will have to be scrutinized which is not economically feasible
- (a) Total number of accused 69 329
- (b) Total number of accused 706 753
- (2) (a) Total number of accused not represented 45 110
- (b) Total number of accused not represented 638 531

It is important to take cognizance of the fact that our system of adjudication of criminal matters provides for various intrinsic safeguards to prevent miscarriages of justice and this means that accused appearing in courts are not necessarily prejudiced by a lack of legal representation. Consequently only approximately 20 percent of the large number of accused which appeared in the courts without legal representation were convicted and committed to prison.

**Sentences**

128 Mr L. FUCHS asked the Minister of Correctional Services

How many sentences were handed down in the years ended 31 December 1988, 1989, 1990 and 1991, respectively, in respect of the provisions of (a) section 54(2)(a), (b) section

54(2)(c) and (c) section 54(2)(d) of the Prisons Act, No 8 of 1959?

B329E

The MINISTER OF CORRECTIONAL SERVICES

With reference to the periods ending on 31 December 1988, 1989 and 1990 the hon member is referred to my written reply of 5 March 1991 to question number 64 in the House of Assembly (Hansard col 357-358). The information with regard to the period 1 January 1991 to 31 December 1991 are as follows

- (a) In 3 308 cases prisoners were reprimanded
  - (b) In 27 930 cases prisoners were sentenced to the deprivation of one or more meals on any one day
- This represents 6,9% of the total number of prisoners admitted to South African prisons from police and courts during the calendar year 1991
- (c) In 44 cases corporal punishment not exceeding six strokes was imposed in respect of convicted male prisoners

SAA: personnel

134 Mr A J LEON asked the Minister for Public Enterprises

- (1) What total number of (a) Whites, (b) Blacks, (c) Coloureds and (d) Asians was employed by the South African Airways (i) as apprentices, (ii) as technical staff, (iii) in the administrative services, (iv) as cabin crew (excluding pilots) and (v) as pilots as at the latest specified date for which figures are available.

(2) whether the Airways intends to increase the Black component of its staff, if so, what are the relevant details?

B335E

The MINISTER FOR PUBLIC ENTERPRISES

The Managing Director of TRANSNET LIMITED has furnished the following information in reply to the hon member's question

- (1) (a) (i) 336
- (ii) 1 804
- (iii) 4 914
- (iv) 1 431
- (v) 550
- (b) (i) 19
- (ii) 597
- (iii) 1 034
- (iv) 36
- (v) 0
- (c) (i) 19
- (ii) 144
- (iii) 96
- (iv) 45
- (v) 0
- (d) (i) 17
- (ii) 4
- (iii) 15
- (iv) 18
- (v) 1

(2) SA Airways is constantly revising its employment policy to ensure that a better composition of its staff complement is obtained



AVIATION (270) <sup>infringement</sup>  
2013-263192  
SOUTH African Airways does not have black  
or coloured pilots, but it employs one Asian  
pilot and 550 white pilots.  
Enterprises Minister Dawie de Villiers.

## 100 sit in over axed workers

Staff Reporter (270)

ABOUT 100 train conductors from two unions sat in at the Paul Sauer Building for hours yesterday waiting for a senior Commuter Corporation official to address them on eight dismissals which they regarded as unfair.

Mr Dennis Kika, chairman of the Cape Town branch of the 'SA Harbour and Railway Workers' Union (Sahrwu), said three white people had committed the same offence, for which their eight black colleagues had been dismissed. Yet the three were still in the same job.

Ms Marise du Preez of the Commuter Corporation's public relations department said late yesterday that the conductors had agreed to appoint a delegation, and that discussions would start today.

# AVIATION AFRICA 92

A Business Times Feature

# Big expansion plans for Wonderboom

S/Times (BUSS) 29/3/92 270

THE new boss at Wonderboom Flying School has big plans for expansion — plans that could make it the premier establishment of its kind in the country.

Andrew McLeod, former SAAF transport and maritime patrol pilot, and general manager of the Pretoria-based flying school, says that although the school is primarily a training establishment with its own maintenance and sales departments, there are plans to start a charter service which will give the school all-round exposure to the aviation market

## Solo

Wonderboom has the only Directorate of Civil Aviation-approved flight training simulator in the country and, with its eight full-time instructors, is the only one that takes students from ab initio standard to the top, which is an airline transport pilot's licence, which includes the commercial and senior commercial licences

Also on the cards for the school is a plan to move its offices at the airport terminal to the opposite side of the runway, where their own hangars and apron will be constructed at a cost of more than R1-million

Metres away is the school's accommodation for out-of-town students and lecture rooms

"At the moment we have 18 students doing the commercial licence, with between 30 and 40 qualifying as private pilots each year, and we send between 70 to 80 students on their first solo each year"

Not all the students are South Africans "Because of the favourable exchange rate we also attract overseas pilots who would otherwise have to pay in their home countries more than double what we charge."

The school has attracted students from Switzerland, the United Kingdom, France, Netherlands and North Africa, some of whom stay at Wonderboom for up to a year

"Our high standards, excellent flying weather, relatively uncongested air space and cheap rates are the chief attractions," he said

A recent advertisement in an international aviation magazine attracted 25 inquiries from licensed pilots who wanted to do instrument ratings and commercial licence validations — all of which are far more expensive in their own countries and warrant the cost of travel to SA and accommodation

"Essentially what we are offering is a unique service which will take the pilot from ab initio right up to ALTP standard, rather than the student having to chop and change schools and instructors as he attains higher licences

"We can train students as far as the law allows Obviously we can't do the instructor's rating, senior commercial or ALTP exams These must be done by the DCA, but our staff — we are the only school in SA to have a full-time DCA-approved Grade 1 testing officer — have approval to do initial as well as renewal flight tests"

## Minimum

So what does the student get for the R15 000 he will pay for his private pilot's licence, the first rung on the ladder to becoming a professional?

"Accommodation aside — which will be an extra R40 a day and includes two meals, washing and ironing — everything, including books and equipment, he will need to complete the course"

It takes the average student a minimum of 40 hours, normally completed in about four weeks, before he can be tested for a private pilot's licence

Wonderboom's assistant chief flying instructor, Alex Dyason, 26, has a Grade 2 instructor's rating, about 3 000 hours logged and an ALTP — the highest licence obtainable

His baby at the school is the R1-million simulator, the only general flying simulator in the country approved by DCA for advanced licence renewals.

The benefit to the student is that the instructor can stop the training in flight and sort out mistakes without worrying about keeping the aircraft flying and then take up again where they left off

## Limitations

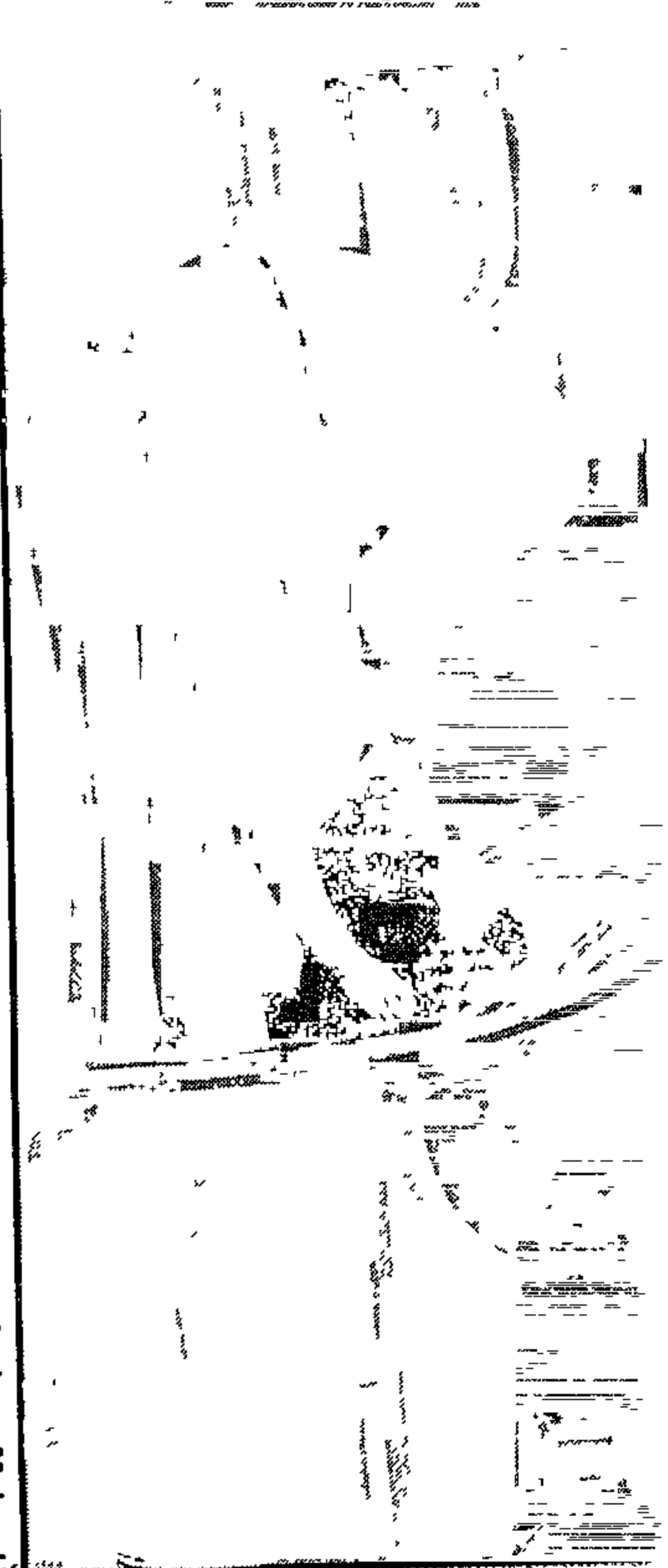
"If the student was in an aircraft it would be costing him more than twice as much, and he might also not be learning as fast We can fly whole routes without leaving the ground and programme the simulator so as to concentrate on weak points only," says Alex

Mr McLeod says the simulator also allows for single- or multi-engine training, depending on which area of flying the student wants to concentrate on

"The Line Oriented Flight Training (LOFT) system is run by our chief flying instructor This system is used in recurrency training for instrument renewals as well as to train pilots for certain tasks depending on what field the pilot wants to pursue — be that an instructor's rating, charter work, small airline or large airline preparation It saves him money and time and gives in-depth training"

Mr McLeod says Wonderboom training is geared to making safety-conscious pilots out of students "And to be safe the pilot has to know his work and his limitations For this reason our commercial pilot students are required to maintain a daily average of 70 percent or we don't permit them to write the exams"

Alan Fitzpatrick of Botswana gets a last-minute briefing from Wonderboom manager Andrew McLeod





# Cash crisis for SAA

5 Times 29/3/92

270

**By ROGER MAKINGS**  
**CASH-STRAPPED first officers on SAA are having to borrow from their pilots' association to make ends meet.**

They have not had pay increases for nearly two years because of a drawn-out dispute over an offered 10 percent salary increase which they rejected.

This week some co-pilots on domestic and international routes warned "it is only a matter of time before financial worries began to interfere with cockpit duties".

## Loss

The South African Airways Pilots' Association has lent about 50 junior first officers, with less than five years service, amounts of up to R4 000 at 10 percent interest to help them pay bills until an 18-month-long salary dispute is settled.

Last week SAA, which recorded a loss of nearly R100-million last year, made an unconditional

# Pilots

offer to pay a 10 percent increase on salaries back-dated to May, 1991.

SAAPA has accepted the offer, but pilots say it won't solve what has become a major problem.

Many of the junior pilots are moonlighting at second jobs and some have had to sell their homes and move to cheaper accommodation.

"SAA prevents us from doing charter flights, so we are forced to take on any work we can find," said one young co-pilot.

He said the nature of their work demanded two cars in the home. "We cannot expect our working wives to fetch and take us to the airport at all times of the day or night, so we need two cars, which many of us cannot afford."

Another pilot in his mid-thirties said his total pay

package was R5 800 a month. "After deductions I take home R3 700. But because I have a big bond, I clear about R1 200 a month. Although it's forbidden, I do charter flights. I no longer care. I have to feed my family."

He added that he received a monthly overseas allowance of R1 000 which was used to pay household bills. A further £55 a day (in London) was spent on meals.

Asked why he didn't

leave, the pilot said "I've always wanted to fly for SAA and it's been a slog getting there. I don't want to leave, but I cannot afford to stay much longer."

He said pilots couldn't slam the cockpit door on their financial worries. "We take them with us wherever we fly. It's part of our baggage."

A Boeing 747 co-pilot, who has taken a SAAPA loan, clears about R3 300 after deductions from a basic of R5 200, which included his home loan. He said foreign cabin staff earned more than he did and, had he stayed in the SAAF, he would earn more.

Many of the junior pilots felt the disparity between a

## Hannibal's return

Sunday Times Reporter: Los Angeles

ACTOR Anthony Hopkins is on the verge of signing a £3.5-million (R17.5-million) deal to make a sequel to *Silence of the Lambs*.

Hopkins, in line for an Oscar for his performance as Hannibal "the Cannibal" Lecter in the movie, says he "can't wait" to get his teeth back into the role. He is almost certain to be joined by co-star Jodie Foster.

## No pay increase for two years

ning of a flight, that they were tired because they had been flying privately to make extra money.

"In our 747-400s there are only two men in the cockpit. The co-pilot is vital and should be paid accordingly."

He said that whatever the pilots gained in their 1988 increases had been wiped out by inflation.

"Our working lives end in our 50s. Thereafter we're on our own."

He estimated he had about 12 years' service left with the airline and in that time all he had to look forward to was paying off a five-figure bank overdraft.

## Talks

Meanwhile talks about 1992 increases which began this week have also collapsed.

SAA spokesman Leon Elis said: "We don't discuss the salaries of employees in the media. There is a negotiating forum where management and employees discuss these matters."





# Aviation hazards reporting system started

THE soaring rate of aircraft accidents and "near-misses" in SA has prompted the Southern African Aviation Safety Council to introduce a confidential aviation incident reporting system in an attempt to alert pilots to hazards

Speaking at Aviation Africa '92 at the weekend, council spokesman Leslie Stokoe said reports would be processed and published in a newsletter format for distribution by the Directorate of Civil Aviation (DCA) with its monthly Notices to Airmen

DCA statistics showed there were 172 reported accidents in SA during 1991, 21 more than in 1990 and 30 more than in 1989

Research by the council has shown

B/Day 7/4/92  
LINDEN BIRNS

that for each reportable accident — one where serious injury, death or substantial damage to property was incurred — there were about 600 unreported incidents

"If we know from a report that a hazard situation exists, and we can tell pilots about it, then there is less likelihood of an accident occurring as a result of those conditions," Stokoe said

Pilots involved in legally non-reportable incidents are invited to submit confidential reports. This type of reporting system is in use in several countries abroad.

Stokoe said pilots' identities and

the registration numbers of the aircraft concerned would not be divulged in the reports or to any third parties

Aviation risk analyst Brett Gebers said of 40 incident reports received this year about 10% were mid-air near-misses between aircraft, hang-gliders, helicopters and microlights in uncontrolled airspace

About 50% of the incidents related to pilot confusion regarding what radio frequencies to tune into while another problem area was pilots who did not keep a "proper lookout" through their cockpit windows.

The statistics showed experienced pilots were more of a risk than pupil and recently graduated pilots





## Inspectors net R1,99bn in unpaid taxes

A BLITZ by inland revenue inspectors on tax dodgers netted R1,99bn during the 1991/92 financial year, Inland Revenue chief director Chris Dempers said yesterday. *Blitz 23/4/92*

This was R400m more than the unpaid taxes inspectors found in 1990/91.

Dempers said tax due on untaxed income discovered amounted to R1,56bn and unpaid PAYE to R56,5m.

GST dodging accounted for R342,9m, unpaid stamp duties R6,2m and non-payment of transfer duties another R22,4m.

Dempers said VAT irregularities were not closely investigated during December to mid-April, mainly because inspectorate staff were engaged in processing

**GERALD REILLY**

VAT refund claims resulting from input credits.

He said many incorrect claims were based on ignorance of the VAT system while others were littered with errors and had to be rejected.

"Since the beginning of December until now we have concentrated on getting the system into gear. Our inspectors visited many businesses to ensure a better understanding of the system and we believe we have achieved this to a great extent"

Dempers said the department would now concentrate on exposing VAT offenders

## Sit-in protest at Transnet

*Blitz 23/4/92 (2D)*  
ANC, SACP, Cosatu and church representatives are holding a sit-in protest at Transnet's Braamfontein offices until demands have been met to end violence on trains and stop the retrenchment of rail workers.

Their protest, which includes a call for a boycott of trains by commuters, follows a protest march by 2 500 members of the SA Railways and Harbours Workers' Union (Sarhwu) through the centre of Johannesburg yesterday

The march — an annual event to mark the deaths of seven workers shot by police during the railway strike of 1987 — took up current railway worker and commuter demands

Those sitting in at Transnet include Cosatu leaders Amos Masondo, Kgabiso Mosunkutu and Elliot Singonini, the ANC's Jessie Duarte, the SACP's Jabu Mleketi and Smangaliso Mkhathswa from the SA Council of Churches

**DIRK HARTFORD**

Further demands by the sit-in protesters include an immediate meeting with the Ministers of Transport and Law and Order, provision of adequate security on trains by the SAP and Transnet, and the release of Sarhwu members in jail

A Sarhwu spokesman said up to 60 000 Transnet jobs were at stake, but a Transnet spokesman denied large-scale retrenchments were on the cards

The sit-in is one of a series of actions planned by the ANC alliance over coming weeks to highlight violence on the trains

A memorandum issued by the protesters said 155 people had been killed and 414 injured in train attacks in the first three months of this year.

The Human Rights Commission said yesterday 61 people died and 45 were injured in political violence over the past week, with

most of the incidents occurring over the weekend.

Sapa reports that four people died on Tuesday and at least nine — including a policeman — were injured in incidents of politically inspired violence around the country. The policeman was wounded in an attack on a car in Katilehong by an unidentified gunman

At Amaoti, in the Inanda area, police said, a KwaZulu policeman was shot and wounded by the SAP on Tuesday after he refused to comply with their orders

He said the police had been patrolling the Amaoti area when they heard the sound of a gunshot. They went to investigate and saw a man with a firearm

When they asked him to hand over his weapon, he allegedly refused and started shooting at them. The man was shot and wounded

His firearm was confiscated. He was later identified as a member of the KwaZulu Police

# Toyitoyi boost for sit-in

JOHANNESBURG — About 300 toyitoying railway workers gathered outside the Spoornet offices to show solidarity with nine community leaders staging a sit-in over train violence on the Reef

The nine are demanding stepped-up security to stop violence prior to Codesa II and have vowed to continue their sit-in, which began on Thursday, until the Ministers of Transport and of Law and Order agree to meet them.

Speaking at a news briefing, the leader of the group, Catholic priest Father Smangaliso Mkhatswa, said they were making the call because events had shown there was an escalation in violence prior to every important political event in South Africa

The second Codesa plenary session will be held in Johannesburg on May 15 and 16

Father Mkhatswa said they were adamant they would not abandon the sit-in until "fruitful discussions" were held with the ministers

The group refused to meet a delegation from the two ministries on Thursday, saying the representatives sent to meet them had no decision-making powers.

Specific demands made by the group are

● The deployment of efficient security personnel and a task force appointed by the community to police trains,

● The fencing off of rail stations and hostels, and

● The allocation of R500-million for security upgrading and the installation of a weapons screening system.

The nine protesters held consultations with senior members of the Congress of SA Trade Unions and African National Congress prior to the news briefing. The SA Communist Party also was represented.

The ANC delegation included secretary-general Mr Cyril Ramaphosa, information chief Mr Pallo Jordan and PWV chairman Mr Tokyo Sexwale. Cosatu was represented by president Mr John Gomo, publicity spokesman Mr Neil Coleman and executive member Mr Sam Shuluwa. — Sapa

270  
ARG 25/4/92



8/02/92 7/5/92

### Transnet pay talks

PRETORIA — Intense negotiations continued yesterday between the Federation of Transnet Unions and management on salary increases. (270)

No announcement was made after yesterday's session but it is reliably understood that pay hikes are not likely to exceed 10%

# Transnet's plan to ease fund deficit

(18/5/92) (270)

Staff Reporter

TRANSNET plans to invest R1.5bn in the property and equities market this year as part of a long-term strategy to ease the R17.2bn deficit in its pension fund.

The move is expected to add R300m in proceeds to the April 1990 fund holding share portfolio valued at R3.4bn. Transnet MD Dr Anton Moolman said yesterday:

"The investments do not include the R5bn property investment portfolio held by its property arm Propnet.

Dr Moolman said that investment in growth-related assets was one of

## 5 000 jobs on the line

TRANSNET's MD Dr Anton Moolman announced yesterday that 5 000 Transnet employees would lose their jobs this year. He said natural attrition would account for some of the losses, but a retrenchment procedure had been implemented. He said that from a total complement of about 279 000 employees in 1990, Transnet was now employing 157 452 people — this represented a drop of 44% and was in line with its policy of rationalisation.

several strategies which would help in coping with the shortfall in its pension fund. This was hoped to be achieved by the end of the century.

Other measures would include the "management buyouts" of some

of its low or non-profit making subsidiaries and further cutbacks in current staff numbers.

Dr Moolman also disclosed that Transnet had created a new company, Transtrade, which would compete "aggressively" for international

contracts for the rehabilitation of rail lines and rolling stock in Africa, South America and Germany.

Other measures would include increasing contributions to the pension fund, which would also be implemented by profits which would be used in the next few years.

He hoped to reduce the shortfall in the pension fund by the end of the century. "If we do market our pensioning then our shortfall will be much smaller," Dr Moolman added.

● In March Transnet raised R1.5bn through its fourth Equity Linked Financial Instrument (ELI) bond issue.

**ALGEMENE KENNISGEWINGS****KENNISGEWING 398 VAN 1992****DEPARTEMENT VAN MANNEKRAG**

WET OP ARBEIDSVERHOUDINGE, 1956

**AANSOEK OM REGISTRASIE VAN 'N  
VAKVERENIGING**

Ek, Gerhardus Coenraad Papenfus, Assistent-nywerheidsregistrator, maak ingevolge artikel 4 (2) van die Wet op Arbeidsverhoudinge, 1956, hierby bekend dat 'n aansoek om registrasie as 'n vakvereniging ontvang is van die Post and Telecommunication Workers' Association. Besonderhede van die aansoek word in onderstaande tabel verstrekk.

Enige geregistreerde vakvereniging wat teen die aansoek beswaar maak, word versoek om binne een maand na die datum van publikasie van hierdie kennisgewing sy beswaar skriftelik by my in te dien, p/a die Departement van Mannekrag, Mannekraggebou, 123A, Schoemanstraat 215, Pretoria (posadres Private Bag X117, Pretoria, 0001)

**TABEL**

*Naam van vakvereniging*: Post and Telecommunication Workers' Association

*Datum waarop aansoek ingedien is*: 3 Desember 1992.

*Belange en gebied ten opsigte waarvan aansoek gedoen word*

- 1 Alle persone in diens van die Suid-Afrikaanse Poskantoor Beperk in die Republiek van Suid-Afrika

Vir die doeleindes hiervan is die "Suid-Afrikaanse Poskantoor Beperk" die maatskappy wat gestig is ingevolge die Poswysingswet van 1991

- 2 Alle persone in diens by Telkom SA Beperk in die Republiek van Suid-Afrika

Vir die doeleindes hiervan is "Telkom SA Beperk" die maatskappy wat gestig is ingevolge die Poswysingswet van 1991.

- 3 Alle persone in diens in die Telekommunikasie- en Uitsaaiesetoerustingnywerheid in die Republiek van Suid-Afrika

Vir die doeleindes hiervan beteken "Telekommunikasie- en Uitsaaiesetoerustingnywerheid", sonder om die gewone betekenis van die uitdrukking enigerwys te beperk, die nywerheid waarin werkgewers en hul werknemers met mekaar geassosieer is vir die vervaardiging, montering, versiening, installering, oprigting en instandhouding van telekommunikasie- en uitsaaiesetoerusting, en dit omvat verpakking, versending en ander bedrywighede wat met enige van die voormelde werksaamhede gepaard gaan of daaruit voortspruit, en "telekommunikasie- en uitsaaiesetoerusting" beteken alle radio-, televisie- en/of telefoontoerusting, asook luidsprekerstelsels, faksmasjiene en radiroepmasjiene, en komponente en/of onderdele daarvan

**GENERAL NOTICES****NOTICE 398 OF 1992****DEPARTMENT OF MANPOWER**

LABOUR RELATIONS ACT, 1956

**APPLICATION FOR REGISTRATION OF A  
TRADE UNION**

I, Gerhardus Coenraad Papenfus, Assistant Industrial Registrar, do hereby, in terms of section 4 (2) of the Labour Relations Act, 1956, give notice that an application for registration as trade union has been received from the Post and Telecommunication Workers' Association. Particulars of the application are reflected in the subjoined table.

Any registered trade union which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower, 123A Manpower Building, 215 Schoeman Street, Pretoria (postal address Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice

**TABLE**

*Name of trade union*: Post and Telecommunication Workers' Association.

*Date on which application was lodged*: 3 December 1991

*Interests and area in respect of which application is made*

1. All persons employed by the South African Post Office Ltd in the Republic of South Africa.

For the purposes hereof the "South African Post Office Ltd" is the company which was established in terms of the Post Office Amendment Act of 1991.

- 2 All persons employed by Telkom S A Ltd in the Republic of South Africa.

For the purposes hereof "Telkom S.A Ltd" is the company which was established in terms of the Post Office Amendment Act of 1991

- 3 All persons engaged in the Telecommunication and Broadcasting Equipment Industry in the Republic of South Africa

For the purposes hereof "Telecommunication and Broadcasting Equipment Industry" means, without in any way limiting the ordinary meaning of the expression, the industry in which employers and their employees are associated for the manufacture, assembly, servicing, installation, erection and maintenance of telecommunication and broadcasting equipment, and includes packing, despatching and other operations incidental to or consequent on any of the aforesaid activities, and "telecommunication and broadcasting equipment" means all radio, television and/or telephone equipment, as well as public address systems, fax machines and radio paging machines, and components and/or parts thereof.



4. Alle persone in diens in die Pos- en Koerierdiens-onderneming in die Republiek van Suid-Afrika.

Vir die doeleindes hiervan beteken "Pos- en Koerierdiensonderneming", sonder om die gewone betekenis van die uitdrukking enigerwys te beperk, die onderneming waarin werkgewers en hul werknemers met mekaar geassosieer is vir die vervoer, montering, versiening en instandhouding van pos- en koerierdienstoerusting, en dit omvat verpakking, versending en ander bedrywighede wat met enige van voormelde werksaamhede gepaard gaan of daaruit voortspuit

*Posadres van applikant:* Posbus 260100, Excom, 2023.

*Kantooradres van applikant:* Darragh House 7, Eerste Verdieping, Wanderersstraat 13, Johannesburg

Die aandag word gevestig op onderstaande veristes van artikel 4 van die Wet:

- (a) Die mate waarin 'n beswaarmakende vakvereniging verteenwoordigend is, word ingevolge subartikel (4) bepaal volgens die feite soos hulle bestaan het op die datum waarop die aansoek ingedien is, en wat die lidmaatskap betref, word alleen lede wat ingevolge artikel 1 (2) van die Wet op voormelde datum volwaardige lede was, in aanmerking geneem
- (b) Die prosedure voorgeskryf by subartikel (2) moet gevolg word in verband met 'n beswaar wat ingedien word.

**G. C. PAPENFUS,**

Assistent-nywerheidsregistrateur.

(8 Mei 1992)

**KENNISGEWING 399 VAN 1992**

**PROVINSIALE ADMINISTRASIE VAN DIE  
KAAP DIE GOEIE HOOP**

STILBAAI VOORGESTELDE WETTIGING VAN BESTAANDE STRUKTURE EN DIE VERHURING VAN GEDEELTES GROND BENEDE DIE HOOGWATERMERK VAN DIE KAFFIRKUILSRIVIER

Ingevolge artikel 3 (5) van die Strandwet, 1935 (Wet 21 van 1935), word hiermee bekendgemaak dat dit die voorneme is om 'n huurooreenkoms met die Munisipaliteit van Stilbaai aan te gaan waarin voorsiening gemaak word vir die wettiging en die verhuring van daardie gedeeltes grond waarop 'n ablusieblok, glybaan, putt-putt baan en woonwapark, benede die hoogwatermerk van die Kaffirkuilrivier opgerig is.

'n Liggingsplan van die gebied wat deur die voorgestelde verhuring geraak word, lê ter insae by die kantoor van die Hoofdirekteur: Werke, Provinsiale Administrasie van die Kaap die Goeie Hoop, Kamer 409, Dorpsstraat 9, Kaapstad

Besware teen die voorgestelde verhuring moet by die Hoofdirekteur: Werke, Privaatsak X9078, Kaapstad, 8000, ingedien word voor of op 25 Mei 1992

(8 Mei 1992)

4. All persons engaged in the Postal and Courier Service Undertaking in the Republic of South Africa.

For the purposes hereof "Postal and Courier Service Undertaking" means, without in any way limiting the ordinary meaning of the expression, the undertaking in which employers and their employees are associated for the conveyance, assembly, servicing and maintenance of postal and courier service equipment, and includes packing, despatching and other operations incidental to or consequent on any of the aforesaid activities.

*Postal address of applicant:* P O. Box 260100, Excom, 2023

*Office address of applicant:* No. 7 Darragh House, First Floor, 3 Wanderers Street, Johannesburg.

Attention is drawn to the following requirements of section 4 of the Act:

- (a) The representativeness of any trade union which objects to the application shall in terms of subsection (4) be determined on the facts as they existed at the date on which the application was lodged and, as far as membership is concerned, only members who were in good standing in terms of section 1 (2) of the Act as at the aforesaid date shall be taken into consideration.
- (b) The procedure laid down in subsection (2) must be followed in connection with any objection lodged.

**G. C. PAPENFUS,**

Assistant Industrial Registrar.

(8 May 1992)

**NOTICE 399 OF 1992**

**PROVINCIAL ADMINISTRATION OF THE  
CAPE OF GOOD HOPE**

STIL BAY: PROPOSED LEGALIZATION OF EXISTING STRUCTURES AND THE LEASE OF PORTIONS OF LAND BELOW THE HIGH WATER MARK OF THE KAFFIRKUILS RIVER

Notice is hereby given in terms of section 3 (5), of the Sea-Shore Act, 1935 (Act 21 of 1935), that it is proposed to enter into a lease with the Municipality of Stil Bay in which provisions is made for the legalization and the lease of that portion of land below the high water mark of the Kaffirkuil River on which an ablution block, super tube, putt-putt course and caravan park has been constructed below the high water mark

A locality sketch of the area affected by the proposed leases lies for inspection at the office of the Chief Director: Works, Provincial Administration of the Cape of Good Hope, Room 409, 9 Dorp Street, Cape Town

Objections to the proposed lease must be lodged with the Chief Director: Works, Private Bag X9078, Cape Town, 8000, on or before 25 May 1992.

(8 May 1992)

### Telkom lines tangled

THE lines have become seriously tangled in Telkom wage negotiations. Telkom announced this week that it had reached a settlement with the three white unions in the sector for a 10 per cent general increase and an increase of 11 per cent in the starting notches of various entry grades. (270) (180)

In the same week, negotiations broke down with the South African Post and Telecommunications Employees Association and (270) (180)

### BRIEFS

the Post Office and Employees Association, the mainly Indian and coloured unions. (270) (180)

And to top it all, the Post and Telecommunications Workers Association has announced that it will hold countrywide marches on Saturday to highlight its wage demands. (270) (180)

**Protest marches (270)**

Workers from the Post and Telecommunications Workers Association held protest marches in Durban and Bloemfontein on Saturday in support of wage demands and improved working conditions. Potwa representatives said a march planned for Johannesburg had been postponed until today.



# PO workers

(270) march for

better pay

STAR 12/15/92.

By Stan Hlophe

About 6 000 Post and Telecommunications workers yesterday marched through Johannesburg to demand a "living wage"

Under the banner of the Post and Telecommunication Workers Association (Potwa), the protesters marched to Joubert Park post office to present a memorandum to the South African Post Office and Telkom regional management.

According to Potwa general-secretary Mlungisi Hlongwane, the march coincided with national wage negotiations between the union and management in Pretoria yesterday

Mr Hlongwane said management had offered a 10 percent across-the-board salary increase which the union had rejected.

He said the union's demands included

- An across-the-board wage increase of R324.
- A 16,2 percent increase to cover inflation.
- A 22 percent "subsistence" increase for workers with a family of five and who earned less than R1 431 a month

Mr Hlongwane warned that if management insisted on its 10 percent offer, it would face more mass action

**Pay deal to end rail strike** 270

FRANKFURT — German rail workers in the GdED union have voted to accept a pay deal agreed on last week, the rail union said yesterday. The vote means the strike which disrupted rail transport for 11 days over the past two weeks can finally end

61025 1415792

# New company set to revitalise CBD's image

STAR 18/5/92

By Louise Burgers  
Municipal Reporter

The Central Johannesburg Partnership (CJP), a company formed to revitalise and look after the interests of the city centre, will start operations on June 1.

Investigations into setting up the company were undertaken by representatives from the Johannesburg City Council, the business sector and the community after a central business district workshop last year.

Anglo American Property Services general manager Gerald Leissner, speaking at the annual general meeting of the CBD Association, said a business forum represented by all the major stakeholders in

the CBD had been formed to fund the operation of the CJP.

The company would focus on the area of the city centre bounded by Braamfontein ridge, Harrow Road, the M2 and Fordsburg.

The partnership would have a non-profit director with a skeleton staff. A quarterly newsletter would be published.

Task groups had already been set up to increase security in the city, put plans into operation to allow city dwellers to buy their buildings, investigate transportation, and market the city.

Mr Leissner said long-term goals included a renewal scheme for the inner city.

"Johannesburg is the commercial hub of South Africa. It hardly needs a new vision, what it needs is a champion."

Mr Leissner said it was most important that Johannesburg was not the city that people perceived it to be, but instead a clean, safe and vibrant city where many lived and worked.

● Actstop spokesman Cas Coovadia said the CJP was in the process of finalising a fund for the purchase of seven buildings in the inner-city area, as part of a pilot project. These buildings would be bought by tenants on a co-operative basis, and monies would be made available for a loan for this purpose.

He said Actstop had placed the setting up of the fund before the CJP, and that the community was optimistic that the CJP was an initiative that could be successful in addressing developmental issues in central Johannesburg.

## Education crisis 'can't await new constitution'

STAR 18/5/92

By Phil Molefe  
Education Reporter

The education crisis was too urgent and desperate for South Africa to await the development and outcome of a new constitution at Codesa, human resources specialist Johan Swanepoel said yesterday.

"The time for education is now," he declared, sending a challenge to the country's politicians in the run-up to a major conference on education next week entitled Education Enrichment - a Time for Action.

Mr Swanepoel warned that in the two years it might take for a constitution to be developed, statistics showed that a million

children would drop out of school and at least 250 000 black matriculants would fail.

"Laudable and desirable as the constitutional development talks at Codesa are, politicians must realise that education is a long-term process, the basis of which is long overdue.

"The structural problems facing black education cannot be solved overnight once the ink on a new constitution is dry, whenever that might be," he said.

The two-day conference, organised by corporate training organisation CTU and scheduled to begin on May 26, will examine the most urgent measures that need to be taken to break the education deadlock.

## Transnet rejects rail workers' wage demands

Railway authorities have rejected requests for higher wages and shorter working hours, the SA Railway and Harbour Workers' Union (Sarhwu) announced at a report-back meeting at the Delmore hostel compound near Boksburg yesterday. STAR 18/5/92

Sarhwu regional vice-chairman Sydney Hlako said the union had, since April 30, been negotiating with Transnet for a minimum wage of R1 500 for all railway workers and a 25 per cent across-the-board wage increase for graded staff members.

"There are 26 demands in all and they've all been rejected by Transnet," he said.

## Aids feared, so blood oath rite wrong

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**KENNISGEWING 450 VAN 1992****DEPARTEMENT VAN MANNEKRAG**

WET OP ARBEIDSVERHOUDINGE, 1956

**INTREKKING VAN REGISTRASIE VAN 'N WERKGEWERSORGANISASIE**

Ek, Gerhardus Coenraad Papenfus, Assistent-nywerheidsregistrator, maak hiermee kragtens artikel 14 (2) van die Wet op Arbeidsverhoudinge, 1956, bekend dat ek die registrasie van die Precision Manufacturing Engineers Association met ingang van 12 Mei 1992 ingetrek het

**G. C. PAPENFUS,**

Assistent-nywerheidsregistrator

(22 Mei 1992)

**NOTICE 450 OF 1992****DEPARTMENT OF MANPOWER**

LABOUR RELATIONS ACT, 1956

**CANCELLATION OF REGISTRATION OF AN EMPLOYERS' ORGANISATION**

I, Gerhardus Coenraad Papenfus, Assistant Industrial Registrar, hereby notify, in terms of section 14 (2) of the Labour Relations Act, 1956, that I have cancelled the registration of the Precision Manufacturing Engineers Association with effect from 12 May 1992

**G. C. PAPENFUS,**

Assistant Industrial Registrar

(22 May 1992)

**KENNISGEWING 451 VAN 1992****DEPARTEMENT VAN MANNEKRAG**

WET OP ARBEIDSVERHOUDINGE, 1956

**INTREKKING VAN REGISTRASIE VAN 'N WERKGEWERSORGANISASIE**

Ek, Gerhardus Coenraad Papenfus, Assistent-nywerheidsregistrator, maak hiermee kragtens artikel 14 (2) van die Wet op Arbeidsverhoudinge, 1956, bekend dat ek die registrasie van die SA Foundry Association met ingang van 12 Mei 1992 ingetrek het

**G. C. PAPENFUS,**

Assistent-nywerheidsregistrator

(22 Mei 1992)

**NOTICE 451 OF 1992****DEPARTMENT OF MANPOWER**

LABOUR RELATIONS ACT, 1956

**CANCELLATION OF REGISTRATION OF AN EMPLOYERS' ORGANISATION**

I, Gerhardus Coenraad Papenfus, Assistant Industrial Registrar, hereby notify, in terms of section 14 (2) of the Labour Relations Act, 1956, that I have cancelled the registration of the SA Foundry Association with effect from 12 May 1992

**G. C. PAPENFUS,**

Assistant Industrial Registrar

(22 May 1992)

**KENNISGEWING 452 VAN 1992****DEPARTEMENT VAN MANNEKRAG**

WET OP ARBEIDSVERHOUDINGE, 1956

**INTREKKING VAN REGISTRASIE VAN 'N WERKGEWERSORGANISASIE**

Ek, Gerhardus Coenraad Papenfus, Assistent-nywerheidsregistrator, maak hiermee kragtens artikel 14 (2) van die Wet op Arbeidsverhoudinge, 1956, bekend dat ek die registrasie van die SA Machine Tool Manufacturers' Association met ingang van 12 Mei 1992 ingetrek het

**G. C. PAPENFUS,**

Assistent-nywerheidsregistrator

(22 Mei 1992)

**NOTICE 452 OF 1992****DEPARTMENT OF MANPOWER**

LABOUR RELATIONS ACT, 1956

**CANCELLATION OF REGISTRATION OF AN EMPLOYERS' ORGANISATION**

I, Gerhardus Coenraad Papenfus, Assistant Industrial Registrar, hereby notify, in terms of section 14 (2) of the Labour Relations Act, 1956, that I have cancelled the registration of the SA Machine Tool Manufacturers' Association with effect from 12 May 1992

**G. C. PAPENFUS,**

Assistant Industrial Registrar.

(22 May 1992)

**KENNISGEWING 456 VAN 1992****DEPARTEMENT VAN MANNEKRAG**

WET OP ARBEIDSVERHOUDINGE, 1956

**AANSOEK OM VERANDERING VAN DIE REGISTRASIEBESTEK VAN 'N VAKVERENIGING**

Ek, Gerhardus Coenraad Papenfus, Assistent-nywerheidsregistrator, maak ingevolge artikel 4 (2) soos toegepas by artikel 7 (5) van die Wet op

**NOTICE 456 OF 1992****DEPARTMENT OF MANPOWER**

LABOUR RELATIONS ACT, 1956

**APPLICATION FOR VARIATION OF SCOPE OF REGISTRATION OF A TRADE UNION (270)**

I, Gerhardus Coenraad Papenfus, Assistant Industrial Registrar, do hereby, in terms of section 4 (2) as applied by section 7 (5) of the Labour Relations Act,

Arbeidsverhoudinge, 1956, hierby bekend dat 'n aansoek om die verandering van sy registrasiebestek ontvang is van Spoorbond Besonderhede van die aansoek word in onderstaande tabel verstrekk

Enige geregistreerde vakvereniging wat teen die aansoek beswaar maak, word versoek om binne een maand na die datum van publikasie van hierdie kennisgewing sy beswaar skriftelik by my in te dien, p/a die Departement van Mannekrag, Mannekraggebou 123A, Schoemanstraat 215, Pretoria (Posadres Privaat Sak X117, Pretoria, 0001)

**TABEL**

*Naam van vakvereniging* Spoorbond

*Datum waarop aansoek ingedien is* 24 April 1992

*Belange en gebied ten opsigte waarvan aansoek gedoen word* Alle persone in diens van Transnet Beperk in die Republiek van Suid-Afrika

*Posadres van applikant* Posbus 31111, Braamfontein, 2017

*Kantooradres van applikant* Tweede Verdieping, De Kortestraat 60, Braamfontein

Die aandag word gevestig op onderstaande veristes van artikels 4 en 7 van die Wet

- (a) Die mate waarin 'n beswaarmakende vakvereniging verteenwoordigend is, word ingevolge artikel 4 (4), soos toegepas by artikel 7 (5), bepaal volgens die feite soos hulle bestaan het op die datum waarop die aansoek ingedien is, en wat die lidmaatskap betref, word alleen lede wat ingevolge artikel 1 (2) van die Wet op voormelde datum volwaardige lede was, in aanmerking geneem
- (b) Die prosedure voorgeskryf by artikel 4 (2) moet gevolg word in verband met 'n beswaar wat ingedien word

**G. C. Papenfus,**  
Assistentnywerheidsregistrateur  
(22 Mei 1992)

1956, give notice that an application for the variation of its scope of registration has been received from Spoorbond Particulars of the application are reflected in the subjoined table

Any registered trade union which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower, 123A Manpower Building, 215 Schoeman Street, Pretoria (postal address: Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice

**TABLE**

*Name of trade union* Spoorbond.

*Date on which application was lodged* 24 April 1992

*Interests and area in respect of which applications is made* All persons employed by Transnet Limited in the Republic of South Africa

*Postal address of applicant* P.O. Box 31111, Braamfontein, 2017

*Office address of applicant* Second Floor, 60 De Korte Street, Braamfontein.

Attention is drawn to the following requirements of sections 4 and 7 of the Act.

- (a) The representativeness of any trade union which objects to the application shall in terms of section 4 (4) as applied by section 7 (5) be determined on the facts as they existed at the date on which the application was lodged and, as far as membership is concerned, only members who were in good standing in terms of section 1 (2) of the Act as at the aforesaid date shall be taken into consideration.
- (b) The procedure laid down in section 4 (2) must be followed in connection with any objection lodged

**G. C. PAPENFUS,**  
Assistant Industrial Registrar  
(22 May 1992)

**KENNISGEWING 457 VAN 1992****SUID-AFRIKAANSE RESERWEBANK**

Staat van bates en laste op die 30ste dag van April 1992

<b>Laste</b>	<b>1992-04-30</b>	<b>1992-03-31</b>	<b>Verandering</b>
	<b>R</b>	<b>R</b>	<b>R</b>
Aandelekapitaal	2 000 000,00	2 000 000,00	—
Reserwefonds	93 325 064,70	77 831 863,11	15 493 201,59
Note in omloop	10 716 396 467,00	10 790 818 382,00	(74 421 915,00)
Deposito's			
Regering	7 008 477 528,93	6 009 802 947,03	998 674 581,90
Provinsiale administrasies	158 383 182,50	479 276 035,48	(320 892 852,98)
Depositonemende instellings	1 064 215 648,71	998 436 611,00	65 779 037,71
Ander	63 948 170,51	262 298 982,15	(198 350 811,64)
Ander laste	10 035 387 203,58	8 401 013 240,93	1 634 373 962,65
	<b>R29 142 133 265,93</b>	<b>27 021 478 061,70</b>	<b>2 120 655 204,23</b>



**KENNISGEWING 458 VAN 1992****DEPARTEMENT VAN MANNEKRAG**

WET OP ARBEIDSVERHOUDINGE, 1956

**AANSOEK OM VERANDERING VAN DIE REGISTRASIEBESTEK VAN 'N VAKVERENIGING**

Ek, Gerhardus Coenraad Papenfus, Assistent-nywerheidsregistrateur, maak ingevolge artikel 4 (2) soos toegepas by artikel 7 (5) van die Wet op Arbeidsverhoudinge, 1956, hierby bekend dat 'n aansoek om die verandering van sy registrasiebestek ontvang is van Salstaff Besonderhede van die aansoek word in onderstaande tabel verstrek

Enige geregistreerde vakvereniging wat teen die aansoek beswaar maak, word versoek om binne een maand na die datum van publikasie van hierdie kennisgewing sy beswaar skriftelik by my in te dien, p/a die Departement van Mannekrag, Mannekraggebou 123A, Schoemanstraat 215, Pretoria (posadres Privaatsak X117, Pretoria, 0001)

**TABEL***Naam van vakvereniging* Salstaff*Datum waarop aansoek ingedien is* 15 April 1992*Belange en gebied ten opsigte waarvan aansoek gedoen word* Alle persone in diens by Transnet Beperk, in die Republiek van Suid-Afrika*Posadres van applikant* Posbus 6753, Johannesburg, 2000*Kantooradres van applikant* Smitstraat 228, Johannesburg

Die aandag word gevestig op onderstaande vereistes van artikels 4 en 7 van die Wet

- (a) Die mate waarin 'n beswaarmakende vakvereniging verteenwoordigend is, word ingevolge artikel 4 (4), soos toegepas by artikel 7 (5), bepaal volgens die feite soos hulle bestaan het op die datum waarop die aansoek ingedien is, en wat die lidmaatskap betref, word alleen lede wat ingevolge artikel 1 (2) van die Wet op voormelde datum volwaardige lede was, in aanmerking geneem
- (b) Die prosedure voorgeskryf by artikel 4 (2) moet gevolg word in verband met 'n beswaar wat ingedien word

**G. C. PANENFUS,**

Assistentnywerheidsregistrateur

(22 Mei 1992)

**NOTICE 458 OF 1992****DEPARTMENT OF MANPOWER**

LABOUR RELATIONS ACT, 1956

**APPLICATION FOR VARIATION OF SCOPE OF REGISTRATION OF TRADE UNION**

I, Gerhardus Coenraad Papenfus, Assistant Industrial Registrar, do hereby, in terms of section 4 (2) as applied by section 7 (5) of the Labour Relations Act, 1956, give notice that an application for the variation of its scope of registration has been received from Salstaff Particulars of the application are reflected in the subjoined table

Any registered trade union which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower, 123A Manpower Building, 215 Schoeman Street, Pretoria (postal address Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice

**TABLE***Name of trade union* Salstaff*Date on which application was lodged* 15 April 1992.*Interests and area in respect of which application is made* All persons employed by Transnet Limited, in the Republic of South Africa.*Postal address of applicant* P.O. Box 6753, Johannesburg, 2000*Office address of applicant* 228 Smit Street, Johannesburg

Attention is drawn to the following requirements of sections 4 and 7 of the Act

- (a) The representativeness of any trade union which objects to the application shall in terms of section 4 (4) as applied by section 7 (5) be determined on the facts as they existed at the date on which the application was lodged and, as far as membership is concerned, only members who were in good standing in terms of section 1 (2) of the Act as at the aforesaid date shall be taken into consideration
- (b) The procedure laid down in section 4 (2) must be followed in connection with any objection lodged

**G. C. PANENFUS,**

Assistant Industrial Registrar

(22 May 1992)



8/20/75 5/6/72

**Transnet pay talks (270)**  
DEADLOCK looms in the pay talks between Transnet management and the Federation of Transnet Unions after two months of negotiations. If talks next week broke down, the unions would have the right to call for arbitration, a source said.

31

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# Karoo's descendants fight for right to stay

SOUTH 6/6 - 10/6/92

Residents of De Bult can date their links to the area to the 1800's. Now their future is threatened, reports **Ruby Marks**

**A**N HISTORIC settlement in the town of Carnavon, one of the earliest black settlements in the Karoo, is under threat because the white municipality has declared the area a slum.

Residents at the De Aar Kamp squatter settlement in the town have

been instructed by the Carnavon municipality to upgrade their homes and install electricity or the camp will be demolished.

The camp is situated in an area known as De Bult, where a Xhosa tribe built the first church in the Karoo in the 19th century.

De Bult is under the protection of the National Monuments Council, a

which declared the area "historically significant" and will not allow alterations without its consent.

Carnavon was given to Jan Kaffer, son of the Xhosa chief Gaika, after he signed a peace treaty with white settlers in 1812.

His tribe settled on three abandoned farms south of the Karee-berge and was later joined by a

number of Basters

In 1857, the white settler community began its attempt to take over ownership of the land granted to Kaffer. They succeeded and it was subdivided with the whites gaining control of most of the reserve.

Blacks were allowed to remain on condition that they erect a reasonable dwelling and establish a garden

within three years.

Kaffer and his people then built the first church in Carnavon on the site known today as De Bult.

The 1950 promulgation of the Group Areas Act led to the removal of all coloureds from central Carnavon. They were resettled at a site known as Die Oonderdorp or a new state location — Bonteheuwel.

In May 1954, Group Areas inspectors visited the area and determined that only a coloured location was needed in the town since there were no residents classified African in Carnavon.

This strange state of affairs arose because a black resident, magistrate's clerk Mr Andreas Boezak, had — whether by design or accident — registered every newborn black baby as coloured.

Carnavon thus became the first municipality in South Africa not to have a "native location" declared within its boundaries.

Blacks were first ordered to vacate De Bult in 1975 when the Carnavon municipality announced its plans to declare the area a slum. Residents made minor alterations to their homes and successfully resisted forced removal.

Now, 17 years later, the cost of installing electricity at De Bult will amount to R120 000.

"The municipality expects the 26 families living here to pay for electricity," said camp resident Mr an Brand.

He said he earned R40 a month and also received a bag of flour, a packet of sugar, coffee, matches and a sheep. He fed a family of five on this.

Other foodstuffs the family needs are bought at the farmer's shop where basic foods are sold at hugely inflated prices — so the farmer gets his R40 back again.

Some squatters can trace their roots at De Bult to 1847. "This is our land, we were here long before the white municipality came," Brand said.

De Bult resident Mr Johannes Rooi, 60, said he also earned R40 a month and could not afford to renovate or install electricity.

Rooi works as a sheep shearer and earns 10 cents for every sheep he shears. He manages to shear 20 sheep a day.

A spokesperson for the Carnavon Regional Services Council, Mr PJ van Gonder, said the squatter settlement would pose a health hazard to the town unless it was upgraded.

He denied that the squatters were expected to pay for the upgrade.

"We set aside R80 000 to build temporary structures for them on another site near De Bult."

Residents said they rejected the offer as they

# Tickets row — railmen strike

(2870) CT8/6/92

Staff Reporter

A WORK stoppage by angry train conductors and ticket examiners at the weekend could continue today — but train services will not be affected

On Saturday hundreds of conductors and "clippies" staged a sit-in protest at Cape Town station after allegations that ticket sales were corruptly managed

The angry train staff said their integrity had been slighted by a newspaper report last week alleging that millions were being lost annually in ticket sales

The report was based on information from a group of ticket examiners who said almost half of

third class passengers travel without tickets due to the poor infrastructure at stations which made ticket checking impossible

It was alleged that spot checks had caught "clippies" pocketing money from ticket sales

The protesters believe their own management (SA Rail Commuter Corporation) has slighted them by suggesting they are responsible for ticket revenue losses

Spoornet spokeswoman Mrs Yvette Olwage said the weekend stoppage had not affected train services, but it meant only ticket offices had sold tickets. No one had checked passengers' tickets. She did not know if the action

would continue today. Management had met the protesters to try to solve the problem but this had been "to no avail"

A spokesman for the SA Railways and Harbours Workers' Union was not available for comment last night

● The SA Rail Commuter Corporation has recently spent millions on upgrading its stations, including several in the Cape Town area, in such a way that it becomes very difficult to board a train without buying a ticket first

Money that is lost through commuters travelling on trains without paying has been estimated at R27,5m a year in the Western Cape alone



# Spoornet clippies to get ticket to ride?

SHARON SOROUR  
Labour Reporter ARG 9/6/92

NEGOTIATIONS are on track to resolve a four-day work stoppage by half of Spoornet's suburban train ticket collectors

About 225 members of the 450-strong workforce stopped work on Friday after accusations that some ticket collectors were pocketing commuter fares.

Spoornet spokeswoman Mrs Yvette Olwage said the workers were meeting management in an attempt to resolve the dispute.

The stoppage has not affected the suburban rail service although 200 trains had run without ticket collectors since Friday, she said.

Commuters were not able to buy tickets on the trains and there were very few controllers at exit points on the stations.

Spoornet accepted that honest workers would be upset at being accused of theft. Mrs Olwage said only "a few" ticket collectors were pocketing money.

She said reports that Spoornet was running at a loss because of dishonest ticket collectors were incorrect.

Spoornet merely provided personnel for the running of the service and the trains.

Tracks and stations were owned by the South African Railway Commuter Corporation, which had lost up to R27,5 million because of ticket irregularities.

Residents of De Bult can date their links to the area to the 1800's. Now their future is threatened, reports **Ruby Marks**

# Karoo's descendants fight for right to stay

SOUTH 6/6 - 10/6/92

**A**N HISTORIC settlement in the town of Carnavon, one of the earliest black settlements in the Karoo, is under threat because the white municipality has declared the area a slum.

Residents at the De Aar Kamp squatter settlement in the town have

been instructed by the Carnavon municipality to upgrade their homes and install electricity or the camp will be demolished.

The camp is situated in an area known as De Bult, where a Xhosa tribe built the first church in the Karoo in the 19th century.

De Bult is under the protection of the National Monuments Council,

which declared the area "historically significant" and will not allow alterations without its consent.

Carnavon was given to Jan Kaffer, son of the Xhosa chief Gaika, after he signed a peace treaty with white settlers in 1812.

His tribe settled on three abandoned farms south of the Kareeberg and was later joined by a

number of Basters

In 1857, the white settler community began its attempt to take over ownership of the land granted to Kaffer. They succeeded and it was subdivided with the whites gaining control of most of the reserve.

Blacks were allowed to remain on condition that they erect a reasonable dwelling and establish a garden

within three years.

Kaffer and his people then built the first church in Carnavon on the site known today as De Bult.

The 1950 promulgation of the Group Areas Act led to the removal of all coloureds from central Carnavon. They were resettled at a site known as Die Onderdorp or a new state location — Bontcheuwel.

In May 1954, Group Areas inspectors visited the area and determined that only a coloured location was needed in the town since there were no residents classified African in Carnavon.

This strange state of affairs arose because a black resident, magistrate's clerk Mr Andreas Boezak, had — whether by design or accident — registered every newborn black baby as coloured.

Carnavon thus became the first municipality in South Africa not to have a "native location" declared within its boundaries.

Blacks were first ordered to vacate De Bult in 1975 when the Carnavon municipality announced its plans to declare the area a slum.

Residents made minor alterations to their homes and successfully resisted forced removal.

Now, 17 years later, the cost of installing electricity at De Bult will amount to R120 000.

"The municipality expects the 26 families living here to pay for electricity," said camp resident Mr Jim Brand.

He said he earned R40 a month and also received a bag of flour, a packet of sugar, coffee, matches and a sheep. He led a family of five on this.

Other foodstuffs the family needs are bought at the farmer's shop where basic foods are sold at hugely inflated prices — so the farmer gets his R40 back again.

Some squatters can trace their roots at De Bult to 1847. "This is our land, we were here long before the white municipality came," Brand said.

De Bult resident Mr Johannes Rooi, 60, said he also earned R40 a month and could not afford to renovate or install electricity.

Rooi works as a sheep shearer and earns 10 cents for every sheep he shears. He manages to shear 20 sheep a day.

A spokesperson for the Carnavon Regional Services Council, Mr PJ van Fonder, said the squatter settlement would pose a health hazard to the town unless it was upgraded.

He denied that the squatters were expected to pay for the upgrade.

"We set aside R80 000 to build temporary structures for them on another site near De Bult."

Residents said they rejected the offer as they



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Dynamic answers for real people

# Ticket collectors back at work

ARC 10/6/92

270

## Transport Reporter

THE four-day work stoppage by Spoornet's suburban ticket collectors in the Western Cape is over.

Spoornet spokesman Mrs Yvette Olwage said staff returned to work today

A statement by Spoornet's Western Cape region said management regretted any inconvenience to ticket control staff and their families after staff went to the media about disciplinary mea-

sures against some controllers arising from allegations of pocketing money and other malpractices.

The employees refused to work after a few collectors were accused of pocketing commuter fares. The allegation was made by a group of controllers and appeared in a newspaper last week.

On Friday 225 ticket collectors stopped work and yesterday the number rose to 306 out of a workforce of 450.



# Spoornet, union talk as 'strike' goes on

CT 10/6/92

Staff Reporter

270

SPOORNET and the SA Railways and Harbour Workers' Union (Sarhwu) yesterday continued negotiations to resolve the work stoppage by more than 300 train conductors and ticket examiners

Spoornet spokeswoman Mrs Yvette Olwage said that while talks were going on yesterday afternoon the work stoppage was still continuing, though some of the staff had gone back to work

The workers embarked on the stoppage on Saturday after a newspaper report on Friday alleged they were mishandling ticket sales money

This was immediately followed by a sit-in protest on Saturday and since then some of the workers had not returned to work

Mrs Olwage said that more and more trains had conductors and tickets were checked regularly as the conductors and examiners who were working were moved around to compensate for the shortage of staff.

A Sarhwu spokesman also confirmed that negotiations were continuing but could not give any details.

# Land seizure 'is morally wrong'

3/way 11/6/92  
SUN CITY — Confiscation of property from rightful owners to give it to someone else was morally wrong and economically disastrous, DP leader Zach de Beer said yesterday at the SA Property Owners' Association (Sapoa) Silver Jubilee convention.

"However, unless the majority of our people can see their economic lot improving and the wealth gap narrowing over the next few years, our fledgling democracy is likely to be hijacked by some populist dictator with a mouthful of deceitful promises and a gun in his hand," De Beer said.

Tongaat-Hulett group chairman Chris Saunders told the convention transferring resources from the "haves" to the "have-nots" was not a solution. He said there were too many have-nots for wealth taxes and other similar measures to be effective.

The prime object of SA's political and economic policy had to be the enabling of the masses to share in the creation of new wealth, he said.

PAC secretary-general Benny Alexander said nationalisation was not an effective means of redistribution in itself, as it transferred wealth from only one elite group to another. "Redistribution has to take place at the points of production," Alexander said. Nationalisation was not the

PAC's primary approach

He pointed out that redistribution could not be paternalistic, as people needed to become self-sufficient. "Black workers, managers and entrepreneurs have been targeted to benefit from this. A system must be created that allows the worker to feel part of the country and of the economy, thereby adopting a more responsible attitude and satisfying their expectations."

Private business would be asked to facilitate this by creating black equity programmes and issuing new shares or reducing present shareholders' interests. This would include representation and voting rights.

"Redistribution must also not take place from one elite to another and must take place primarily at the point of production and involve those at this level of operation," he said.

Arthur Andersen senior tax partner Pierre du Toit said it was almost inevitable that SA would get a land tax of some sort.

It would be a political move as no future regime would be able to resist the political pressure to tax land.

"A land tax should not be instituted as a tool of restitution or redistribution," he said.

PETER GALLI

## 'Sorry' and rail workers return

(210) (199) CT 11/6/92  
SPOORNET train conductors and ticket examiners resumed work yesterday after a four-day work stoppage following an apology by Spoornet about allegations made against them last week.

The stoppage was held after a group of colleagues told a local daily newspaper millions were being lost in ticket sales because of dishonesty and inefficiency

Regional manager Mr L D du Toit said Spoornet regretted any inconvenience the "wrong" allegation caused and that Spoornet was proud of its loyal and responsible workers

● The S A Rail Commuter Corporation (SARCC) yesterday announced it would introduce electronically-controlled ticket machines to prevent passengers from travelling without tickets



# 'Misrule as usual' after TPA takeover

By Jo-Anne Collinge

(271)

Residents of Transvaal communities that were run by the corruption-riddled Department of Development Aid (DDA) are dismayed and angry to learn there will be no rapid improvement in development now that the province has taken over.

Not only is the Transvaal Provincial Administration depending largely on former DDA officials to administer these areas, but it intends to operate for the rest of this year within the DDA's budget.

"Because the budgets for planning and development have been transferred from the former DDA and the South African Development Trust, planning and development will continue to take place as has been planned by the former department," the TPA confirmed in a statement released to The Star.

The TPA will include these areas in its budgets only from 1993. It took over their administration in April when the DDA and the South African Development Trust were disbanded. Just weeks later, the Pickard

commission report was released, disclosing details of widespread corruption in the DDA.

The TPA added that "most of the town offices and personnel of the DDA were transferred to the TPA".

Civic associations and non-governmental development organisations are shocked at the terms of the TPA takeover.

In the western Transvaal area of Hartbeesfontein, home to 29 000 people, the civic association is campaigning for the dismissal of the township manager and four other officials. Residents recently marched on the administration offices in support of this demand and were teargassed by police.

In the large urban settlement of Soshanguve, the Soshanguve Residents Association (Sorea) had rejected TPA administration as a solution and was still pressing to become part of Pretoria on a "one city, one tax base" basis, Sorea chairman Smangaliso Mkhathshwa said.

He added that residents were unhappy to see the old DDA officials in place because they had proved grossly inefficient.

Father Mkhathshwa laughed at the official population figure of 217 000. He said Soshanguve

had "exploded" and its huge shack settlement was desperately short of services.

"You have to look at the track record of the TPA. What reason is there to believe they will suddenly meet such needs?"

In the northern Transvaal district of Moutse, the drought had brought the neglect of development under the DDA into sharp focus, said Thembi Majola, a project engineer for the Rural Advice Centre.

Intervention was desperately needed, but residents had seen no change since the TPA took over.

"Life goes on as usual. There are villages where people don't even have water to drink," said Miss Majola. Desperate need drove villagers to pay for water provided by tanker, even though this was petty corruption.

She said that although the local-level officials were still in place, "right now I don't know who is next up in the hierarchy. It's an absolute mess."

The Star can confirm that confusion reigns in the TPA about the takeover. It took the TPA more than three weeks to answer queries on the process.

STAR 16/6/92

B/Dog 16/6/92

### Transnet talks strained

THE threatened retrenchment of hundreds of Transnet workers before the year-end is an issue straining negotiations between the Transnet unions and management, sources say. They indicate the other major issue blocking an agreement is management's single-digit pay increase offer. The federation has asked for increases of 15%.

(20)

# Bafokeng told to fight

(27)  
Sowetan  
17/6/92

By JOE MDHLELA

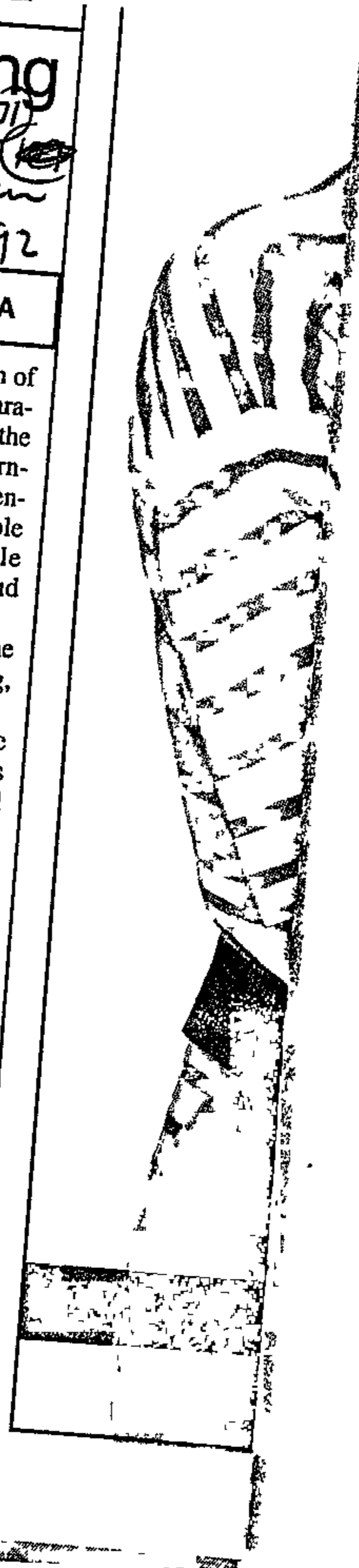
THE self-determination of the Bafokeng was of paramount importance and the Bophuthatswana government would need to be engaged with all available might, Mr Khangale Makhado of Azapo said yesterday

He was speaking at the June 16 rally in Phokeng, Rustenburg

He said the land struggle involving Chief Lucas Mangope and the exiled Chief Lebone Molotlegi was a manifestation of the struggle blacks waged against the government of Mangope

"There will be no freedom until the Bafokeng land has been returned to its rightful owners," Makhado said

Representative of the Bafokeng Action Committee said no amount of oppression and intimidation by Mangope would remove the fact that the Bafokeng have a right to their platinum which Mangope wanted to usurp





810  
17/6/92

**Public transport strike**

PUBLIC transport was disrupted in cities throughout France yesterday following a nationwide, interunion strike to protest against a new collective labour agreement. Paris was exempt from the labour action. (270)

Vertical text on the right edge of the page, possibly bleed-through or a scanning artifact.

# Tribe wins land battle

Sowetan 19/6/92

THE indomitable people of Mogopa, forcibly and unlawfully removed from their farms near Ventersdorp in 1984, have become the first community uprooted under apartheid to have their land officially restored to them.

The decision to allow them to stay on the farm Zwartrand, which they reoccupied without consent about four years ago, and to grant them full title to this land was announced on Wednesday by the director of land affairs in the Department of Regional and Land Affairs, Mr Pine Pienaar.

"The Deputy Minister of Law and Order and Land Affairs, Mr Johan Scheepers, has decided recently that the Mogopa community be allowed to remain on the farm Zwartrand," said Pienaar.

"The farm Hartebeeslaagte will, however, remain the

property of the State. Furthermore, the question regarding the registration of Zwartrand and the name of the tribe or the community or individuals concerned will be negotiated with the community's legal advisers and the community leaders."

Pienaar clarified that this meant "they will have full title, as in the past, at Zwartrand" and said that the Department of Agriculture would provide agricultural extension services to the community.

Mogopa remained in State hands after the removal. Since the Appeal Court had found the removal itself unlawful, there was always the prospect of court action for the return of the land to Mogopa.

This week's announcement is the outcome of eight years of resistance by the community.

271

# MK 'will have fewer than 1 000'

From CHRIS BATEMAN

LONDON — THE ANC's military wing, uMkhonto we Sizwe (MK) would have fewer than 1 000 members by the time integration began in South Africa, Professor Annette Seegers, head of Political Studies at UCT, claimed yesterday.

A leading authority on civil/military relations in South Africa, Professor Seegers was commenting at the Chatham House conference on A Changing South Africa here yesterday.

This drew a concession from top MK member and former Robben Island prisoner Mr Tokyo Sexwale, chairman of the ANC's PWV region. "She has a point but her figures are ridiculous," Mr Sexwale replied.

Many "freedom fighters" were increasingly trying to leave the army and build careers.

Of more than 10 000 returned exiles, mostly MK, many had gone underground and had been instructed to stay there

while others were receiving advanced training in Uganda, he said.

"The people in Uganda are on standby," he said, and added that he hoped there would be a settlement, "otherwise I don't know what's going to happen".

Professor Seegers also said she believed the IMF would shut down the giant Arms-Cor complex "as quickly as possible."

Arms suppliers had been trying to enter the international market in an "aggressive manner", she said.

## SLIDE FILM DEVELOPING SPECIAL

by Ian Walker

Photomax in Shell House, Waterkant Street, have just introduced a special offer where they will develop your 24 or 36 exposure colour slide film for only R7,50 and in only one hour! Pop your film in before you start work or your shopping and collect your slides an hour later. Mounting if you wish takes a little longer and costs 35c per slide. Our commitment is to quality — and your satisfaction — our pleasure!

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## Freeze on payments for state housing

Political Staff CT 19/6/92

RENTALS and instalments on state-financed houses have been frozen indefinitely, National Housing Minister Mr Leon Wessels announced last night.

In a statement, Mr Wessels said the decision followed earlier announcements that rentals would not be increased until "certain investigations" had been completed.

The "freeze" was applicable only to the interest and capital redemption elements of the rental instalment, and not to increases in municipal tariffs, service charges and other levies that also were part of them.

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## Four more independent HOD MPs join NP

Political Staff CT 19/6/92

THE State President, Mr F W de Klerk, yesterday welcomed four former independent MPs from the House of Delegates into the National Party.

This brings the HOD NP MPs to five as Mr Sathu Naidoo (Durban Bay) joined two months ago. The new NP MPs are Mr Salamuddi Abram, leader of the House of Delegates and chairman of committees, Mr Perumal Nadesan (Allandale), Mr Yakooch Bang (Moorcross) and Mr Sagadava Naidoo (Verulam).

# Viljoen rejected inquiry into corruption judge

Political Staff

THE Ombudsman, Mr Justice P J van der Walt, yesterday confirmed that State Affairs Minister Dr Gerrit Viljoen refused a recommendation from him four years ago to appoint a commission of inquiry into the affairs of the Development Aid Department.

Mr Justice Van der Walt, who is the former Advocate-General, said that at his request he had a meeting with Dr Viljoen on December 6, 1988, and recommended an inquiry into the department following complaints of corruption by the Transvaal attorney-general.

However, Dr Viljoen denied the need for the inquiry. Dr Viljoen instructed Mr Van der Walt to work with the Transvaal attorney-general and conduct an internal inquiry alongside a police inquiry.

Time	Programme	Channel
11:00	Kleio	CCV
12:00	Young Writer	CCV
13:00	Transisho	CCV
13:00	Tsa Tsa (Repeat)	CCV
13:30	Balekane/Abanguni	CCV
14:00	Muzik & La Carte	CCV
14:30	Educational programmes	CCV
16:40	Days of our Lives	CCV
17:30	The Bold and the Beautiful	CCV
17:57	Devotion	CCV
18:00	Shell Road to Fame	CCV
18:30	CCV-TV Wheel	CCV
19:00	History of Soccer	CCV
20:00	Law and Order	CCV
21:00	MoB Boss: Comedy starring Morgan Fairchild	CCV
22:30	Unity '91	CCV
23:49	CNN	CCV
14:00	Kleio	TSS
15:00	Matic Help-U	TSS
16:00	Children's Programmes	TSS
16:30	The Scheme of Things	TSS
16:55	Bright Ideas	TSS
17:00	Egoli	TSS
17:30	Loving	TSS
18:00	The World of Panasonic	TSS
19:00	Behnam (1989) Action adventure starring Michael Keaton and Kim Basinger	TSS
21:15	Red Scorpion (1989) A Soviet agent is sent to infiltrate an African uprising and kill its leaders. Starring Dolph Lundgren, M Emmet Walsh and Al White	TSS
23:00	M-Net SuperSport: Cricket Highlights of the second day's play of the second test match between England and Pakistan	TSS
23:30	M-Net SuperSport: Golf The second day's play of US Open at Pebble Beach California	TSS
1:00	Dead-Bang (1989) Police thriller starring Don Johnson, Penelope Ann Miller and William Forsythe	TSS
2:50	Revenge of the Nerds II: Comedy, starring Robert Carradine, Timothy Busfield, Curtis Armstrong	TSS
4:20	Programme will be announced	TSS
5:00	M-Net SuperSport: Boxing Direct transmission from Caeser's Palace, Las Vegas, of the heavyweight title fight between Evander Holyfield and Larry Holmes	TSS

## Community allowed to stay on farm

CT 19/6/92

THE Mogopa people, who were forcibly removed from two farms near Ventersdorp in 1984, will have one of the farms, Zwartrand, officially restored to them, the Deputy Minister of Regional and Land Affairs has decided.

This was confirmed by the Director of Land Affairs, Mr Pine Pienaar, on Wednesday.

He said the community had been removed from the farms in the Western Transvaal in the early 1980s.

They reoccupied Zwartrand without consent in the late 1980s. It had now been decided that they would be allowed to remain there.

The other farm, Hartebeestlaagte, was state land and would remain so, said Mr Pienaar.

# CASINOline

10K/9/4

## HEALTH TALK

087 203 324

## F W entertains Moroccan minister

THE Moroccan Minister of State for Foreign Affairs and Co-operation, Dr Abdellatif Filali, had talks with State President Mr F W de Klerk in Tynhuys yesterday. Dr Filali is on a week-long visit.



## Mogopa land return victory 271

THE Mogopa community, who were forcibly removed from two farms near Ventersdorp in 1984, will have one of the farms, Zwartland, restored to them. *Cipren 2/6/92*

Since 1984 they have battled with the government to regain the farms. In 1988 about 200 families re-occupied Zwartland "illegally" as squatters. The State has retained ownership of the other farm, Hartebeeslaagte.

# Air force pilots catch flak over instant licences

S/ Times 21/6/92. (270)

THE SAA Pilots' Association is taking the Directorate of Civil Aviation and the Minister of Transport to court over the issuing of top-notch licences to unqualified pilots.

The DCA allegedly issued the much prized and highly regarded SA Airline Transport Pilot Licence to SAAF transport pilots who had not written the civilian examinations

Some of the pilots fly high-ranking officers and officials in and outside SA in civilian-registered aircraft.

Pilots who fly passengers in civilian aircraft across SA's borders must have ATPL licences, which many SAAF pilots don't have

To overcome this, the SAAF devised a two-week "crash course" entitling pilots to a DCA-issued ATPL on completion. This practice has since been stopped

But should the pilots leave the SAAF, their "plastic" ATPLs are still valid for civilian use

Some months ago SAAPA revealed that "quickie" ATPLs were being used commercially by SAAF pilots, who were either moonlighting or had left the service

"There is nothing stopping these

By ROGER MAKINGS

inadequately trained pilots from applying for employment in airlines," said the spokesman at the time

Some of the pilots had applied to major SA airlines for jobs, but were weeded out during selection

During an SAA selection board interview last year, it was discovered that a candidate had not written the senior commercial pilot's exams, although he had an APTL. The interview was terminated

## Tough

Captain Johan Dries, SAA's chief pilot, flight operations, said at the time "We accept DCA licences at face value because they meet International Civil Aviation Organisation standards and would be extremely disappointed if we found these were sub-standard"

There is nothing on the ATPL licence to distinguish the military from the civilian version, which puts a question mark over the validity of every South African pilot's licence both locally and abroad.

All captains and most SAA co-pilots have ATPLs, which are

awarded by the DCA after they have passed the senior commercial pilot's licence and an exacting flight test

The SA commercial licence exams are among the toughest in the world and the first-attempt pass rate is less than 20 percent

"This is one of the reasons why SAA pilots, with the right passports, are sought after in many parts of the world. But when it becomes known what the DCA is doing, our licences won't be worth the paper they are written on," said a spokesman for SAAPA

"More important is the safety aspect SAAF pilots, as good as they may be, have not written the exams and as such can only be described as underqualified for the job"

A senior SAA jumbo captain said "This is the most serious threat to SA aviation in 30 years. The aviation community should totally reject the awarding of these licences"

SAAPA is going to court to call for the withdrawal of licences issued to 39 pilots, some of whom are no longer in the SAAF's employ

In an affidavit supporting the SAAPA application, former DCA inspector and examiner Mr Johan Kotze says the granting of ATPLs to SAAF pilots is invalid.

"It first came to my attention in 1989 that licences were issued without the recipients having completed the requirements as laid down by the Aviation Act," said Mr Kotze.

"There was an agreement that the licence was valid only while the holder was in the SAAF."

When it became known that this was not the case, the examination department reported its misgivings to the DCA in writing

● The State President's new R68-million jet will be flown by SAAF pilots, a Department of Transport spokesman has confirmed

A SAAF spokesman said "All air force pilots with ATPLs have passed a 'differences course' after which they were awarded ATPL licences by the DCA."

# Transnet to axe 5 800

Own Correspondent

PRETORIA. — Transnet has identified 5 800 redundant jobs and is set to embark on a big retrenchment and early retirement programme.

The organisation's "manpower utilisation programme" will reduce its total number of workers to less than 150 000.

A spokesman said the financial strain caused by declining revenue

CT 22/6/92  
was a major reason for instituting the programme. Personnel affected would be offered retirement and retrenchment packages determined by length of service, the spokesman said.

Asked if there was a danger of Transnet thinning out staff to a point where the organisation might have difficulty coping with the transport demands of an economic upturn, the spokesman said "This is highly unlikely."



# Transnet to cut 5 800 jobs

PRETORIA — Transnet has identified 5 800 redundant jobs and is set to embark on a big retrenchment and early retirement programme. *Blpauy 22/6/92*

The organisation's "manpower utilisation programme" will reduce its total number of workers to less than 150 000.

A spokesman said the financial strain caused by declining revenue was a major reason for instituting the programme.

Personnel affected would be offered retirement and retrenchment packages determined by length of service, the spokesman said.

Efforts would be made to move affected workers to other jobs.

Asked if there was a danger of Transnet thinning out staff to a point where the

**(270) GERALD REILLY**

organisation might have difficulty coping with the transport demands of an economic upturn, the spokesman said "This is highly unlikely"

In the voluntary retirement package workers, in addition to a pension based on service, would get a cash handout of one month's salary for every five years of service with a maximum of six months' pay.

The spokesman said Transnet's labour costs had reached an unacceptable level, making it necessary to take a close look at all sections of the organisation to identify unnecessary jobs.

Federation of Transnet Trade Unions

To Page 2

## Transnet

*Blpauy 22/6/92*  
general secretary Abe Koekemoer said employment had been slashed by about 120 000 workers to the present level of 150 000.

Two years ago the then Sats offered workers early retirement. About 4 000 accepted the offer.

However, a large percentage was made up of highly skilled workers — who easily

**(270)**

From Page 1

found work in the private sector — Sats could ill afford to lose.

Koekemoer said retrenchment packages had become a major issue in the drawn-out pay negotiations with management.

Negotiations would be resumed this week, and if no agreement was reached the unions were likely to demand arbitration, he said.

# Workers march for higher wages

STAR 24/6/92

Staff Reporter  
and Sapa

Thousands of South African Railways and Harbours Workers Union (Sarhwu) members marched on the Transnet offices in Parktown, Johannesburg, yesterday to back up the union's wage demands

The march — and a similar protest yesterday by thousands of textile and clothing workers in central Johannesburg — followed Monday's protest by members of the National Union of Metalworkers of SA.

All three protests were in support of the ANC's mass action campaign.

Led by the the SACP's Essop Pahad and Sarhwu regional officials, the railway employees swamped the road and pavements outside Transnet Park in Hillside Road while a list of demands was handed to Transnet officials.

Sarhwu's demands included a R1 500 minimum wage plus a 40 per cent across-the-board increase, a moratorium on redundancies, the reinstatement of 25 dismissed workers and an end to job reservation.

Heavily armed policemen monitored proceedings from Empire and Girton roads. Traffic flow had to be diverted

as the large crowd marched back peacefully to the starting point in Joubert Park. Pedestrians joined in, swelling the crowd to about 15 000.

Transnet assistant general manager, human resources, Vic van Vuuren said 7 602 Transnet workers had stayed away from work in the southern Transvaal, of whom about 3 500 had taken part in the Parktown protest.

At the other end of town, about 10 000 SA Clothing and Textile Workers' Union (Sactwu) members marched on the offices of the Transvaal Clothing Manufacturers' Association in Pritchard Street to present a memorandum demanding a living wage

The marchers, mainly women, braced icy winds to sing and toyi-toyi in the demonstration.

This followed similar marches in Cape Town and Durban last week.

Sactwu members in the Transvaal are demanding a R28-a-week wage increase or a 14 per cent salary increase; a one-week annual bonus, and a 3 per cent contribution to a provident fund to be introduced in January.

Sactwu will meet employers within two weeks in an effort to break the current deadlock.

capa-reuter failed to respond - Eena

# Rail workers march in support of wage demands

The Argus Correspondent and Sapa  
JOHANNESBURG. — Thousands of South African Railway and Harbours Workers Union (Sarhwu) members have marched on the Transnet offices in Parktown, Johannesburg, in support of the union's wage negotiation demands

The demands included a R1 500 minimum wage plus a 40 per cent across-the-board increase, a moratorium on redundancies, the unconditional reinstatement of 25 dismissed workers and an end to job reservation

Heavily armed police monitored proceedings yesterday

ARC 24/6/92

Low water: today  
YESTERDAY'S WATER TEMPERATURE





# Train 'corruption': conductors call for independent inquiry

SOUTH 27/6 - 11/7/92

270

ALLEGATIONS by Transnet that train conductors pocket up to R250 a day from fares without issuing tickets have led to calls for a commission of inquiry.

The South African Railways and Harbours Workers' Union (SARHU) and Transnet's Coloured Staff Association (CSA) are now calling for an independent commission of inquiry into the allegations by the commuter authority.

The dispute between the conductors and Transnet centres around a loss of R27,5-million, most of which Transnet alleges, was stolen by train conductors.

Two weeks ago, about 250 train conductors went on a four-day strike after Transnet confirmed a report in the press which claimed that conductors pocket fares without issuing tickets.

A document making these allegations was leaked to the press by conductors "fearing for their jobs", said Mr Pieter Albertus, general secretary of the staff association.

He said ever since equal opportunity had been introduced

at Transnet, allegations like these were made by people "wanting to cause trouble".

SARHU and the CSA are demanding a public apology from Transnet and full wages for the four days of the strike.

SARHU spokesperson Mr Ndanele Tilela said if the demands were not met, workers would call for an independent commission of inquiry to the missing millions.

Another concern of workers is the lack of security for passengers on trains.

In accordance with a five-year plan, launched by the South African Rail Commuter Corporation, the presence of police on trains and stations is gradually being increased, together with an upgrading of stations, partly aimed to improve ticket inspection.

Transnet spokesperson Mrs Yvette Olwage said the Simon's Town line was being upgraded. The upgrading of the Khayelitsha line was complete, she said.

**JOHANN VAN TONDER**

# Anglo chief urges swift action to rekindle economy

STAR 30/6/92

By Derek Tommey

210

Julian Ogilvie Thompson, chairman of Anglo American, has called for action by all politicians to start the economy growing.

"A start has to be made now", he says

"There are too many people without work and shelter to justify postponing action until the new political structure is agreed and in place"

Mr Ogilvie Thompson believes that it need not be long before there is some upturn in business.

But he emphasises that a long-term recovery will require a commitment by politicians to sound political and economic policies

He says it is unfortunate that the economy should have been set back so severely this year

"Fortunately, it would take only a modest change in circumstances to ensure that the upturn gains momentum in 1993."

Among the good-news items that could favour a recovery are a normal agricultural season, more favourable world markets and a build-up of inventories.

"Each of these could each make a significant contribution to growth, reinforcing the effect of the current expansionary fiscal policies and spending on private sector projects."

Mr Ogilvie Thompson says that generating the initial stages of recovery will be easy, once conditions become propitious.

But the challenge is to break out of the seemingly endless cycles of low growth and ever-rising employment — each leaving us relatively worse off than before

South Africa must establish conditions for sustained growth.

It is not enough just to manage the economy prudently; distortions that impair productivity and the ability to create wealth must be removed.

Condemning the "populist economics" that have brought disaster to a number of developing countries, he says South Africa requires:

- A credible commitment to property rights,
- The provision of the so-called "classical" public goods of law and order; and
- The creation of a system that fosters the development of an appropriately educated and skilled labour force.

These are the basic requirements, says Mr Ogilvie Thompson.

In addition, South Africa will need disciplined monetary and fiscal policies, including an appropriate exchange rate, further deregulation and privatisation, and a stable climate for investors

It is essential they be assured they can remit profits and dividends

One of the priorities for growth will be a much higher level of domestic saving and investment.

But this cannot be achieved unless the Government at least caps current spending in real terms

Where more money is needed for essential spending, it must be found by cutting back elsewhere.

The State has to defer consumption if investment is to be increased.

"Given no government dissaving, and a modest inflow rather than an outflow of foreign capital, South Africa could increase fixed investment from the current 18 percent of gross domestic product (GDP) to the 25 percent recommended by the IMF," he says.

- (ii) Vliegtuiginstrumentwerktuigkundige;
- (iii) Vliegtuigradio-trisien,
- (iv) Radartrisien,
- (v) Elektronika Meganikus, en

(b) standaard VIII met Wiskunde of die Nasionale Tegnieuse Sertifikaat, Deel I (N1) met Wiskunde vir alle ander aangewese ambagte

### 2. Opleiding

Opleiding sal geskied ooreenkomstig 'n bevoegdheidgerigte modulêre stelsel. Die tye toegelaat vir die voltooiing van modules en die kriterium/fasetoetse wat daarmee verband hou soos voorgeskryf in die opleidingskedules vir die aangewese ambagte, sal deur die instrukteur aan die vakleerling voorsien word.

### 3. Tydperk van vakleerlingskap

- (1) Daar sal van 'n vakleerling vereis word om—
- (a) ten opsigte van die ambag Vliegtuigswaier, 'n minimum van 75 weke praktiese opleiding gedurende 'n maksimum van 156 weke vakleerlingskap te ondergaan, of
  - (b) ten opsigte van alle ander ambagte, 'n minimum van 95 weke praktiese opleiding gedurende 'n maksimum van 208 weke vakleerlingskap te ondergaan
- (2) Indien 'n vakleerling nie die finale fasetoets binne die toepaslike maksimum opleidingstydperk genoem in subklousule (1) suksesvol voltooi nie, moet sy kontrak gekanselleer word.
- (3) Die werkgewer van die vakleerling moet die Sekretaris van die Lugruimnywerheid Opleidingsraad (hierna genoem die LNOR) binne sewe (7) dae nadat die vakleerling vertrek het na of terugkeer van verpligte opleiding of diens ingevolge die Verdedigingswet, 1957 (Wet No 44 van 1957) of die Polisiewet, 1958 (Wet No 7 van 1958) in kennis stel en die vakleerling se kontrak van vakleerlingskap moet opgeskort word vir sodanige tydperk van opleiding of diens.
- (4) Die LNOR mag erkenning verleen aan toepaslike opleiding, verkry voor kontraksluiting deur die werkgewer, in welke geval vrystelling van sekere modules toegestaan mag word en die minimum tydperk van praktiese opleiding mag verminder word tot die mate deur die LNOR bepaal.

### 4. Vergoeding

- (1) 'n Werkgewer moet 'n vakleerling maandeliks vergoed teen nie minder nie as die skale hieronder uiteengesit

1ste jaar	2de jaar	3de jaar	4de jaar
R850	R900	R1 100	R1 500

- (ii) Aircraft Instrument Mechanic,
- (iii) Aircraft Radiotrician;
- (iv) Radartrician;
- (v) Electronics Mechanician, and

(b) Standard VIII with Mathematics or the National Technical Certificate, Part I (N1) with Mathematics for all other designated trades.

### 2. Training

Training shall be conducted according to a competency based modular system. The times allocated for the completion of modules and the criteria/phase tests attached thereto, as prescribed in the training schedules for the designated trades, will be provided to the apprentice by the instructor.

### 3. Period of apprenticeship

- (1) An apprentice shall be required to undergo—
- (a) a minimum of 75 weeks practical training during a maximum of 156 weeks apprenticeship in the designated trade Aircraft Welder; and
  - (b) a minimum of 95 weeks practical training during a maximum of 208 weeks apprenticeship in all other designated trades.
- (2) If an apprentice does not successfully complete the final phase test within the applicable maximum training period mentioned in subclause (1) above, his contract shall be cancelled.
- (3) The employer of the apprentice shall notify the Secretary of the Aerospace Industry Training Board (hereinafter referred to as the AITB) within seven (7) days after the apprentice has departed for or returned from compulsory training or service in terms of the Defence Act, 1957 (Act No 44 of 1957), or the Police Act, 1958 (Act No. 7 of 1958), and the apprentice's contract of apprenticeship shall be suspended for such period of training or service.
- (4) Acknowledgement may be granted by the AITB for relevant training, attained prior to indenture-ship by the employer, in which case exemption may be granted from certain modules and the minimum period of practical training may be reduced to the extent determined by the AITB.

### 4. Remuneration

- (1) An employer shall remunerate an apprentice monthly at not less than the rates specified hereunder

1st year	2nd year	3rd year	4th year
R850	R900	R1 100	R1 500



- (2) (a) 'n Werkgewer moet die vergoeding voorgeskryf in hierdie klousule aanvul ten opsigte van elke vakleerling wie in besit is van of die opvoedkundige kwalifikasies hieronder geskeduleer, behaal het, of gelykwaardige kwalifikasies, indien dit as toepaslik vir sy ambag deur die LNOR beskou word, met 'n bedrag nie minder nie as dié in die Bylae aangetoon

**BYLAE**

Nasionale Tegniese Sertifikaat, Deel II (N2)/St 9* . . . . .	R 25
Nasionale Tegniese Sertifikaat, Deel III (N3)/St 10* . . . . .	R 50
Nasionale Tegniese Sertifikaat, Deel IV (N4/T1). . . . .	R 75
Nasionale Tegniese Sertifikaat, Deel V (N5/T2).. . . . .	R100
Nasionale Tegniese Sertifikaat, Deel VI (N6/T3)... . . . .	R125
T4 ... . . . .	R150

\* = Met Wiskunde

- (b) Die bedrae voorgeskryf ingevolge paragraaf (a) hierbo sal nie kumulatief wees nie maar betaalbaar wees ten opsigte van slegs een, d.i. die hoogste sertifikaat of diploma verwerf.
- (c) Enige bedrag waarop 'n vakleerling ingevolge paragraaf (a) geregtig is, sal, waar die betrokke sertifikaat of diploma gedurende sy vakleerlingskap behaal is, betaalbaar wees vanaf die datum van uitreiking daarvan. Met dien verstande dat as die sertifikaat of diploma nie binne ses maande na uitreiking aan die werkgewer voorgelê word nie, die betaling gemaak word vanaf die datum van voorlegging van die sertifikaat of diploma aan die werkgewer.
- (3) Indien 'n werkgewer en 'n voornemende vakleerling ooreenkom, voordat 'n kontrak van vakleerlingskap gesluit is, dat vergoeding betaal sal word teen 'n skaal hoer as dié voorgeskryf in subklousule (1), sodanige hoer skaal in die kontrak gestipuleer moet word en aan die vakleerling betaal moet word.

**5. Reis, verblyf en veldtoelae**

- (1) Die volgende vervoertoelae en/of toelae vir slaap-akkommodasie moet deur 'n werkgewer aan 'n vakleerling betaal word wat werk moet verrig weg van sy ooreengekome werkplek of woonplek
- (a) Waar die vakleerling in staat is om daaglik na sy woonplek terug te keer, maar vervoer word nie deur die werkgewer verskaf nie, 'n tweedeklas retoertreinkaartjie reisgeld of die werkgewer se bepaalde daaglikse reistoelae wat nie minder as die retoerreisgeld mag wees nie,

- (2) (a) An employer shall supplement the remuneration prescribed in this clause in respect of every apprentice who is in possession of or attains the educational qualifications scheduled hereunder, or equivalent qualifications, if deemed applicable to his trade by the AITB, by an amount of not less than that indicated in the Schedule:

**SCHEDULE**

National Technical Certificate, Part II (N2)/St 9* . . . . .	R 25
National Technical Certificate, Part III (N3)/St 10* . . . . .	R 50
National Technical Certificate, Part IV (N4/T1). . . . .	R 75
National Technical Certificate, Part V (N5/T2)..... . . . .	R100
National Technical Certificate, Part VI (N6/T3).. . . . .	R125
T4..... . . . .	R150

\* = With Mathematics

- (b) The amounts prescribed in terms of paragraph (a) shall not be cumulative but shall be payable in respect of only one, i.e. the highest certificate or diploma attained.
- (c) Any amount to which an apprentice is entitled in terms of paragraph (a) hereof shall, where the relevant certificate or diploma is attained during his apprenticeship, be payable as from the date of issue thereof: Provided that if the certificate or diploma is not submitted to the employer within six months of the date of issue thereof, payment shall be made as from the date of submission of the certificate or diploma to the employer.
- (3) If an employer and a prospective apprentice agree, before entering into a contract of apprenticeship, that remuneration shall be paid at a rate higher than those prescribed in subclause (1), such higher rate of remuneration shall be recorded in the contract and shall be paid to the apprentice.

**5. Subsistence, transport and field allowances**

- (1) The following transport allowance and/or allowance for sleeping accommodation shall be paid by an employer to an apprentice sent by him to work away from his contracted place of employment or residence
- (a) Where the apprentice is able to and does return to his home every day but transport is not provided by the employer, return second class railway fare or the relevant employer defined travelling allowance daily which shall not be less than such return rail fare;

(b) waar die vakleerling nie in staat is om daagliks na sy woonplek terug te keer nie—

(i) indien vervoer nie deur die werkgever verskaf word nie, die gelyke waarde van 'n tweedeklas treinkaartjie of die werkgever se bepaalde daaglikse reistoelae wat nie minder as die retoerreisgeld na en van die werkplek aan die begin en beëindiging van sodanige werk mag wees nie,

(ii) geskikte slaap-akkommodasie in die omgewing van die werkplek, of 'n toelae gelyk aan die tarief van 'n een-ster hotel in die omgewing van die werkplek.

(2) 'n Vakleerling wat deur sy werkgever weggestuur word, maar in staat is om naweke huis toe te gaan en terug te keer op die normale begintyd op Maandag (of Dinsdag, na 'n openbare vakansiedag, indien hierdie vakansiedae op 'n Maandag val) sal geregtig wees op die tweedeklas retoer treingeld of die bepaalde werkgever se bepaalde daaglikse reistoelae, wat nie minder moet wees as sodanige retoer treinreisgeld nie. Met dien verstande dat geen betaling in die plek van sodanige reisgeld gemaak sal word nie as die reis nie plaasvind nie.

#### 6. Verlof

(1) 'n Vakleerling is geregtig op en moet minstens drie aaneenlopende weke verlof met volle betaling ten opsigte van elke jaar van vakleerlingskap toegestaan word. Sodanige verlof moet toegestaan word binne vyf maande na voltooiing van die betrokke jaar van vakleerlingskap.

(2) Indien enige openbare vakansiedag binne die verloftydperk in subklousule (1) bedoel, val, moet sodanige aantal dae tot die verloftydperk bygevoeg word as verdere verlof en die vakleerling sal sy volle vergoeding betaal word ten opsigte van sodanige dae.

(3) 'n Vakleerling wie se kontrak in die eerste of enige daaropvolgende jaar van vakleerlingskap by dieselfde werkgever eindig voor die verloftydperk soos in subklousule (1) opgeloopt of toegestaan is, moet met sodanige beëindiging, alle verlofgeld betaal word soos op die datum van sodanige beëindiging, ten opsigte van elke voltooidde maand van vakleerlingskap met die werkgever na die datum waarop hy geregtig was op verlof ingevolge subklousule (1) of in die geval van 'n vakleerling wat minder as 12 maande gewerk het, na die aanvangsdatum van sy vakleerlingskap.

#### 7. Werkure

(1) Die gewone werkure van 'n vakleerling moet nie meer wees nie as—

(a) in die geval van 'n vakleerling wat 'n sesdagweek werk—

(i) ses-en-veertig ure in enige week vanaf Maandag tot en met Saterdag,

(b) where the apprentice is unable to return to his home daily—

(i) if transport is not provided by the employer, the equivalent of second class railway fare or the relevant employer defined travelling allowance which shall not be less than such return rail fare, to and from the place of work at the beginning and termination of such work, respectively; ~~(270)~~ (270)

(ii) suitable sleeping accommodation in proximity to the place of work, or an allowance of the equivalent of a one-star hotel tariff in the applicable area of work.

(2) An apprentice who is so sent by his employer but is able to proceed to his home at the weekend and return by the ordinary starting time on Monday (or Tuesday after a public holiday, if these holidays fall on a Monday) shall be entitled to a second class return railway fare or the relevant employer defined travelling allowance, which shall not be less than such return rail fare at weekends. Provided that no payment in lieu of such fare shall be made if the journey is not undertaken.

#### 6. Leave

(1) An apprentice shall be entitled to and be granted not less than three consecutive weeks leave on full pay in respect of each year of apprenticeship. Such leave shall be granted within five months after completion of the year of apprenticeship to which it relates.

(2) If any public holiday falls within the period of leave referred to in subclause (1) such number of days shall be added to the said period as a further period of leave and the apprentice shall be paid his full remuneration in respect of such days.

(3) An apprentice whose contract of apprenticeship terminates in the first or any subsequent year of apprenticeship with the same employer before the period of leave referred to in subclause (1) has accrued or been granted, shall, upon such termination, be paid all leave as at the date of such termination, in respect of each completed month of apprenticeship with the employer after the date on which he last became entitled to leave in terms of subclause (1) or, in the case of an apprentice who has served less than 12 months, after the date of commencement of his apprenticeship.

#### 7. Hours of work

(1) The ordinary hours of work of an apprentice shall not exceed—

(a) in the case of an apprentice who works a six day week—

(i) forty-six hours in any week from Monday to Saturday inclusive,



- (ii) agt ure op enige dag, tensy die ure op een dag nie vyf ure oorskry nie, in welke geval die ure op die ander dae nie agt en 'n half ure op enige dag moet oorskry nie, indien sodanige verlenging nie meebring dat die gewone werkure meer as 46 ure in enige week is nie.
- (b) in die geval van 'n vakleerling wat 'n vyf-dagweek werk—
- (i) ses-en-veertig ure in enige week vanaf Maandag tot en met Vrydag;
- (ii) nege en 'n kwart ure per dag
- (2) Daar sal nie van 'n vakleerling verwag of toegelaat word om vir 'n aaneenlopende tydperk van meer as vyf ure te werk sonder 'n ononderbroke pouse van ten minste 'n halfuur nie.
- (3) Behalwe soos voorgeskryf in subklousule (2) hierbo, sal alle werkrure opeenvolgend wees.
- (4) 'n Werkgewer mag dit nodig vind of toelaat dat 'n vakleerling oortyd werk vir 'n tydperk wat nie 10 ure per week oorskry nie. Met dien verstande dat sodanige oortyd nie inmeng nie met die verpligte klasbywoning soos in klousule 8 bedoel.
- (5) 'n Werkgewer moet 'n vakleerling wat oortyd werk, vergoed teen 'n skaal wat nie laer is as een en een derde maal sy gewone skaal nie.
- (6) As 'n vakleerling op 'n Sondag werk moet sy werkgewer hom vergoed—
- (a) as hy werk vir 'n tydperk wat nie vier ure oorskry nie, teen 'n skaal wat nie minder is nie as sy gewone vergoeding betaalbaar ten opsigte van die tydperk wat gewoonlik op 'n weekdag deur hom gewerk word, of
- (b) as hy so werk vir 'n tydperk wat vier ure oorskry, teen 'n skaal wat nie minder is nie as dubbel sy normale vergoeding ten opsigte van die totale tydperk gewerk op sodanige Sondag, of teen 'n skaal wat nie minder is nie as dubbel die gewone vergoeding betaalbaar ten opsigte van die tydperk gewoonweg deur hom op 'n weeksdag gewerk, wat ookal die meeste is, of
- (c) as hy so werk, teen 'n skaal wat nie minder is nie as een en een derde van sy gewone skaal van vergoeding ten opsigte van die totale tydperk gewerk op sodanige Sondag en aan hom een dag vakansie toestaan binne sewe dae na sodanige Sondag en hom daarvoor vergoed teen 'n skaal wat nie minder is nie as sy gewone vergoeding asof hy op so 'n vakansiedag sy gewone werkure vir daardie dag van die week gewerk het.
- (7) (a) As 'n vakleerling nie op enige openbare vakansiedag werk nie, moet sy werkgewer hom vergoed vir sodanige dag teen 'n skaal wat nie minder is as sy gewone vergoeding nie asof hy op sodanige dag sy gewone werkure vir daardie dag van die week gewerk het
- (ii) eight hours on any day, unless the hours on one day do not exceed five hours, in which case the hours on the other days shall not exceed eight and a half hours on any day, if by such extension the ordinary hours of work do not exceed 46 hours in any week;
- (b) in the case of an apprentice who works a five-day week—
- (i) forty-six hours in any week from Monday to Friday inclusive,
- (ii) nine and a quarter hours on any day
- (2) No apprentice shall be required or permitted to work for a continuous period of more than five hours without an uninterrupted interval of at least half an hour
- (3) Save as provided in subclause (2) above, all hours of work shall be consecutive
- (4) An employer may require or permit an apprentice to work overtime for a total period not exceeding 10 hours in any one week. Provided that such overtime does not interfere with compulsory class attendance in terms of clause 8
- (5) An employer shall remunerate an apprentice who works overtime at a rate not less than one and one-third times his ordinary rate of remuneration.
- (6) Whenever an apprentice works on a Sunday, his employer shall either remunerate such apprentice—
- (a) if he so works for a period not exceeding four hours, at a rate not less than his ordinary remuneration payable in respect of the period ordinarily worked by him on a week-day, or
- (b) if he so works for a period exceeding four hours, at a rate not less than double his ordinary remuneration in respect of the total period worked on such Sunday, or at a rate which is not less than double the ordinary remuneration payable in respect of the period ordinarily worked by him on a week-day, whichever is the greater, or
- (c) if he so works at a rate not less than one and one-third times his ordinary rate of remuneration in respect of the total period worked on such Sunday and granted him within seven days of such Sunday one day holiday and remunerate him in respect thereof at a rate not less than his ordinary rate of remuneration as if he had on such holiday worked his average ordinary working hours for that day of the week
- (7) (a) If an apprentice does not work on any public holiday, his employer shall remunerate him in respect of such day at a rate not less than his ordinary rate of remuneration as if he had on such day worked his average ordinary working hours for that day of the week



- (b) As 'n vakleerling op enige openbare vakansiedag werk, moet sy werkgever hom bo en behalwe sy gewone vergoeding addisioneel vergoed vir die totale tydperk gewerk teen 'n skaal wat nie minder is as die gewone skaal van vergoeding nie

### 8. *Tegniese studies*

- (1) 'n Vakleerling wie nie alreeds 'n N3-sertifikaat met vakke wat verband hou met sy aangewese ambag, besit nie, moet tegniese studies by 'n geakkrediteerde tegniese instelling volg wat verband hou met sodanige ambag en in ooreenstemming met die sillabus wat deur die LNOR vir die Nasionale Tegniese Sertifikate, Dele I (N1) en II (N2) en III (N3) goedgekeur is
- (2) Daar sal van 'n vakleerling vereis word om ten minste een trimester tegniese klasse per jaar tot 'n maksimum van drie keer tydens sy vakleerlingskap gedurende normale werkure by te woon, tensy sodanige fasiliteite nie binne redelike afstand bestaan nie, in welke geval van die vakleerling vereis sal word om die toepaslike korrespondensiekursus gedurende daardie jaar te volg op sodanige plek van studie en gedurende sodanige ure as wat die LNOR mag bepaal
- (3) Daar sal nie deur 'n werkgever van 'n vakleerling wat, ingevolge subklousule (2), klasse bywoon of 'n korrespondensiekursus volg, na gelang van die geval, verwag word om vir die duur van sodanige kursus of die ure van studie, na gelang van die geval, vir werk aan te meld nie. Met dien verstande dat 'n vakleerling wie nie daarin slaag om die sertifikaat waarvoor hy ingeskryf het, te verwerf nie, nie toegelaat sal word om sy studies vir dieselfde sertifikaat gedurende normale werkure voort te sit nie.
- (4) Van 'n vakleerling wat weens afwesigheid as gevolg van militêre opleiding of diens ingevolge die Verdedigingswet, 1957, of die Polisiewet, 1958, nie in staat is om klasse vir die volle duur van 'n trimester studiekursus by te woon nie, of 'n korrespondensiekursus te volg vir ten minste 'n halwe akademiese jaar nie, wat ookal die geval mag wees, word nie vereis om sy studievereistes gedurende daardie akademiese jaar na te kom nie.
- (5) 'n Vakleerling mag, as gevolg van onbetaamlike gedrag, onnodige afwesigheid of onbevredigende toetsuitslae, deur die LNOR op aanbeveling van die tegniese kollege en na oorlegging met die werkgever, onttrek word, en die vakleerling sal aanspreeklik wees vir alle klasgelde.

### 9. *Betaling van klas- of kursus- en eksamengelde*

'n Werkgever moet aan die betrokke tegniese inrigting die klas- of kursuselde en eksamengelde, wat deur 'n vakleerling van wie vereis word om klasse by te woon of korrespondensiekursusse te volg of om in te skryf vir enige eksamen, betaal en mag die bedrag wat voorgeskiet is in gelyke maandelikse paaieemente oor

- (b) Whenever an apprentice works on any public holiday, his employer shall remunerate him at a rate not less than his ordinary rate of remuneration in respect of the total period worked on such day, in addition to the remuneration to which he would have been entitled had he not so worked

### 8. *Technical studies*

(270)

- (1) An apprentice who is not already in possession of an N3 certificate, in subjects related to the trade in which he is indentured, shall follow technical studies relevant to such trade and in accordance with the syllabi approved by the AITB for the National Technical Certificates, Part I (N1) and II (N2) and III (N3), at an accredited technical institution
- (2) An apprentice shall be required to attend at least one trimester of technical classes per annum to a maximum of three times during his apprenticeship during normal working hours, unless such facilities do not exist within reasonable distance, in which case the apprentice shall be required to follow the applicable correspondence course during that year at such place and during such hours at the AITB may determine.
- (3) An apprentice who attends classes or follow a correspondence course in terms of subclause (2), as the case may be, shall, for the duration of such course or during such hours of study, as the case may be, not be required by his employer to report from work: Provided that an apprentice who fails to obtain the certificate for which enrolled, shall not be allowed to continue his studies for the same certificate during normal working hours.
- (4) An apprentice who, because of absence on training or service in terms of the Defence Act, 1957, or the Police Act, 1958, is unable to attend classes for the full duration of a trimester study course, or to follow a correspondence course for at least half an academic year, as the case may be, shall not be required to pursue his studies during that academic year
- (5) An apprentice may, because of misbehaviour, unnecessary absenteeism, or unsatisfactory test results, be withdrawn by the AITB on recommendation of the technical college after consultation with the employer and the apprentice will be liable for all class fees

### 9. *Payment of class or course and examination fees*

An employer shall advance to the technical institution concerned the class or course fees and the examination fees payable by an apprentice who is required, to attend any classes or follow correspondence courses or to enter for any examination, and may deduct the amount so advanced from the wages of the



'n 12 maande-tydperk vanaf die datum waarop die voorskot plaasgevind het, van die vakleerling se salaris verhaal word. Met dien verstande dat—

- (a) indien die vakleerling by wyse van 'n eksamen die sertifikaat verwerf waarvoor hy ingeskryf het, sal die volle bedrag wat ten opsigte van klas- of kursusgelde en eksamengelde vir daardie eksamen afgetrek is aan hom deur die werkgewer terugbetaal word,
- (b) indien die vakleerling nie daarin slaag om die sertifikaat genoem in (a) te verwerf nie, sal terugbetalings van klas- of kursusgelde en eksamengelde slegs gemaak word ten opsigte van daardie vakke wat die vakleerling in die eksamen geslaag het.

#### 10. Module/fase en ambagstoetse

- (1) 'n Vakleerling moet bevoegdheidsgebaseerde module toetse of fase-toetse (bevattende verskeie modules waar optimaal logies) onvoorwaardelik slaag soos opleiding vorder.
- (2) 'n Vakleerling Vliegtuigswaier moet die teorie van die ambag op die Nasionale Tegniiese Sertifikaat, Deel II (N2) vlak slaag voordat hy toegelaat sal word om sy ambagstoets te onderneem. Vir alle ander ambagte, moet 'n vakleerling in die teorie van die ambag waarvoor hy ingeskryf het, op die Nasionale Tegniiese Sertifikaat, Deel III (N3) vlak slaag, voordat hy toegelaat sal word om die ambagstoets aan te durf.
- (3) Ambagstoetse sal by 'n toetsentrum wat deur die LNOR geakkrediteer is, plaasvind.
- (4) 'n Vakleerling moet so spoedig moontlik na voltooiing van sy opleiding aan die voorgeskrewe ambagstoets onderwerp word. Die koste van sodanige toetse, insluitende reis- en verblyf-koste, moet deur die vakleerling se werkgewer gedra word.
- (5) 'n Vakleerling sal nie toegelaat word om 'n module of intermediêre fase-toets meer as drie maal te herhaal nie. Indien die vakleerling nie die derde poging sal slaag nie en sal die kontrak deur die Raad gekanselleer word, tensy omstandighede soos deur die LNOR ondersoek, een verdere poging regverdig.
- (6) 'n Vakleerling wat nie met sy tweede poging die ambagstoets slaag nie, se kontrak sal gekanselleer word tensy omstandighede soos deur die LNOR ondersoek, een verdere poging in die ambagstoets regverdig voordat sy kontrak gekanselleer word.
- (7) 'n Vakleerling moet suksesvol wees met die ambagstoets om as 'n ambagsman te kwalifiseer.

#### 11. Opleidingskursusse

'n Werkgewer moet praktiese opleiding aan 'n vakleerling verskaf in die ambag waarvoor hy ingeboek is, in ooreenstemming met die LNOR se goedgekeurde en gepubliseerde modulêre opleidingskedules wat van tyd tot tyd deur die LNOR aan die werkgewer uitgereik word.

apprentice in equal monthly instalments during a period of 12 months from the date on which the advance was made: Provided that—

- (a) if, at an examination, the apprentice attains the certificate for which he had enrolled, the full amount deducted in respect of class or course fees and the examination fees for that examination shall be refunded to him by the employer.
- (b) if the apprentice fails to obtain the certificate mentioned in (a) the refund of class or course fees and examination fees for any examination shall be made only in respect of those subjects in which the apprentice was successful at that examination.

#### 10. Module/phase and trade test (final phase test)

- (1) An apprentice must pass competency based module tests or phase tests (containing several modules, where optimally logical) unconditionally, as training proceeds.
- (2) An Aircraft Welder apprentice must obtain a pass, in the theory of the Aircraft Welder trade, at the National Technical Certificate, Part II (N2) level minimum before he will be allowed to attempt the trade test. For all other designated trades, an apprentice must obtain a pass in the theory of the trade in which he is indentured at the National Technical Certificate, Part III (N3) level minimum before he will be allowed to attempt the trade test.
- (3) Trade tests shall be conducted at a testing centre accredited by the AITB.
- (4) An apprentice shall be subjected to the prescribed trade test as soon as possible after completion of his training. Costs of such tests including subsistence and transport costs shall be borne by the apprentice's employer.
- (5) An apprentice will not be allowed to repeat a module or intermediate phase test more than three times. Failure to pass the third attempt will result in contract cancellation by the Board, unless circumstances as investigated by the AITB, justifies one further attempt.
- (6) An apprentice who fails to pass his second attempt in the trade test will result in his contract being cancelled unless circumstances as investigated by the AITB, justifies one further trade test before his contract shall be cancelled.
- (7) An apprentice must be successful in the trade test to qualify as an artisan.

#### 11. Courses of training

An employer shall provide an apprentice with practical training in the trade in which he is indentured in accordance with the AITB approved and published modular training schedules issued to the employer by the AITB from time to time.

(2) Vervang klousule 2 (b) deur die volgende tabel

Werkskategorie	Kolom 1	Kolom 2
	R	R
A	336,73	23,91
B	279,27	19,82
C	272,25	19,44
D	202,76	14,40
E	170,00	14,00
F	208,26	14,79
G1	137,60	12,51
G2	140,80	11,78
H1	463,00	29,07
H2	250,73	17,80
H3	524,04	37,21
H4	156,60	12,96
H5	186,40	13,76
H6	183,60	13,80
H7	196,56	13,96
Monstermasjienwerker	195,50	16,10"

**3. KLOUSULE 6: KORTTYD**

(1) In subklousule (1), vervang die bedrag "R1,40" deur die bedrag "R2,80"

Op hede die 7de dag van Februarie 1992 te Johannesburg onderteken

**W. ARON,**  
Voorsitter

**N. RATSHIDI,**  
Ondervoorsitter

**L. WANNENBURG,**  
Sekretaris

No. R. 1862

3 Junie 1992

WET OP MANNEKRAGOPLEIDING, 1981  
(WET No 56 VAN 1981)

LUGRUIMNYWERHEID OPLEIDINGSRAAD: AANWYSING VAN AMBAGTE EN VOORSKRYWING VAN LEERVOORWAARDES

Ek, Glen Morris Edwin Carelse, Adjunkminister van Mannekrag, handelende kragtens artikel 13 van die Wet op Mannekragopleiding, 1981—

- (a) trek hierby, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing, Goewermentskennisgewing No. R 1987 van 13 November 1970 (soos toegepas by Goewermentskennisgewing No. R 307 van 5 Maart 1971), soos gewysig by Goewermentskennisgewings Nos R 1945 van 25 Oktober 1974 (soos toegepas by Goewermentskennisgewing No R 10 van 10 Januarie 1975) en R 1141 van 24 Junie 1977 (soos toegepas by Goewermentskennisgewing No R 1810 van 9 September 1977), in Met dien verstande dat die klousules betreffende leertyd, tegniese studies, betaling van klas-, kursus- en eksamen-gelde, ambagstoetse en opleidingskursusse in die Leervooraardes voorgeskryf by genoemde Goewermentskennisgewing, van toepassing bly ten opsigte van vakleerlinge wie se kontrakte van vakleerlingskap aangegaan is voor die datum van inwerkingtreding van hierdie kennisgewing;

(2) Substitute the following for the table under clause 2 (b)

Job category	Column 1	Column 2
	R	R
A	336,73	23,91
B	279,27	19,82
C	272,25	19,44
D	202,76	14,40
E	170,00	14,00
F	208,26	14,79
G1	137,60	12,51
G2	140,80	11,78
H1	463,00	29,07
H2	250,73	17,80
H3	524,04	37,21
H4	156,60	12,96
H5	186,40	13,76
H6	183,60	13,80
H7	196,56	13,96
Sample machinist	195,50	16,10"

**3. CLAUSE 6: SHORT TIME**

(1) In subclause (1), substitute the figure "R2,80" for the figure "R1,40"

Signed at Johannesburg this 7th day of February 1992

**W. ARON,**  
Chairman

**N. RATSHIDI,**  
Vice-Chairman

**L. WANNENBURG,**  
Secretary.

No. R. 1862

3 June 1992

MANPOWER TRAINING ACT, 1981  
(ACT No. 56 OF 1981)

AEROSPACE INDUSTRY TRAINING BOARD DESIGNATION OF TRADES AND PRESCRIPTION OF CONDITIONS OF APPRENTICESHIP

I, Glen Morris Edwin Carelse, Deputy Minister of Manpower, acting in terms of section 13 of the Manpower Training Act, 1981—

- (a) hereby withdraw, with effect from the second Monday after the date of publication of this notice, Government Notice No R 1987 of 13 November 1970 (as applied by Government Notice No. R 307 of 5 March 1971), as amended by Government Notices Nos R 1945 of 25 October 1974 (as applied by Government Notice No R 10 of 10 January 1975) and R 1141 of 24 June 1977 (as applied by Government Notice No. R 1810 of 9 September 1977). Provided that the clauses pertaining to period of apprenticeship, technical studies, payment of class, course and examination fees, trade tests and courses of training in the Conditions prescribed by the said Government Notice, shall remain applicable in respect of apprentices whose contract of apprenticeship was entered into prior to the date of coming into operation of this notice;



(b) wys hierby in die Lugruimnywerheid in die Republiek van Suid-Afrika die ondervermelde ambagte aan as ambagte ten opsigte waarvan die Wet, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing, van toepassing is:

#### AMBAGTE

1. DRAAIER EN MASJINIS; (13)
2. ELEKTRISIEN; (8)
4. GEREEDSKAP- EN SETMAATVERVAARDIGER; (12)
5. PASSER EN DRAAIER, (10)
6. RADARTRISIEN; (11)
7. VLIEGTUIGAVIONIKUS, (1)
8. VLIEGTUIGELEKTRISIEN; (2)
9. VLIEGTUIGINSTRUMENTWERKTUIGKUNDIGE, (3)
10. VLIEGTUIGRADIOTRISIEN, (5)
11. VLIEGTUIGSTRUKTUURWERKER, (6)
12. VLIEGTUIGSWEISER; (7)
13. VLIEGTUIGWERKTUIGKUNDIGE (4); en

(c) skryf hierby, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing, die Voorwaardes hieronder uiteengesit as Leervoorwaardes ten opsigte van die ambagte aangewys in paragraaf (b) in die Nywerheid en gebied daarin genoem.

Vir die doeleindes van hierdie kennisgewing beteken—

“**lugruim**” die tegnologie van lugvaart in die aarde se atmosfeer en in die buitenste lugruim;

“**lugvaart**” die vervaardiging, bediening en instandhouding van vliegtuie en die voorsiening van hul direkte ondersteuningsdienste, en

“**Nywerheid**” of “**Lugruimnywerheid**” die nywerheid in sy wydste betekenis waarin werkgewers en werknemers met mekaar geassosieer is vir die doel om lugruimverwante handelinge van watter aard ookal uit te voer, insluitende die vervaardiging, verkoop, onderhoud, herstel, opknapping en bediening van lugruimvoertuie, hul komponente en onderdele, vir vergoeding en/of ter bevordering van 'n ander onderneming, verwante dienste en bedrywe, en werk normaalweg bekend as lugruimverwante subkontrauteurswerk en soortgelyke werk, maar uitsluitend Transnet Beperk en die Staat

**G. M. E. CARELSE,**

Adjunkminister van Mannekrag

#### VOORWAARDES

##### 1. *Kwalifikasies om met vakleerlingskap te begin*

Die minimum ouderdom en opvoedkundige kwalifikasies om met vakleerlingskap te begin, is 16 jaar en—

(a) standaard IX met Wiskunde of die Nasionale Tegniese Sertifikaat, Deel II (N2) met Wiskunde ten opsigte van die volgende ambagte

- (i) Vliegtuigelektrisien,

(b) hereby designate in the Aerospace Industry in the Republic of South Africa the undermentioned trades as trades in respect of which the Act shall apply with effect from the second Monday after the date of publication of this notice

#### TRADES

1. AIRCRAFT AVIONICIAN; (7)
2. AIRCRAFT ELECTRICIAN; (8)
3. AIRCRAFT INSTRUMENT MECHANIC, (9)
4. AIRCRAFT MECHANIC, (13)
5. AIRCRAFT RADIOTRICIAN; (10)
6. AIRCRAFT STRUCTURES WORKER, (11)
7. AIRCRAFT WELDER; (12)
8. ELECTRICIAN; (2)
9. ELECTRONICS MECHANICIAN; (3)
10. FITTER AND TURNER; (5)
11. RADARTRICIAN; (6)
12. TOOL AND JIGMAKER, (4)
13. TURNER AND MACHINIST (1), and

(c) hereby prescribe, with effect from the second Monday after the date of publication of this notice, the Conditions set out hereunder as Conditions of Apprenticeship in respect of the trades designated in paragraph (b) in the Industry and area stated therein

For the purposes of this notice—

“**aerospace**” means the technology of aviation in the earth's atmosphere and in outer space;

“**aviation**” means the manufacture, operation and maintenance of aircraft and the provision of their direct supporting services; and

“**Industry**” or “**Aerospace Industry**” means the industry in its broadest sense in which employers and employees are associated for the purpose of carrying out aerospace-related operations of whatever nature, including the manufacture, sale, maintenance, repair, overhaul and operation of aerospace vehicles, their components and parts, for reward and/or for the furtherance of another business, associated services and operations, and work commonly known as aerospace-related subcontract work and the like, but excluding Transnet Limited and the State.

**G. M. E. CARELSE,**

Deputy-minister of Manpower.



#### CONDITIONS

##### 1. *Qualifications for commencing apprenticeship*

The minimum age and education qualifications for commencing apprenticeship shall be 16 years and—

(a) Standard IX with Mathematics or the National Technical Certificate, Part II (N2) with Mathematics in respect of the following trades

- (i) Aircraft Electrician;

# Transnet staff accuse bosses of bungling

S/Times

517192

270

By HEATHER ROBERTSON

THE 18 000-strong transport union, Salstaff, this week urged President FW de Klerk to set up an independent commission of inquiry to investigate the alleged mismanagement of Transnet.

In a telegram to President De Klerk, the salaried staff union claimed senior Transnet officials were incompetent and were remiss in financial planning

"There are many instances of prolific spending notwithstanding the economic situation of the company," said the telegram

Salstaff president John Benwell said although employee numbers had been reduced from 280 000 to 160 000, top management had not shown a similar trend

He said that during wage negotiations which closed on July 1, Salstaff

had to settle for a year-long moratorium on retrenchments and no salary adjustments because it was told Transnet could not afford increases  
"Staff were granted only R125 across the board to compensate for the shift to a more expensive private medical aid scheme," he said

## Wastage

Mr Benwell accused the government-appointed directors of Transnet of turning a profit of R174-million in the 1988 book year into a multi-million rand loss since the organisation was commercialised

Citing examples of gross wastage, Mr Benwell said there were several floors at the old Paul Kruger head office in central Johannesburg which

were unused and 50 percent of the plush new Autonet office in Parktown was vacant

"Despite the fact that Autonet is virtually bankrupt, Transnet is wasting existing space and spending exorbitant amounts on new office rentals"

Three-quarters of office space in the Union Square building and half the space at South Station was empty, he claimed

Salstaff also claimed fleets of company-owned cars stood idle

"Senior officials are given car subsidies and petrol allowances but they use the pool cars and the subsidised cars are kept for private use," said Mr Benwell

Salstaff also questioned Transnet's employment of business consultants to show management how to manage while hundreds of workers' jobs

were on the line  
Mr Benwell said he could not understand why the finance department hired 26 private chartered accountants when there were people employed to do the job.

## Work

Even though Transnet was supposed to be on the way to being privatised, when employees tried to compete in the private sector they were told they could not.

He said staff at the Transnet Salt River workshop in Cape Town managed to secure private contracts, but were told they could not fulfill them

"The staff are prepared to get the work to keep the company viable, but the government is stopping them," said Mr Benwell



# Transnet delays retrenchments

6 Day 7/7/92

(270)

(284)

DIRK HARTFORD

TRANSNET has agreed to a moratorium on retrenchments until end-June 1993 as part of a package negotiated with 10 of the 13 unions active in the company.

A Transnet spokesman said negotiations affecting "certain personnel" were continuing with the Industrial Council.

But agreement had been reached on the major issues of jobs and wages, which were raised by the 50 000-strong SA Railway and Harbour Workers' Union (Sarkwu).

The minimum monthly wage at Transnet will be R900 and all workers at this level will get an additional non-pensionable allowance of R150.

Workers who earn more than R900 a month will get a R125 non-pensionable allowance.

In addition, Transnet has agreed to implement a funeral benefit scheme, which it will finance.

Unions party to the agreement include Salstaff, the Artisan Staff Association, Spoorbund, Sarkwu, Black and Allied Trade Union, Transport and Allied Workers' Union plus four

small Transnet-based unions.

Last week 15 000 Sarkwu members marched in Johannesburg and presented a petition to Transnet demanding the moratorium on retrenchments.

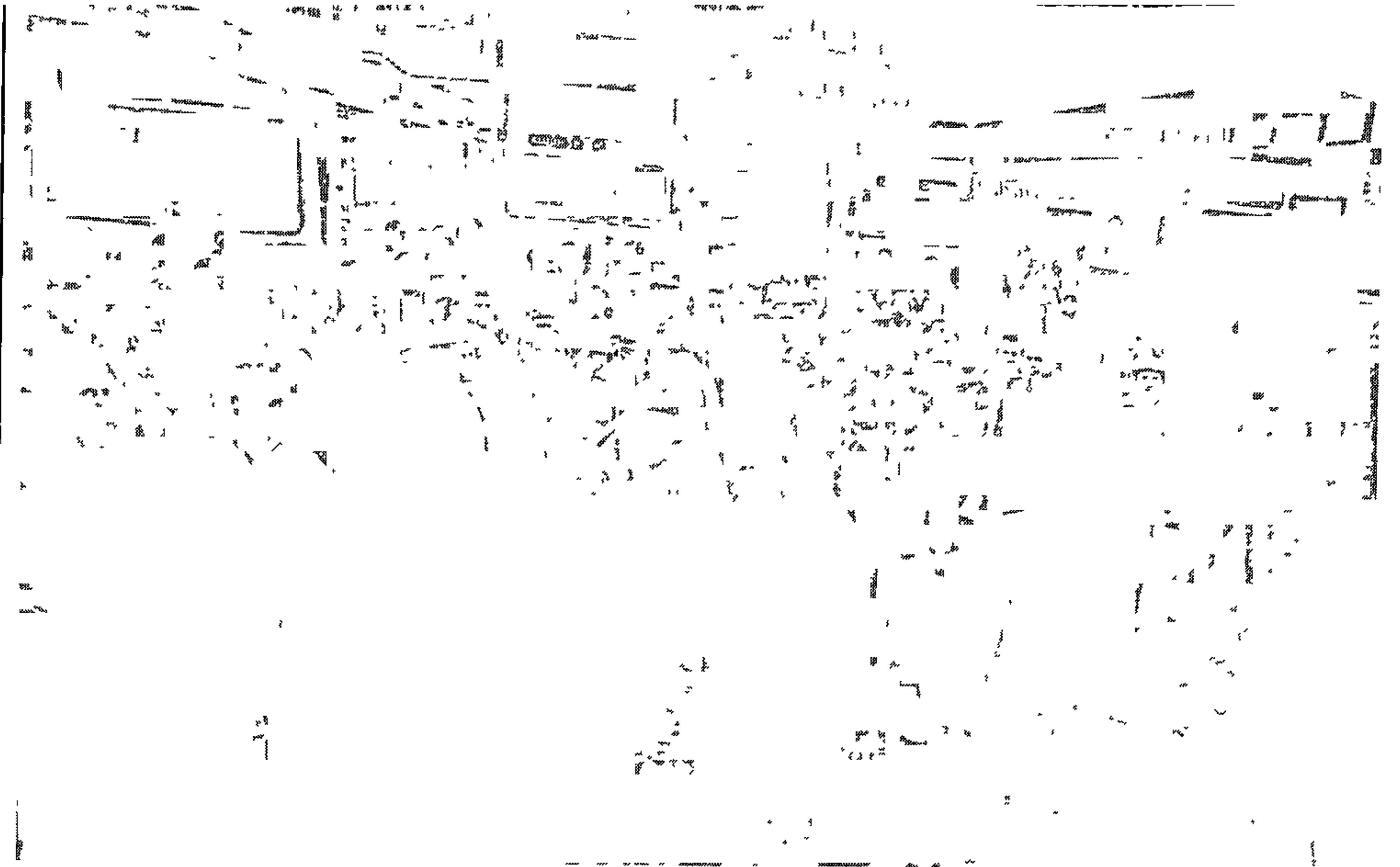
Transnet workers in Cape Town have also held marches and demonstrations, Sarkwu said.

It said the threat of further job losses at Transnet had been a major concern of the union and the moratorium was a victory for job security.

Our Cape Town correspondent reports that the announcement came after Transnet MD Dr Anton Moolman's statement in May that about 5 000 Transnet employees were expected to lose their jobs this year due to natural attrition and a retrenchment programme.

Moolman said this formed part of Transnet's policy of rationalisation, which saw a complement of about 270 000 employees in 1990 being reduced to about 157 452 by April.





Picture OBED ZILWA, Weekend Argus

□ **DISGRUNTLED WORKERS:** Golden Arrow workers hold a mass meeting yesterday to discuss their impending retrenchment as the company rationalises its services.

REC 11/7/92

210

# Hold back on the sack — busmen

**SHARON SOROUR and CLIVE SAWYER**  
Weekend Argus Reporters

HUNDREDS of disgruntled Golden Arrow bus drivers and support staff staged a mass meeting at Tollgate yesterday to demand a moratorium on impending retrenchments as the company cuts back staff and services

Afterwards they said that at no stage had the company consulted the unions

Describing the proposed retrenchments as "an attack on the organised working masses", the union demanded that the management declare a moratorium on retrenchments, that it negotiate possible retrenchments rather than announce them unilaterally and that workers be told the true situa-

tion regarding the bus company

Executive director Mr Barrie Gie said Golden Arrow had to curtail its operation because of a sharp drop in commuters as factories and businesses closed or worked shorter weeks

Workers had been informed months ago that schedules would have to be re-examined and changes made for the company to remain economically viable, he said

About 250 workers, members of seven unions, including the Transport and General Workers' Union and the Transport

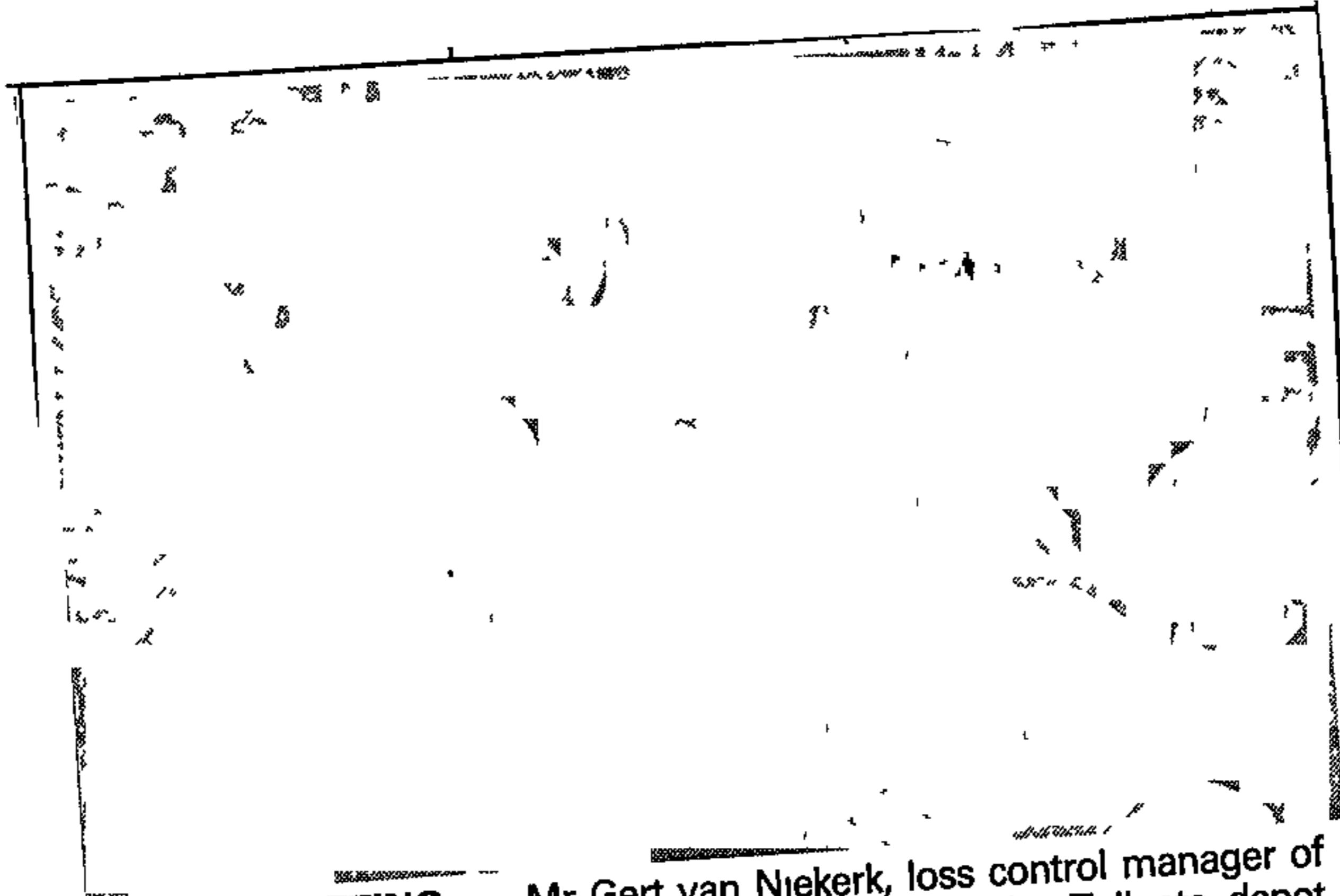
and Omnibus Workers' Union, demanded the moratorium on retrenchments and an urgent meeting with the management to discuss the situation

Some workers have already been given notice for the end of July

■ Services to be stopped on July 27 include Retreat via Busy Corner to Steenberg, Retreat via Meadowridge to Wynberg, Plumstead via Naruna to Wynberg, Wynberg via Rosmead Avenue to Claremont, Lotus River to Muizenberg, Retreat to Constantia, Plumstead to Zeekoevlei, and Wynberg via Wetton to Claremont

Services to be rationalised, with new starting times, are those between Claremont and Wynberg via Bishopscourt; Claremont and Busy Corner, Wynberg and Hout Bay, and Claremont and Rondebosch

Services to be transferred from the Diep River depot to other depots are those from Lotus River to Wynberg, Claremont, Plumstead and Cape Town, from Manenberg to Wynberg and Claremont, from Retreat to Hanover Park, Retreat to Tej and Plessey; Retreat/Lavender Hill to Lansdowne Industria, Diep River to Cape Town, Wynberg via Parkwood to Busy Corner, and school buses



**ANGRY MEETING . . .** Mr Gert van Niekerk, loss control manager of Golden Arrow Bus Services, with employees at the Tollgate depot yesterday.

Picture BENNY GOOL

## Staffers protest job cuts

CT 11/7/92  
#570

INCENSED workers employed by the Golden Arrow Bus Services held a mass meeting at their Tollgate depot in Woodstock yesterday to protest against looming staff retrenchments.

About 150 chanting and toy-toying bus drivers and support staff from seven worker's unions gathered at the depot yesterday morning to vent their anger at the management's decision to slash jobs and cut services.

Mr Enver Barros, vice-chairman of

the Transport and Omnibus Workers' Union, said drivers had to "face bullets and robbers" as part of their job". Mr Barros said workers were not on strike and services were not being disrupted.

Golden Arrow spokeswoman Mrs Jeanne Welsh said the need for rationalisation had become urgent due to the continuing decline in the economy and a sharp drop in the number of daily commuters.

TRANSNET  
MANAGEMENT  
DISMISSED  
STAFF

By HEATHER ROBERTSON

2  
617121  
S Times 12/7/92

TRANSNET management this week dismissed transport salaried staff union Salstaff's allegations of mismanagement and wastage of building space.

"Salstaff is nit-picking. Its members do not understand our commercialisation plans," said Transnet human resources manager Vic van Vuuren.

He said buildings which were not being fully utilised were going to be sublet to private companies.

He argued that Transnet was geared to assist the bottom rung of workers, particularly black workers who "felt the most strain during periods of recession".

**Argued** (270)

Commenting on allegations of managers abusing pool cars, he said if the union reported cases the management would deal with them.

He said it was ridiculous that Salstaff went to the State President for a commission of inquiry into mismanagement when it could have raised its grievances on an industrial council level. S Times

Mr Van Vuuren said management at Trax-Transnet's laundry service and the Salt River workshop were not allowed to compete in the market because private companies complained to the Competitions Board.

"The private sector argued that Transnet could largely absorb any losses the laundry would make." 12/7/92



## Bonus scheme cuts bus costs

~~ADRIAN HADLAND~~ ADRIAN HADLAND ~~270~~

A UNION-backed incentive bonus scheme introduced by the Johannesburg City Council for transport maintenance staff would save the council up to R6m a year, it was announced this week. (270)

The scheme has already resulted in a 47% reduction in council bus breakdowns, an average 10 buses more being put into operation and a drop in spares use of more than 30%, a statement said.

Management consultant Ed Saul of Clive Stuart and Associates, which is overseeing the project, said if current performance levels were maintained the annualised gains would be worth R6m, while workers would earn a bonus of as much as 32% of their basic salaries. (270)

Secretary of the Johannesburg Municipal Workers Union Philip Ngwenya said: "It is good to be able to have some input. The incentive bonus is very attractive to our members and has contributed to happiness and productivity."

Council transport committee chairman Paul Asherson said the scheme would be extended to bus drivers, "probably the most important aspect of the business".

"We are going to have to be able to compete in an open market soon, so we have to look at paying people for better work and not paying them for bad work," he said

Sowetan 22/7/92 (270)

### Union's demand

BARGAINING on a national level in the transport industry is the key demand to be made at a conference of the Transport and General Workers

Sowetan 22/7/92

Union's goods and docks sector to be held in Maritzburg on July 24-26

The conference will also discuss how to involve employers in an Aids education policy and programme adopted by the union, he said - Sapa

21/1/22  
LAD/19

**Top of the agenda** (2710)

CENTRAL bargaining within the transport industry is the key demand to be discussed at this weekend's national bargaining conference of the Transport and General Workers' Union goods and docks sector in Maritzburg.



Dit sal waardeer word indien skriftelike kommentaar of voorstelle die Kommissie teen **30 September 1992** by onderstaande adres bereik.

Die werkstuk is op aanvraag gratis van die Kommissie verkrygbaar

Die Kommissie se kantore is op die Agste Verdieping, NG Kerk Sinodale Sentrum, Visagiestraat 228, Pretoria. Korrespondensie moet asseblief gerig word aan

Die Sekretaris  
Suid-Afrikaanse Regskommissie  
Privaatsak X668  
PRETORIA  
0001.

Telefoon. (012) 322-6440 (Mev P. Kotze).

Datum 24 Julie 1992

(24 Julie 1992)

#### KENNISGEWING 656 VAN 1992

##### VERGADERINGS VAN PARLEMENTÊRE KOMITEES GEDURENDE RESES

MAANDAG, 27 tot WOENSDAG, 29 JULIE 1992

Gesamentlike Komitee oor Justisie, Tweede Strafproseswysigingswetsontwerp [W 123-91 (AS)], Wysigingswetsontwerp op die Toelating van Advokate [W 3-92 (AS)] en Wysigingswetsontwerp op Dobbelaar [W 126-92 (AS)]

MAANDAG, 3 tot VRYDAG, 7 AUGUSTUS 1992

Gesamentlike Komitee oor Gesondheid, Wysigingswetsontwerp op Mediese Skemas [W 115-92 (AS)]

Navrae W. Fourie, Hoof Komitee-afdeling, Tel. (021) 403-2568 Beltel Bladsyno. 3199.

(24 Julie 1992)

#### KENNISGEWING 657 VAN 1992

##### DEPARTEMENT VAN MANNEKRAG

WET OP ARBEIDSVERHOUDINGE, 1956

AANSOEK OM VERANDERING VAN DIE REGISTRASIEBESTEK VAN 'N VAKVERENIGING

Ek, David William James, Nywerheidsregistrator, maak ingevolge artikel 4 (2) soos toegepas by artikel 7 (5) van die Wet op Arbeidsverhoudinge, 1956, hierby bekend dat 'n aansoek om die verandering van sy registrasiebestek ontvang is van die Suid-Afrikaanse Voetplaatpersoneelvereniging. Besonderhede van die aansoek word in onderstaande tabel verstrek

Enige geregistreerde vakvereniging wat teen die aansoek beswaar maak, word versoek om binne een maand na die datum van publikasie van hierdie kennisgewing sy beswaar skriftelik by my in te dien, p/a die Departement van Mannekrag, Mannekraggebou 123A, Schoemanstraat 215, Pretoria (posadres. Privaat Sak X117, Pretoria, 0001)

It would be appreciated if written comments or suggestions could reach the Commission by **30 September 1992** at the address given below

The working paper is obtainable free of charge from the Commission on request.

The Commission's offices are on the Eighth Floor, NG Kerk Sinodale Sentrum, 228 Visagie Street, Pretoria. Correspondence should be addressed to

The Secretary  
South African Law Commission  
Private Bag X668  
PRETORIA  
0001.

Telephone (012) 322-6440 (Mrs P Kotze)

Date. 24 July 1992

(24 July 1992)

#### NOTICE 656 OF 1992

##### MEETINGS OF PARLIAMENTARY COMMITTEES DURING RECESS

MONDAY, 27 to WEDNESDAY, 29 JULY 1992

Joint Committee on Justice, Criminal Procedure Second Amendment Bill [B 123-91 (GA)], Admission of Advocates Amendment Bill [B 3-92 (GA)] and Gambling Amendment Bill [B 126-92 (GA)]

MONDAY, 3 to FRIDAY, 7 AUGUST 1992

Joint Committee on Health, (Medical Schemes Amendment Bill [B 115-92 (GA)])

Enquiries. W. Fourie, Head: Committee Section, Tel. (021) 403-2568 Beltel Page No 3199.

(24 July 1992)

#### NOTICE 657 OF 1992

##### DEPARTMENT OF MANPOWER

LABOUR RELATIONS ACT, 1956

APPLICATION FOR VARIATION OF SCOPE OF REGISTRATION OF TRADE UNION

I, David William James, Industrial Registrar, do hereby, in terms of section 4 (2) as applied by section 7 (5) of the Labour Relations Act, 1956, give notice that an application for the variation of its scope of registration has been received from the Suid-Afrikaanse Voetplaatpersoneelvereniging. Particulars of the application are reflected in the subjoined table.

Any registered trade union which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower, 123A Manpower Building, 215 Schoeman Street, Pretoria (postal address Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

**TABEL**

*Naam van vakvereniging* Suid-Afrikaanse Voetplaatpersoneelvereniging

*Datum waarop aansoek ingedien is* 28 April 1992

*Belange en gebied ten opsigte waarvan aansoek gedoen word* Alle werknemers in diens van Transnet Beperk in die Republiek van Suid-Afrika

*Posadres van applikant* Posbus 31100, Braamfontein, 2017

*Kantooradres van applikant* De Beerstraat 40, Braamfontein

Die aandag word gevestig op onderstaande vereistes van artikels 4 en 7 van die Wet

- (a) Die mate waarin 'n beswaarmakende vakvereniging verteenwoordigend is, word ingevolge artikel 4 (4), soos toegepas by artikel 7 (5), bepaal volgens die feite soos hulle bestaan het op die datum waarop die aansoek ingedien is, en wat die lidmaatskap betref, word alleen lede wat ingevolge artikel 1 (2) van die Wet op voormelde datum volwaardige lede was, in aanmerking geneem
- (b) Die prosedure voorgeskryf by artikel 4 (2) moet gevolg word in verband met 'n beswaar wat ingedien word

**D. W. JAMES,**

Nywerheidsregistrator.

(24 Julie 1992)

**KENNISGEWING 658 VAN 1992****DEPARTEMENT VAN VERVOER****WET OP DIE LISENSIERING VAN LUGDIENSTE, 1990 (WET 115 VAN 1990)**

Hierby word ingevolge die bepalings van artikel 15 (1) (b) van Wet 115 van 1990 en regulasie 8 van die Regulasies vir Binnelandse Lugdiens, 1991, vir algemene inligting bekendgemaak dat die Lugdienslisensieringsraad die aansoeke waarvan besonderhede in die Bylae hieronder verskyn, sal oorweeg

Vertoe ingevolge artikel 15 (3) van Wet 115 van 1990 ter ondersteuning of bestryding van 'n aansoek moet die Lugdienslisensieringsraad, Privaat Sak X193, Pretoria, 0001, binne 21 dae na die datum van publikasie hiervan bereik

**BYLAE 1****AANSOEKE OM DIE TOESTAAN VAN LISENSIES**

(A) Volle naam en handelsnaam van aansoeker (B) Volle besigheids- of woonadres van aansoeker (C) Klas lisensie waarom aansoek gedoen word (D) Tipe lugdiens waarop aansoek betrekking het (E) Kategorie lugvaartuig waarop aansoek betrekking het

(A) A H. Badenhorst, Frankfort Lugspuitdiens (B) Posbus 79, Frankfort, 9830 (C) Klas III (D) Tipe G5 (E) Kategorie A4

(A) E and E General Aviation CC, E and E General Aviation (B) Posbus 5754, Vanderbijlpark, 1900 (C) Klas III (D) Tipe G1, G3, G4, G7, G9, G11, G12 en G14 (E) Kategorie A4

**TABLE**

(270)

*Name of trade union* Suid-Afrikaanse Voetplaatpersoneelvereniging.

*Date on which application was lodged* 28 April 1992

*Interests and area in respect of which application is made* All employees employed by Transnet Limited in the Republic of South Africa

*Postal address of applicant* P.O. Box 31100, Braamfontein, 2017.

*Office address of applicant* 40 De Beer Street, Braamfontein.

Attention is drawn to the following requirements of sections 4 and 7 of the Act:

- (a) The representativeness of any trade union which objects to the application shall in terms of section 4 (4) as applied by section 7 (5) be determined on the fact as they existed at the date on which the application was lodged and, as far as membership is concerned, only members who were in good standing in terms of section 1 (2) of the Act as at the aforesaid date shall be taken into consideration
- (b) The procedure laid down in section 4 (2) must be followed in connection with any objection lodged.

**D. W. JAMES,**

Industrial Registrar.

(24 July 1992)

**NOTICE 658 OF 1992****DEPARTMENT OF TRANSPORT****AIR SERVICE LICENSING ACT, 1990 (ACT 115 OF 1990)**

Pursuant to the provisions of section 15 (1) (b) of Act 115 of 1990 and regulation 8 of the Domestic Air Services Regulations, 1991, it is hereby notified for general information that the applications details of which appear in the Schedule hereto, will be considered by the Air Service Licensing Council.

Representations in accordance with section 15 (3) of Act 115 of 1990 in support of, or in opposition to, an application, should reach the Air Service Licensing Council, Private Bag X193, Pretoria, 0001, within 21 days of the date of publication hereof.

**SCHEDULE 1****APPLICATIONS FOR THE GRANT OF LICENCES**

(A) Full name and trade name of applicant (B) Full business or residential address of applicant (C) Class of licence applied for (D) Type of air service to which application applies (E) Category of aircraft to which application applies

(A) A H Badenhorst, Frankfort Lugspuitdiens (B) P O. Box 79, Frankfort, 9830 (C) Class III (D) Type G5. (E) Category A4

(A) E and E General Aviation CC, E and E General Aviation (B) P O Box 5754, Vanderbijlpark, 1900 (C) Class III (D) Type G1, G3, G4, G7, G9, G11, G12 and G14 (E) Category A4

# Bus workers refuse management request

CT 30/7/92 Staff Reporter

219 070

WORKERS for Golden Arrow Bus Services yesterday decided at a meeting they would refuse to forego the right to disrupt the company's services.

The management of the company was seeking a guarantee from workers that they would not attempt any further disruption of bus services, said Transport and General Workers' Union spokesman Mr Nick Henwood

In return, management would not discipline those who barricaded the depot with buses on Tuesday.

Workers decided to delay further action until management refused to a demand for a six-month moratorium on retrenchments



# Marchers bring city to a halt

ARG 6/8/92

## Man dies, shops looted, police jeered

Staff Reporters

MASS action brought central Cape Town to a standstill when a throng between 20 000 and 40 000 strong marched from the Grand Parade to the Receiver of Revenue building led by Western Cape ANC chairman Dr Allan Boesak

At least two shops were looted, youths tried to occupy Telkom's Hout Street offices and police were jeered and verbally abused during a long day of demonstrations by the ANC-SACP-Cosatu alliance

A man on his way home died when he fell from a train near Langa station and an assistant policeman, Mr N M Nagaleka, was injured in the neck when he was stoned at Bonteheuwel

A pregnant 35-year-old woman was allegedly thrown from a stationery train at Bonteheuwel while another woman was assaulted. Both refused to press charges, police said

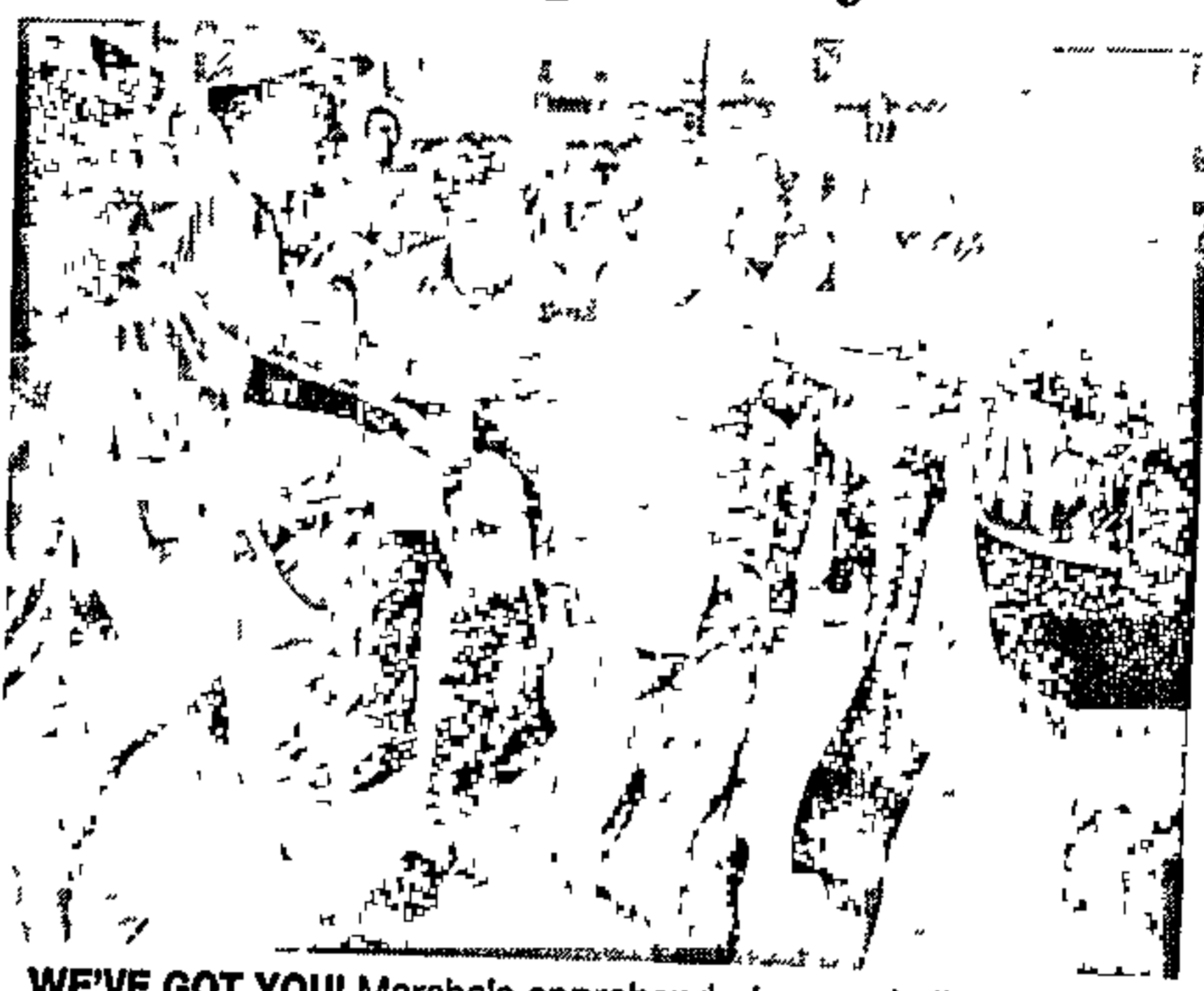
An Argus reporter counted at least 17 damaged police vehicles, parked near police headquarters in Cape Town. Most had slashed tyres

Police said five women were robbed of their handbags at Langa and Bonteheuwel stations. A man was arrested

The day for many began at 11 am when they joined the 15 000 strong march from Langa to the city centre in a re-enactment of the pass laws march to Caledon Police station in 1960

They arrived at the Parade at 1 pm, joining thousands more, for a rally to mark the lighting of the Peace and Democracy flame which will burn permanently at St George's Cathedral

At 2 20 pm Dr Boesak, his predecessor Mr Christmas Tinto and Congress of South African Trade Unions official Mrs Florrie de Vilhiers led the protesters to the Receiver's office in Plein Street via Adderley and Spin streets



**WE'VE GOT YOU!** Marshals apprehended several alleged hooligans during the march and two of them — accused of kicking in a shop window and robbery respectively — were paraded in front of the crowd by ANC leader Dr Allan Boesak after the march

Picture LEON MÜLLER, The Argus

Just how many marchers were there?

That was the question everyone was asking and estimates ranged from a low of 20 000 to a high of 40 000

When Dr Allan Boesak restarted the march outside the Receiver's severe granite-and-glass building after the symbolic 10-minute "occupation", it took a full 25 minutes for the human sea of protesters to turn the corner into Roeland Street

A man who allegedly smashed a shop window and another who allegedly robbed someone during the march were paraded on the speaker's podium on the Parade after the march by Dr Boesak

Calling on the Press to report that violent incidents were not condoned by the ANC organisers or marchers, Dr Boesak said

"Comrades, we just want people to understand this is not us. We will not allow our marches to

be disrupted. We will not allow our people to be robbed"

He said people should not walk home but to use special trains laid on by the ANC

Saying there were "agents of the regime" who would attempt to damage the trains, Dr Boesak appealed "Be disciplined in the trains, be peaceful in the trains"

There was chaos at the third-class entrance to Cape Town station as people jammed the stairs

● ANC marshals confiscated scores of sticks, several iron bars and at least one spear from marchers before proceedings started

● A patrol of five soldiers and several policemen were booed and verbally abused outside the Receiver's building. An empty beer can was thrown at them and one marcher pointed a home-made mock "rifle"

## Talks defuse Telkom confrontation

SHARON SOROUR and MICHAEL MORRIS Staff Reporters

ARG 6/8/92

TENSE negotiations between police and ANC marshals defused a potentially explosive confrontation when demonstrators tried to occupy the Hout Street offices of Telkom

Police and soldiers, who arrived in five Buffel troop-carriers, stood by for more than an hour as the chanting, whistling and sometimes jeering crowd demanded to be let into the build-

ing. The group gathered in Hout Street just after 1 30pm after breaking away from the throng on the Grand Parade

Wild applause and wolf whistles rose from the crowd as five Buffels turned into Hout Street from Burg Street and about 50 soldiers were deployed along the pavement

One of the marshals confronted the policeman in charge, a lieutenant, telling him angrily that Telkom had promised earlier to

let some demonstrators enter the building for a symbolic occupation

The lieutenant agreed to arbitrate and five demonstrators were allowed to enter

The negotiators emerged at 2 35pm and ANC official Cameron Dugmore announced that they had conveyed a list of demands to Telkom — including the provision of telephone services for black areas and the adoption of an affirmative action programme

## Yengeni stops youths rioting

Political Staff FORMER Umkhonto we Sizwe commander Mr Tony Yengeni prevented hundreds of youths running through central Cape Town from going on the rampage and looting shops

Standing on the roof of a car cruising through the city centre, he implored the youths over a public ad-

dress system to return to the rally on the Grand Parade

Shops shut their doors, the General Post Office closed and workers watched from behind shop windows as the youths, many of them armed with sticks, broke away from the Parade

Mr Yengeni told the youths "We are here with an objective, listen to the marshals"

super plants  
GARDEN CENTRE  
58 0190

WEDNESDAY AND FRIDAY PENSIONERS DAY LESS 25% ON PLANTS

# Bus drivers, inspectors held hostage in shed

SHARON SOROUR  
Labour Reporter

(270)

GOLDEN Arrow drivers and inspectors are to meet to discuss the kidnapping of nine colleagues by about 100 minibus taxi owners.

Bus services were badly disrupted when five bus drivers and four inspectors were kidnapped and held hostage for more than two hours yesterday by members of Codeta (Convention for a Democratic Taxi Association), according to company general manager Mr Fred Mayoss.

A police spokesman said the bus employees were bundled into a shed which was padlocked at 4.20pm yesterday.

Normal bus services were restored after 7pm.

The company deplored the ac-

ARG 18/8/92  
tions of Codeta "in the strongest possible terms", Mr Mayoss said

The men were released after protracted negotiations under strong police supervision

Mr Mayoss said: "Before the negotiations began, the taxi representatives threatened to murder the company employees and to burn buses unless their demands, which included the immediate withdrawal of services from Khayelitsha and a meeting with management, were met."

He said it was "very unclear" what motivated the taxi operators' demands, but it appeared that one of the concerns was an incident at the weekend involving a bus and a minibus taxi

"Codeta admitted that they were not in possession of all the facts. They agreed to gather the necessary information," he said



# Integrated approach to social investment

Telkom, a employer of about 65 000 people, has introduced several social investment programmes, including cross cultural, dynamic growth (people development), managing diversity (equal opportunities), literacy, numeracy and bridging courses

An extensive range of preventative and supportive, uplifting and rehabilitating services are offered to employees and their family members who experience personal problems of a psycho-social, health and cross cultural nature.

These services offer support where problems are experienced with, for example, Aids, alcoholism, burn-out, housing, life skills (self-actualisation, interaction, self-preservation), depression, marital problems and poverty.

Equal service benefits (eg housing subsidies, allowances, etc) are available to all Telkom employees, regardless of race or sex

In addition, the company has many developed in-house staff advancement and training programmes

Those which warrant special mention are:

- The managers' in-training programme, which has been developed for high potential employees who have been deprived of developmental opportunities

in the past This programme endeavours to equip them with self-knowledge, interpersonal skills, as well as management functions within the framework of a culturally diversified milieu in order to enhance their promotability to management posts

- Literacy/numeracy programmes these are intended for unskilled workers, to enhance their potential to acquire more advanced positions

- Practical technical training a programme has been launched for employees who have been deprived of development opportunities in the past, to undergo practical technical training abroad

On the question of affirmative action, Telkom's policy is that affirmative action is not a

"nice to have" programme, it is a strategic necessity to achieve sustainable competitive advantage and business viability

Media liaison representative Fanus Bothma states that Telkom has and will approach affirmative action with a strong commitment It is a large organisation, and there is a real danger if a well-integrated approach is not adopted

There is no doubt that affirmative action is complex, and is linked to wide-ranging issues

Accordingly, Telkom has developed short, medium and long-term objectives for affirmative action

These objectives are accelerated job-skill/academic training; effective people manage-

ment skills, and equal employment and promotion opportunities, whereby economic growth can be achieved.

This includes, for example, upliftment, quality of work life and cross-cultural programmes and increasing employee participation to ensure a stable labour force as the established basis for interaction between management and employees

Although some problems are anticipated — externally and/or internally — with the application of affirmative action, Telkom's long-term and integrated approach and the fact that the corporation involves the unions in the structuring process, indicate that insurmountable problems will not be experienced in this regard.



# Spoornet chief meets demos after siege

210  
260  
100

AKG 21/8/97

**DI CAELERS**  
Staff Reporter

**MORE** than 1 000 workers belonging to the South African Railway and Harbour Workers' Union briefly met Spoornet's Western Cape chief today after a four-hour "siege" of the Paul Sauer building at the foot of Adderley Street.

Toy-toting, singing and chanting workers surrounding the building refused to budge as Spoornet's white employees sheltered in adjacent buildings, apparently reluctant to "run the gauntlet" despite assurances that no one would be denied entry.

Following negotiations, Spoornet's Western Cape regional manager, Mr Louis du Toit, accepted a memorandum detailing the union's grievances.

Sarhwu regional secretary Mr Ndanelo Tilela accused Spoornet management of reneging on the 1992 wage agreement and said most workers had not received expected in-

creases which were agreed at R150 for general workers and R125 for graded workers

Management had also not stuck to the moratorium on dismissals and the demands included the immediate reinstatement of 10 Elandsfontein and three Pietersburg workers.

According to the memorandum, similar demands were handed over in March and an answer was promised within 14 days. None was received.

Questioned about that memorandum, Mr Du Toit said he was "not sure where it is" but that he would react to the new one as soon as possible.

He faxed the document to Johannesburg, handing the slip to Mr Tilela.

Cosatu regional secretary Mr Jonathan Arendse said his organisation had compiled a "blacklist of companies that take this kind of action against workers"

The crowd dispersed about noon after a Sarhwu committee agreed to remain until "we get some answers".

# Bus drivers stop over sackings, township dangers

VENNESSA SCHOLTZ

Weekend Argus Reporter

(270) ARG 22/8/92

ABOUT 150 Golden Arrow bus drivers put the brakes on yesterday in support of workers dismissed during mass action and the "failure of the company to provide safe passage in the townships"

Last week, five bus drivers and four inspectors were kidnapped and held hostage for more than two hours by minibus taxi owners.

This followed at least five buses being robbed at gunpoint of takings in Khayelitsha and Nyanga

At noon yesterday the bus drivers blocked off the entrance to the Arrowgate building in Palotti Road, Montana, with their buses and refused to leave.

"Management is playing down the dangers that drivers face. An inspector is sent into the townships, and when he says it is safe drivers have to go in alone. We want someone present at all times to tell us whether it is safe. Our safety should be guaranteed," a driver said.

Another driver, who did not want to be named, told Weekend Argus that he was stopped by two taxis in Khayelitsha yesterday afternoon. "They told me buses had to be out of the townships by 3 pm. They threatened me and told me I would be shot," he said.

By 6pm last night the bus drivers had not taken any further decisions on what their actions would be either over the weekend or on Monday.

Police maintained a presence but no incidents occurred.

Golden Arrow management refused to comment.

# Housing forum to be launched soon

Blomay 24/8/92

122 24/8/92

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A NATIONAL housing forum will be launched in Johannesburg at the end of this month following months of preparations.

Financial institutions, political organisations, trade unions and development agencies will be among 17 organisations who will attempt to find solutions to the present housing crisis and make recommendations to government.

Government withdrew from initial discussions on the housing forum in January, saying socio-economic matters should be discussed at Codesa.

The ANC, the PAC, Inkatha, civic groups, Cosatu, Nactu, the Life Offices Association, the Mortgage Lenders' Association, the IDT and the Development Bank are among the bodies who are represented on the forum.

A source close to a working committee entrusted with working out the forum's details said at the weekend that everything was in place and the forum would be launched at a news conference at the end of the month.

A civic leader, who asked for his name to be withheld, said government should reconsider its participation in the forum now that Codesa had collapsed.

WILSON ZWANE

Minister Leon Wessels has said government would maintain bilateral contact with the forum

Meanwhile, SA National Civic Organisation president Moses Mayekiso has called on banks to stop lending money to government. It was not clear yesterday whether the Council of SA Banks (Cosab) would meet government to discuss Sanco's call.

Mayekiso told Cosab representatives in Johannesburg on Friday "Cosab members hold more than R13bn in government loans of various sorts. This is more than 10% of total government debt"

Mayekiso said banks should stop lending government money until it was clear that democratisation was irreversible

He said unless the bankers stopped lending government money and changed their lending policies towards blacks, Sanco would embark on a mass action campaign which would include the bond boycott

Cosab could not be reached for comment yesterday, but Mayekiso said the council had promised to respond to his organisation's demands within two weeks

Efforts to reach Local Government spokesman Johan Smit yesterday were unsuccessful

# Pilots claim Transnet breached agreement

Blomay 24/8/92

270

THE SAA Pilots' Association (SAAPA) has instituted legal action against Transnet which, it claims, breached a conditions of service agreement by promoting five pilots to the rank of Boeing 737 captain over the heads of more senior candidates

In papers filed in the Rand Supreme Court, the pilots' organisation claims numerous other pilots employed by the airline with greater seniority should have been considered before the five senior first officers who were promoted.

The association is seeking an order declaring the promotions unlawful and in breach of the regulation agreement between Transnet and the SAAPA which governs pilots' conditions of employment.

The association also wants an order directing Transnet to reverse the five appointments and pay the compensatory allowance provided in the agreement to those pilots who qualified for it.

Transnet has given notice that it intends opposing the application.

According to court documents filed by the association, Transnet (SATS at the time) signed the Regulation Agreement in April 1989. In December 1991, Transnet notified the association of its intention to

SUSAN RUSSELL

cancel the agreement. However, the terms and conditions of the agreement were to stand until it was replaced by two separate agreements

Association president Clair Herbert Victor Fichard said the agreement was still in force as this had not yet been done

The airline's four ranks of pilots are first officer, senior first officer, captain and senior captain in order of seniority

Transnet invited its captains and senior first officers to apply for the vacancies in the Boeing 737 fleet in December 1990

Fichard said five senior first officers were appointed over the heads of other more senior candidates who had applied. In addition, senior candidates whose applications were unsuccessful had not been given the allowance provided for in the Regulation Agreement for having been bypassed for promotion

Fichard said the association's attorneys wrote to Transnet asking it to cancel the appointments or to pay the allowance

However, Transnet denied breaching the agreement and refused to cancel the appointments or pay the allowances

# Two men die while held at police stations

PRETORIA — A 25-year-old man died in police detention at Witbank Police Station yesterday, an SAP statement said

Maj Schalk Pienaar said police were investigating the circumstances surrounding the death of the man, whose name and address were unknown and who had been accused of stock theft and housebreaking

Earlier, police at Bunkpan, near Middelburg in the Transvaal, said a man had used his underpants, a sock and shoelaces to hang himself from his cell window

SAP Eastern Transvaal liaison officer Maj Schalk Pienaar said Joseph Mpheteng, 30, had been arrested on Friday on charges of rape and theft — Sapa

TIONAL



# Transport disrupted after 141 drivers fired

## Staff Reporters

PUBLIC transport throughout the Peninsula was disrupted today following the dismissal of 141 Golden Arrow bus drivers who staged a sit-in yesterday at the Arrowgate bus depot in contravention of a Supreme Court interdict.

Although services to all areas were affected, "we managed to cope and there was a marked improvement in the attendance of drivers today compared with previous days", Golden Arrow public relations manager Mrs Jeanne Welsh said.

According to a statement issued by company general manager Mr Frans Mayoss late yesterday, the dismissals followed repeated warnings to workers that their "unauthorised" meeting was illegal. They apparently ignored a 10.45am deadline to return to work.

"The workers concerned had not returned to work by the stipulated time and they were informed that they had been dismissed. They were directed to leave the premises, which they refused to do."

Mr Mayoss said in the statement that the company had called in the police.

On Friday afternoon Golden Arrow sought an urgent court interdict, "in the interests of restoring bus services as quickly as possible", when about 150 bus drivers blocked the entrance to the Arrowgate depot in Palotti Road, Montana, with their buses and refused to leave.

Drivers were apparently acting in support of workers dismissed during mass action and to protest at "the failure of the company to provide safe passage in the townships".

Five bus drivers and four inspectors were kidnapped recently and held hostage for more than two hours by minibus taxi owners. This followed at least five buses being robbed at gunpoint of takings in Khayelitsha and Nyanga.

● Commuters using the Simon's Town and Cape Flats railway lines were up to an hour late for work today when a technical fault delayed trains.

The fault, on a track circuit between Heathfield and Retreat, was discovered at 5.40am, said Metro spokesman Mrs Yvette Olwage.

Trains between Cape Town and Simon's Town and the Cape Flats were affected in both directions.

The breakdown led to the cancellation of seven trains.

Bank cat burglar

**Transnet workers march** (270)

ET 20/8/92  
PIETERSBURG — An estimated 1 500 striking South African Railways and Harbours Workers Union members marched on the Transnet offices here at the weekend where they handed in a memorandum in support of their demands

Afdelings—Sections	Invoere—Imports		Uitvoere—Exports	
	1992	1991	1992	1991
XX Diverse vervaardigde artikels Miscellaneous manufactured articles .. ....	325,6	294,3	159,5	137,9
XXI Kunswerke, versamelaarsstukke, en antieke Works of art, collectors' pieces and antiques .. ..	14,7	11,6	9,9	11,1
Ander ongeklassifiseerde goedere en betalingsbalansaansuiweringe Other unclassified goods and balance of payments adjustments ... ..	3 472,6	3 852,6	13 492,4	15 785,4
Groototaal—Grand total ... ..	29 202,6	28 390,1	38 439,3	37 390,7

(28 Augustus 1992/28 August 1992)

**KENNISGEWING 768 VAN 1992****DEPARTEMENT VAN MANNEKRAG****WET OP ARBEIDSVERHOUDINGE, 1956****AANSOEK OM VERANDERING VAN DIE REGISTRASIEBESTEK VAN 'N VAKVERENIGING**

Ek, Gerhardus Coenraad Papenfus, Assistentnywerheidsregistrator, maak ingevolge artikel 4 (2) soos toegepas by artikel 7 (5) van die Wet op Arbeidsverhoudinge, 1956, hierby bekend dat 'n aansoek om die verandering van sy registrasiebestek ontvang is van die Transnet-Unie van Suid-Afrika. Besonderhede van die aansoek word in onderstaande tabel verstrek.

Enige geregistreerde vakvereniging wat teen die aansoek beswaar maak, word versoek om binne een maand na die datum van publikasie van hierdie kennisgewing sy beswaar skriftelik by my in te dien, p/a die Departement van Mannekrag, Mannekraggebou 123A, Schoemanstraat 215, Pretoria (posadres: Privaat Sak X117, Pretoria, 0001)

**TABEL**

*Naam van vakvereniging:* Transnet-Unie van Suid-Afrika.

*Datum waarop aansoek ingedien is:* 25 Januarie 1991

*Belange en gebied ten opsigte waarvan aansoek gedoen word:* Persone in diens in alle ondernemings, afdelings of bedrywe van Transnet Beperk in die Republiek van Suid-Afrika.

*Belange en gebied ten opsigte waarvan registrasie gehou word:* Blanke persone in diens van Transnet Beperk as assistent-toesighoudsters (dameskontroleurs), kontroleurs, opsieners (elektrifikasieskakeldiens), voormanrangeerders, kondukteurs, inligtingsbeampies, inligtingsamptenare, dameskontroleurs, leierrangeerders, senior dameskontroleurs, rangeerders, stasie-inspekteurs (klas 1, klas 2 en senior klas), toesighoudsters (dameskontroleurs), opsieners (treinopstellers), treinbeheerampptenare (gewone klas, klas 1, senior klas en hoofklas) en terreinvoormanne in die Republiek van Suid-Afrika

*Posadres van applikant:* Posbus 31082, Braamfontein, 2017

*Kantooradres van applikant:* Derde Verdieping, MWU-gebou, Mellestraat 19, Braamfontein.

**NOTICE 768 OF 1992****DEPARTMENT OF MANPOWER****LABOUR RELATIONS ACT, 1956****APPLICATION FOR VARIATION OF SCOPE OF REGISTRATION OF A TRADE UNION**

I, Gerhardus Coenraad Papenfus, Assistant Industrial Registrar, do hereby, in terms of section 4 (2) as applied by section 7 (5) of the Labour Relations Act, 1956, give notice that an application for the variation of its scope of registration has been received from the Transnet-Unie van Suid-Afrika. Particulars of the application are reflected in the subjoined table.

Any registered trade union which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower, 123A Manpower Building, 215 Schoeman Street, Pretoria (postal address: Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice

**TABLE**

*Name of trade union:* Transnet-Unie van Suid-Afrika

*Date on which application was lodged:* 25 January 1991.

*Interests and area in respect of which application is made:* Persons employed in all undertakings, sections or trades of Transnet Limited in the Republic of South Africa.

*Interests and area in respect of which registration is held:* White persons employed by Transnet Limited as assistant supervisors (lady conductors), conductors, electrification liaison overseers, foreman shunters, guards, information officials, inquiry officers, lady conductors, leading shunters, senior lady conductors, shunters, station inspectors (class 1, class 2 and senior class), supervisors (lady conductors), supervisors (train marshallers), train control officers (ordinary class, class 1, senior class and principal class) and yard foremen, in the Republic of South Africa

*Postal address of applicant:* P.O. Box 31082, Braamfontein, 2017.

*Office address of applicant:* Third Floor, MWU Building, 19 Melle Street, Braamfontein



Die aandag word gevestig op onderstaande vereistes van artikels 4 en 7 van die Wet

- (a) Die mate waarin 'n beswaarmakende vakvereniging verteenwoordigend is, word ingevolge artikel 4 (4), soos toegepas by artikel 7 (5), bepaal volgens die feite soos hulle bestaan het op die datum waarop die aansoek ingedien is, en wat die lidmaatskap betref, word alleen lede wat ingevolge artikel 1 (2) van die Wet op voormelde datum volwaardige lede was, in aanmerking geneem.
- (b) Die prosedure voorgeskryf by artikel 4 (2) moet gevolg word in verband met 'n beswaar wat ingedien word.

**G. C. PAPENFUS,**

Assistent-nywerheidsregistrator.  
(28 Augustus 1992)

**KENNISGEWING 769 VAN 1992**

**DEPARTEMENT VAN MANNEKRAG**

**WET OP ARBEIDSVERHOUDINGE, 1956**

**AANSOEK OM REGISTRASIE VAN 'N  
VAKVERENIGING**

Ek, Gerhardus Coenraad Papenfus, Assistentnywerheidsregistrator, maak ingevolge artikel 4 (2) van die Wet op Arbeidsverhoudinge, 1956, hierby bekend dat 'n aansoek om registrasie as vakvereniging ontvang is van die Postel-Unie van die Republiek van Suid-Afrika. Besonderhede van die aansoek word in onderstaande tabel verstrek.

Enige geregistreerde vakvereniging wat teen die aansoek beswaar maak, word versoek om binne een maand na die datum van publikasie van hierdie kennisgewing sy beswaar skriftelik by my in te dien, p/a die Departement van Mannekrag, Mannekraggebou 123A, Schoemanstraat 215, Pretoria (posadres Privaat Sak X117, Pretoria, 0001).

**TABEL**

*Naam van vakvereniging* Postel-Unie van die Republiek van Suid-Afrika

*Datum waarop aansoek ingedien is* 24 Oktober 1991

*Belange en gebied ten opsigte waarvan aansoek gedoen word* Werknemers in diens in alle ondernemings, afdelings of bedrywe van die Suid-Afrikaanse Poskantoor Beperk of Telkom SA Beperk in die Republiek van Suid-Afrika.

*Posadres van aplikant* Posbus 31082, Braamfontein, 2017

*Kantooradres van aplikant*: Mellestraat 19, Braamfontein.

Die aandag word gevestig op onderstaande vereistes van artikel 4 van die Wet

- (a) Die mate waarin 'n beswaarmakende vakvereniging verteenwoordigend is, word ingevolge subartikel (4) bepaal volgens die feite soos hulle bestaan het op die datum waarop die aansoek ingedien is, en wat die lidmaatskap betref, word alleen lede wat ingevolge artikel 1 (2) van die Wet op voormelde datum volwaardige lede was, in aanmerking geneem.
- (b) Die prosedure voorgeskryf by subartikel (2) moet gevolg word in verband met 'n beswaar wat ingedien word

**G. C. PAPENFUS,**

Assistentnywerheidsregistrator  
(28 Augustus 1992)

Attention is drawn to the following requirements of sections 4 and 7 of the Act:

- (a) The representativeness of any trade union which objects to the application shall in terms of section 4 (4) as applied by section 7 (5) be determined on the facts as they existed at the date on which the application was lodged and, as far as membership is concerned, only members who were in good standing in terms of section 1 (2) of the Act as at the aforesaid date shall be taken into consideration
- (b) The procedure laid down in section 4 (2) must be followed in connection with any objection lodged.

**G. C. PAPENFUS,**

Assistant Industrial Registrar.  
(28 August 1992)

**NOTICE 769 OF 1992**

**DEPARTMENT OF MANPOWER**

**LABOUR RELATIONS ACT, 1956**

**APPLICATION FOR REGISTRATION OF A TRADE UNION**

I, Gerhardus Coenraad Papenfus, Assistant Industrial Registrar, do hereby, in terms of section 4 (2) of the Labour Relations Act, 1956, give notice that an application for registration as a trade union has been received from the Postel-Unie van die Republiek van Suid-Afrika. Particulars of the application are reflected in the subjoined table.

Any registered trade union which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower, 123A Manpower Building, 215 Schoeman Street, Pretoria (postal address: Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice

**TABLE**

*Name of trade union*: Postel-Unie van die Republiek van Suid-Afrika.

*Date on which application was lodged*. 24 October 1991.

*Interests and area in respect of which application is made* Employees engaged in all undertakings, sections or trades of the South African Post Office Limited or Telkom S A Limited, in the Republic of South Africa.

*Postal address of application*: P.O. Box 31082, Braamfontein, 2017.

*Office address of applicant*: 19 Melle Street, Braamfontein

Attention is drawn to the following requirements or section 4 of the Act

- (a) The representativeness of any trade union which objects to the application shall in terms of subsection (4) be determined on the facts as they existed at the date on which the application was lodged and, as far as membership is concerned, only members who were in good standing in terms of section 1 (2) of the Act as at the aforesaid date shall be taken into consideration.
- (b) The procedure laid down in subsection (2) must be followed in connection with any objection lodged

**G. C. PAPENFUS,**

Assistant Industrial Registrar.  
(28 August 1992)

**Transnet workers strike**

■ WHITE temporary labour has been brought in to replace 1 500 striking railways workers in Pietersburg. W/Mcu/28/8-3/9/92

The workers, all members of South African Railways and Harbours Workers' Union, are demanding the reinstatement of three dismissed shop stewards, wage parity, increases for several grades and a halt to privatisation moves. The workers also want the labour relations manager to be dismissed and retiring workers to receive their pension payouts on their last day of work.

## Workers demand peace (270)

ABOUT 4 000 members of the Transport and General Workers Union yesterday took to the streets to demand an immediate end to violence. ~~(270)~~ ~~(270)~~

Demonstrations and marches were held countrywide. Protesters also handed memorandums to police, traffic departments and regional offices of the Department of Manpower. *Sowetan 2/9/92*

The biggest march was in Johannesburg where members of the TGWU were bussed into the city centre from

ef

(270) ~~(270)~~  
places such as Phalaborwa, Pietersburg, the East and West Rand regions.



# Looting by flight attendants is costing SAA millions

PILFERING by SAA staff has reached alarming proportions, with estimates that the cash-strapped airline could be losing as much as R4-million a year

The main culprits, say SAA sources, are cabin attendants, who loot the aircraft of miniature bottles of spirits, cutlery, food and blankets after landing

According to one source, SAA has in recent months received a number of complaints from customs officers at overseas destinations, in particular Perth, Australia, about air crews who fail to declare restricted or prohibited articles — mainly liquor

By ROGER MAKINGS

miniatures and dried fruit SAA spokesman Leon Els said the airline had an ongoing programme to combat pilfering and it was standard policy to dismiss anyone caught stealing from the airline. However, he denied losses were as high as R4-million

Service staff, including engineers, police and cleaners, are also said to be guilty. The airline said

locks were frequently broken off galley doors and the contents pilfered

Just this week, SAA received a complaint from Air Zimbabwe saying fire axes and expensive smoke hoods had been removed from its aircraft, as well as duty-free bar items

According to some cabin attendants, pilfering was so common the small twin-engined Boeing 737s were known as hyperettes, the medium sized Airbus A300s

as hyperamas and Boeing 747s as Makros

The pilfering by cabin attendants was commonly referred to as "in-flight shopping"

"By far the worst station is Ilha do Sal," said one cabin attendant. "We sometimes have 10-day stayovers and attendants make sure they have enough booze to last because wine is not available and the beer there is terrible

"Some attendants might empty a bottle of orange squash and fill it with vodka — others just bring their own bottles to fill from the in-flight bar"

At one Ilha do Sal stop-over a wine-tasting was held with 12 bottles of wine on the table — all taken from SAA aircraft

At a dinner party given by an attendant, all the cutlery came off SAA planes

Other prized items are cabin blankets, many of which have been sold at markets in Mauritius.

A senior attendant said this week: "When I was a junior I saw the senior attendants doing it, so I followed, suit. I often used to lie in a bath in a foreign capital sipping French champagne taken from the aircraft."

She said most airlines in the world turned a blind eye to the shut-down drink, known as the "beer for the bus"

## Meals

Crews, including pilots, would take a beer or two each to drink on the bus while being transported to their hotels. But the practice on SAA had got out of hand — probably, she said, because of low pay and the high cost of alcohol in foreign cities

Even hot meals were taken, but these, along with other perishables, would have to be destroyed anyway.

"The point is, the more you take off the aircraft the less of your allowance you spend in foreign cities. Some of us depend heavily on our foreign allowances to make ends meet back home"

But graft extends further than the cabins of aircraft. A "satirical" article in an in-house magazine mentions a R500 Club. Cabin attendants are said to pay rostering clerks R500 to ensure they get the flights of their choice.

270

STimes 6/9/92

# 2 arrested in bus company picket

ST 15/9/92 (270)  
Staff Reporter

TWO Transport and General Worker's Union (TGWU) members were arrested during an illegal picket, entering its third week, outside Bellville's Golden Arrow bus terminus yesterday

The two-week picket was deemed illegal after the Bellville Town Council refused to issue another seven-day permit, a TGWU spokesman said

A police spokesman said two men were arrested and were charged with intimidation and demonstrating without a permit. He said permission to demonstrate by the council had expired yesterday

The men arrested were formerly drivers with Golden Arrow and were dismissed during an illegal strike protesting retrenchments and safety, a union spokesman said

The men are due to appear in Bellville Magistrate's Court today

## Transnet workers retrained

05/16/92

270



TRANSNET is retraining thousands of disadvantaged black employees for clerical and middle management positions

The company's human resources general manager, Mr Vic de Vries, said skilled and semi-skilled workers in redundant positions were placed in a "work pool" and either retrained or transferred to departments which had vacancies



**Rail union restrained** (270)

CTT 19/92  
AN order restraining South African Railway and Harbour Workers' Union members from obstructing the Spoornet building in Cape Town was made final in the Supreme Court yesterday

Vertical text on the right edge of the page, possibly a page number or reference code, including the number 270.

## 'Passenger' shoots driver

A GOLDEN ARROW bus driver was wounded when a man, posing as a passenger, fired several shots at him in the bus in Khayelitsha yesterday.

The bus driver was waiting for passengers to board the bus at the Cala Dairies terminus around 6am when the man came on, pulled out a pistol and opened fire, a police spokesman said. 270

The driver is recovering in a city hospital.

Mr Frank Mayoss, general manager for Golden Arrow, condemned the incident and said the attacks on buses and drivers "appeared to be an attempt to force our bus service to withdraw from the black residential areas"

● Golden Arrow Bus Services requested that the driver not be named for safety reasons. 270

# Moz govt, Renamo 'agree'

22/9/92

**GABERONE** — The president of Mozambique and the leader of the rebel movement Renamo have overcome deep disagreements over the country's future army and security services at a meeting in Botswana, Renamo said.

1, ending a 16-year civil war. Mr Chissano met Mr Dhlakama here at the weekend to discuss key issues which have been holding up peace talks in Rome, Renamo said in a statement issued by its office in Portugal.

The statement said Mr Chissano and Mr Dhlakama agreed that a new national army should consist of 30 000 men, the figure originally proposed by the government.

They also agreed on a series of principles to ensure that a planned new security and intelligence service would respect the law and remain politically neutral, it added.

Meanwhile Britain has offered to train a unified Mozambican army after the government and Renamo sign a peace agreement. British overseas development minister Baroness Lynda Chalker said the offer had been made both to Mr Chissano and to Mr Dhlakama.

Mozambican Prime Minister Mr Mario Machungo has called on Renamo to accept proposals for special courts to rush food and to starving drought victims in war zones. The British charity Oxfam said Mozambique was close to a disaster on the scale of Somalia. — Sapa-Reuters

# Bus murders: Civic offers aid

Staff Reporter

**THE Western Cape Civic Association** will assist police in their investigations to help find the murderers of two bus drivers in Khayelitsha yesterday.

A R60 000 reward has been offered by police and Golden Arrow Bus Services for information leading to an arrest and conviction.

The two Golden Arrow Services bus drivers were gunned down at bus stops within 700m of each other in Lansdowne Road around dawn when gunmen fired on the buses with automatic weapons — as the drivers waited for passengers.

The ANC Western Cape branch yesterday condemned the killings.

Mr O B Kerchoff, one of the drivers killed, worked as a bus driver for over 20 years, and feared for his life after Golden Arrow bus drivers were kidnapped and attacked in the townships.

A member of the Kerchoff family said last night that the family had also been fearful for his life.

Mr James Gerald Roskrug, 36, of Matherhorn Crescent, Mitchell's Plain, died instantly after he was shot in the head and Mr

Kerchoff, 47, died about five minutes later from bullet wounds in the chest.

Mr Roskrug, whom his brother Joseph described as "a kind person liked by everyone" and who had worked as a driver for three years, is survived by his wife Brenda and 11-year-old daughter Tessa.

In a third attack yesterday four passengers and a bus driver were injured when several shots were fired at the vehicle in which they were travelling in Zweelitsha Drive, Nyanga.

The latest attacks follow an increase in the incidence of stonings, petrol-bombings and attacks on Golden Arrow Bus Services vehicles and staff in recent weeks, including the shooting and injuring of a bus driver near Cala Daries last week.



**KILLED**  
O B Kerchoff

**KILLED**  
James Roskrug

A Golden Arrow Bus Services spokesman said "It seems clear that the latest attacks are linked to death threats made to about nine drivers when they were kidnapped by taxi drivers on August 17".

However, Codeita spokesman Mr Kidwell Magyar denied that taxi drivers were responsible for the incidents and said there were a number of people who could be responsible.

No arrests have been made in connection with any of the attacks on Golden Arrow Bus Services personnel, a police spokesman said.

A spokesman for unions at Golden Arrow bus services said that they sympathised with the families of the two drivers.

"We have been asking the company for bullet-proof windows for a long time now and they said that they do not have money for this. We hope they have learnt their lesson through what has happened," he said.

## Court interdict

### against union

**THE Supreme Court** yesterday confirmed an interdict interdict obtained by Golden Arrow Bus Services against several striking bus drivers and workers.

The order was granted by Mr Justice R M Marais on August 21 against the Transport and General Workers' Union, the Transport and Omnibus Workers' Union, members of the two unions and Golden Arrow employees.

In terms of the order the respondents may not instigate a strike, incite employees to take part or continue a strike, participate in a strike or sit-in and blockade at Arrowgate depot at Montana.

They may also not obstruct business or interfere with — or harass — employees who choose to work.

## Miners in clash over transport

### MBABANE

Several people were injured when fights broke out between South African bus drivers and Swaziland taxi operators over the transport of mineworkers.

Police fired warning shots in the air to end the fighting at a Manzini bus terminus on Sunday.

At least 100 people were involved in the fracas, which ended with police and knobkerrie-wielding mineworkers escorting the buses out of town. — Sapa



# Moz govt, Renamo 'agree'

GABERONE — The president of Mozambique and the leader of the rebel movement Renamo have overcome deep disagreements over the country's future army and security services at a meeting in Botswana, Renamo said.

Mozambican President Joaquim Chissano and rebel leader Mr. Afonso Dhlakama have re-affirmed they intend to sign a ceasefire on October 1, ending a 16-year civil war.

Mr. Chissano met Mr. Dhlakama here at the weekend to discuss key issues which have been holding up peace talks in Rome, Renamo said in a statement issued by its office in Portugal.

The statement said Mr. Chissano and Mr. Dhlakama agreed that a new national army should consist of 30,000 men, the figure originally proposed by the government.

They also agreed on a series of principles to ensure that a planned new security and intelligence service would respect the law and remain politically neutral, it added.

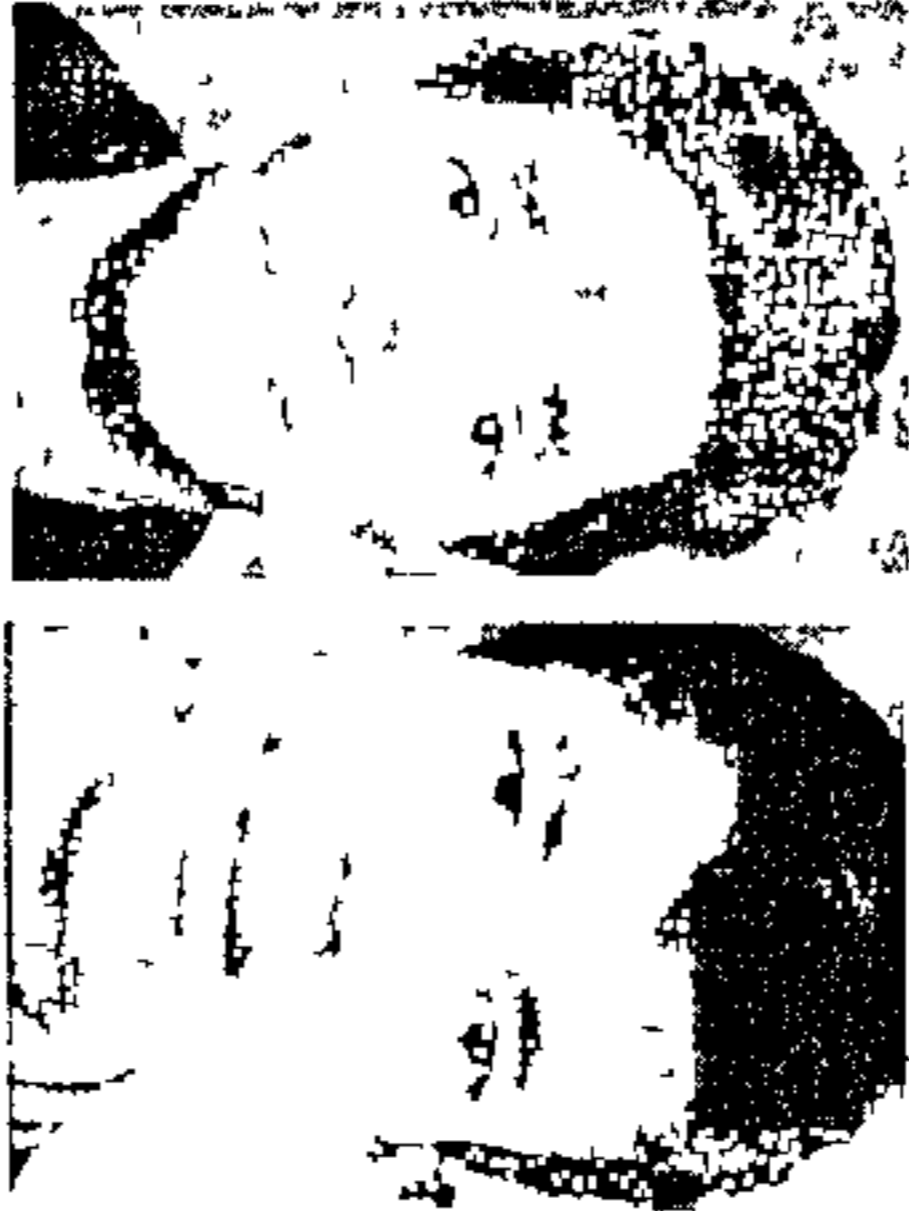
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The latest attacks follow an increase in the incidence of stonings, petrol-bombings and attacks on Golden Arrow Bus Services vehicles and staff in recent weeks, including the

**KILLED**

shooting and injuring of a bus driver near Cala Daires last week.

A Western Cape Civic Association spokesman said yesterday: "We condemn the senseless killings and will assist the police in bringing the murderers to justice."

A Golden Arrow Bus Services spokesman said "It seems clear that the latest attacks are linked to death threats made to about nine drivers when they were kidnapped by taxi drivers on August 17".

However, Codeita spokesman Mr Kidwell Magwal denied that taxi drivers were responsible for the incidents and said there were a number of people who could be responsible.

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"We have been asking the company for bullet-proof windows for a long time now and they said that they do not have money for this. We hope they have learnt their lesson through what has happened," he said.

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At least 100 people were involved in the fracas, which ended with police and knobkerrie-wielding mineworkers escorting the buses out of town. — Sapa

# Tow truckers are hauled into line

JOHANNESBURG — A code of conduct for tow truck operators intended to protect motorists against unethical business practices was published yesterday

The Code for Vehicle Recovery Services was developed by the Business Practices Committee. The aim of the code is the continued self-

regulation of tow truck and breakdown service operators, according to Business Practices Committee chairwoman Professor Louise Tager

"The code states that all fees charged and costs incurred for a recovery service should be fair and directly related to the service rendered," she said — Sapa (270) CT 22/9/92

# Golden Arrow drivers refuse township duty after killings

**DENNIS CRUYWAGEN**  
Staff Reporter

SOME Golden Arrow bus drivers refused to go into Cape Town's black townships early today following the fatal shooting of two colleagues in Khayelitsha

Gunmen ambushed four buses yesterday, gunning down two drivers and wounding another driver and four passengers.

Company spokesman Mr Bob Krause said no incidents had been reported since buses began operating in black townships early today.

He said. "Not all drivers

would go in. Some did. We carried a reasonable number of passengers"

Meanwhile, the Transport and General Workers Union said yesterday's killings had plunged the transport industry into a deepening crisis.

"No community, no family, no workplace and no society can allow workers and passengers to be subjected to this violence," the union said.

Golden Arrow and the union condemned in a joint statement the "senseless" killings.

"This wanton taking of innocent human life cannot be justified or tolerated," they said.

ARCT 22/9/92

"The criminal elements responsible for those actions must be hunted down and made to answer for their cowardly and despicable deeds."

The ANC said it was "appalled" by the killings.

"We are committed to peaceful protest action and in that light have given our support to striking bus drivers. However, we cannot and will not condone violent or intimidatory attempts to enforce compliance no matter what the circumstances," the ANC said.

● Background to the news, page 17



# Axed busmen: Road still rocky

■ The end of the conflict between dismissed bus workers and the management seems to be as far away as ever following the collapse of mediation talks.

**VUYO BAVUMA**  
Weekend Argus Reporter

(270)

ARG 26/9/92

BUS company workers sacked over continuing industrial action have accused Golden Arrow of rehiring workers originally fired for serious offences because it was expensive to train new employees.

They claim the offences include drunken driving and stealing company money

But the allegations have been rejected by the bus company.

Shop stewards who represented some of the workers in disciplinary hearings told Weekend Argus that some of the offenders' appeals for reinstatement were turned down

They said they were shocked to see that the company had rehired the offenders just after the dismissal of 222 workers.

The workers also criticised the company's "confrontational" attitude during last week's unsuccessful mediation with their representatives.

They claimed the company's conditions showed that it was not genuinely interested in resolving the conflict.

These included rehiring only 78 out of 222 sacked workers and taking disciplinary action against some of them

The company also wanted them to give up their "inalienable" right to protest peacefully through pickets and demanded that some shop stewards resign from the union.

This week two bus driver, Mr O B Kerchhoff, 47, and Mr J G Roskrige, 26, were shot dead in ambushes in Khayelitsha. So far 15 drivers have been injured in township gun attacks.

About two months ago nine busmen — one of whom was Mr Roskrige — were kidnapped and locked in a Khayelitsha shack for several hours by angry taxi representatives. They were released unharmed.

The five-week-old conflict between the workers and the management flared after three workers were dismissed for disciplinary reasons. Charges were withdrawn yesterday.

In response the workers refused to work and also demanded that security be improved. They also wanted the management to place a moratorium on retrenchments after 300 workers were retrenched and a Boland depot closed.

Workers' representatives protested that the company was retrenching their colleagues although many were forced to work overtime and there were still pensioners on the staff

They also accused the company of reneging on an agreement to install bullet-proof cabs in buses. They said they even went to a shooting range with

the company representatives to test the appropriate material for cabs, but nothing had been installed because the company claimed it was too expensive.

After the workers were dismissed in July some of their representatives began organising, distributing pamphlets and addressing political meetings about their "plight".

One such pamphlet read in part "Our struggle is your struggle. We must stop the GABS bosses' attack. We call for your support to force the bosses to reinstate us and make our work safe"

Yesterday some of the dismissed workers told Weekend Argus they regretted the killing of their colleagues and blamed the company for not taking up the issue of their security

Commenting on the allegation that the management had rehired several sacked workers, Mr Bob Krause said this was "absolute nonsense"

When Weekend Argus faxed him a copy of the names of the workers Mr Krause said he would investigate and reply as soon as possible

He said. "Concerning what happened in the mediation, I will not comment because that is a matter between the union and us

"We aren't prepared to comment on other allegations."

# Resignations spark air traffic crisis

By Anna Louw  
East Rand Bureau

(270)

STAR 11/10/92

An air traffic control crisis is looming at Jan Smuts Airport after a number of resignations by controllers and general dissatisfaction with equipment, working conditions and pay.

Three controllers, who wish to remain anonymous, told The Star yesterday there was also anxiety about the commercialisation of the service.

Authorities narrowly averted a crisis in 1988 when Jan Smuts Airport was hit with a spate of resignations by giving the remaining controllers, who also threatened to quit, a 50 percent pay rise

The Star has reliably learnt that according to a Johannesburg Air Traffic Control Centre report drawn up early in September: "It is felt that it is already too late to stop the inevitable replay of the 1988/89 crisis

"The stable door is open and the cavalry is about to bolt," the report said.

The three air traffic controllers said although they were responsible for the safety of aircraft and passengers in a highly stressful occupation, they were getting a raw deal

Although there was light at the end of the tunnel after a 50 percent pay increase after the 1988 crisis, the increases came in the form of non-pensionable allowances — of which one has already been axed — and the situation had deteriorated since March this year

"The cost of living is high and many of us cannot afford to go on leave because we lose too much money," said one

"Air traffic control is highly stressful and because we cannot afford time off, many of us are suffering from stress-related illnesses, such as ulcers and hypertension"

Since July there had been several resignations and the remaining staff had had to cope with increased traffic control, which compounded the problem of stress

He said the minimum working week of 42 hours — as laid down by the Department of Civil Aviation — was excessive for such a stress-laden job as air traffic control.

Another controller said this was especially the case at Jan Smuts where higher demands were made on an air traffic controller's concentration due to the air traffic density

## Faulty

He also alleged that equipment was faulty and that there were reports of navigation aids not working properly.

Controllers said they had also experienced problems with the radar — such as incorrect aircraft positioning — which was reflected on the controllers' computer screens.

Chairs were reported to be in a state of disrepair which caused problems for controllers sitting in front of computers for long shifts

They had also expressed fears about the "unknown" concept of commercialisation of

air traffic services, which is expected to be implemented on April 1.

According to the three, other complaints of Jan Smuts controllers include:

- Some controllers were on incorrect salary scales and were being taxed too highly.
- Some controllers had been assigned incorrect ranks.
- Some controllers had not been paid interest on back-pay
- Subsidy forms were incorrectly processed
- Their petrol allowance had been withdrawn in July.
- They were often embarrassed by incompetent briefing.

Asked to comment, Rennie van Zyl, director of aviation safety in Pretoria, said: "It sounds like another trial by media."

Mr van Zyl advised controllers to wait for commercialisation of the services, which he said would improve their situation.

He said he was aware of some dissatisfaction, and that the matter was receiving attention

"The principle of commercialisation was approved by the Cabinet recently and the situation is bound to improve when the new plan is implemented on April 1. The emphasis is to improve and upgrade, which is a continuous process."

Mr van Zyl said, however, that finance was a big factor.

"There has been a continuous call for a smaller public service against a continuous battle and shortage of funds."

He was hopeful that the new system would be an improvement.



## NOTICE 873 OF 1992

DEPARTMENT OF MANPOWER (270)

LABOUR RELATIONS ACT, 1956

## APPLICATION FOR VARIATION OF SCOPE OF REGISTRATION OF A TRADE UNION

I, David William James, Industrial Registrar, do hereby, in terms of section 4 (2) as applied by section 7 (5) of the Labour Relations Act, 1956, give notice that an application for the variation of its scope of registration has been received from the South African Aviation Engineering and Allied Union. Particulars of the application are reflected in the subjoined table.

Any registered trade union which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower, 123A Manpower Building, 215 Schoeman Street, Pretoria (postal address: Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

## TABLE

*Name of trade union:* The South African Aviation Engineering and Allied Union.

*Date on which application was lodged:* 23 September 1992.

*Interests and area in respect of which application is made:* Persons employed in the Aviation Industry in the Republic of South Africa.

For the purposes hereof "Aviation Industry" means the industry in which employers and employees are associated for the purpose of conducting activities relating to the arrival and/or departure of aircraft conveying passengers and/or freight for reward, and the industry in which employers and employees are associated in the design, manufacture, overhaul, maintenance, testing of aircrafts, and related components.

*Postal address of applicant:* P.O. Box 3888, Kempton Park, 1620.

*Office address of applicant:* Room 205, 707 Annex Building, S.A.A. Technical, Jan Smuts Airport, Kempton Park.

Attention is drawn to the following requirements of sections 4 and 7 of the Act:

- (a) The representativeness of any trade union which objects to the application shall in terms of section 4 (4) as applied by section 7 (5) be determined on the facts as they existed at the date on which the application was lodged and, as far as membership is concerned, only members who were in good standing in terms of section 1 (2) of the Act as at the aforesaid date shall be taken into consideration
- (b) The procedure laid down in section 4 (2) must be followed in connection with any objection lodged.

**D. W. JAMES,**  
Industrial Registrar.

## KENNISGEWING 873 VAN 1992

DEPARTEMENT VAN MANNEKRAG

WET OP ARBEIDSVERHOUDINGE, 1956

## AANSOEK OM VERANDERING VAN DIE REGISTRASIEBESTEK VAN 'N VAKVERENIGING

Ek, David William James, Nywerheidsregistrator, maak ingevolge artikel 4 (2) soos toegepas by artikel 7 (5) van die Wet op Arbeidsverhoudinge, 1956, hierby bekend dat 'n aansoek om die verandering van sy registrasiebestek ontvang is van die South African Aviation Engineering and Allied Union. Besonderhede van die aansoek word in onderstaande tabel verstrek

Enige geregistreerde werkgewersorganisasie/vakvereniging wat teen die aansoek beswaar maak, word versoek om binne een maand na die datum van publikasie van hierdie kennisgewing sy beswaar skriftelik by my in te dien, p/a die Departement van Mannekrag, Mannekraggebou 123A, Schoemanstraat 215, Pretoria (posadres: Privaat Sak X117, Pretoria, 0001)

## TABEL

*Naam van vakvereniging:* The South African Aviation Engineering and Allied Union.

*Datum waarop aansoek ingedien is:* 23 September 1992.

*Belange en gebied ten opsigte waarvan aansoek gedoen word:* Persone in diens in die Lugvaartbedryf in die Republiek van Suid-Afrika.

Vir die doeleindes hiervan beteken "Lugvaartbedryf" die bedryf waan werkgewers en hulle werknemers met mekaar geassosieer is met die doel om aktiwiteite uit te voer wat verband hou met die aankoms en/of vertrek van vliegtuie wat passasiers en/of lugvrag vervoer teen vergoeding en die bedryf waarin werkgewers en hulle werknemers met mekaar geassosieer is vir die ontwerp, vervaardiging, herbouing, instandhouding, toets van vliegtuie, en verwante onderdele.

*Posadres van applikant:* Posbus 3888, Kempton Park, 1620.

*Kantooradres van applikant:* Kamer 205, Annexgebou 707, S.A.L. Tegnie, Jan Smutslughawe, Kempton Park.

Die aandag word gevestig op onderstaande vereistes van artikels 4 en 7 van die Wet:

- (a) Die mate waan 'n beswaarmakende vakvereniging verteenwoordigend is, word ingevolge artikel 4 (4), soos toegepas by artikel 7 (5), bepaal volgens die feite soos hulle bestaan het op die datum waarop die aansoek ingedien is, en wat die lidmaatskap betref, word alleen lede wat ingevolge artikel 1 (2) van die wet op voormelde datum volwaardige lede was, in aanmerking geneem.
- (b) Die prosedure voorgeskryf by artikel 4 (2) moet gevolg word in verband met 'n beswaar wat ingedien word

**D. W. JAMES,**  
Nywerheidsregistrator



# Dismissed <sup>(270)</sup> bus workers to resume mediation

**VUYO BAVUMA**

Weekend Argus Reporter

BUS company workers dismissed because of industrial action have resolved to drop three of their five demands and to resume mediation talks with Golden Arrow management

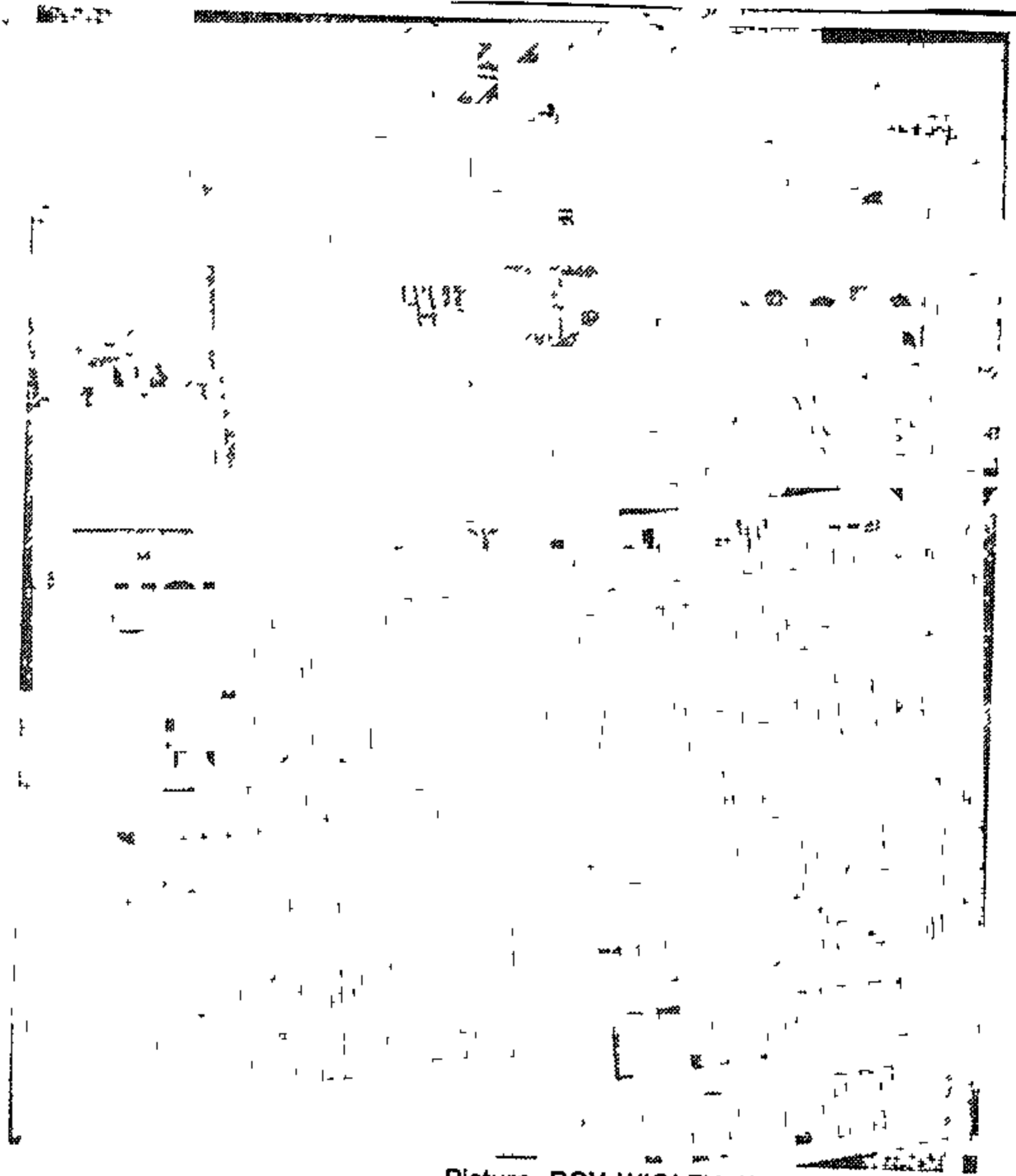
They said they would stick to the demands that all workers be reinstated and that security be improved by installing bullet-proof cabs in the buses

The workers would back down on demands that the company should place a moratorium on retrenchments, that management should settle differences with the township taxi bosses and that it should withdraw disciplinary charges against three workers — charges which sparked the strike.

The conflict began in July after the workers refused to work in solidarity with three workers who faced disciplinary action by the company. The company responded by firing 222 workers for refusing to obey instructions to work

Last week two bus drivers were shot dead in separate ambushes in Khayelitsha. Three weeks earlier nine bus workers were kidnapped by taxi representatives but were released unharmed. So far, 15 drivers have been injured in various township attacks

The Golden Arrow management blamed taxi elements for the shootings, but the Convention of Democratic Taxi Associations



Picture ROY WIGLEY, Weekend Argus

□ **LONE PROTESTER:** A protester carries placards at a bus terminus near Golden Acre

(Codeta) denied any involvement

Last week, at the first mediation talks since the conflict broke out, the worker representatives rejected the company's offer to rehire 78 of the 222 workers and a directive against placard demonstrations.

Yesterday the workers, who meet daily in Guguletu, told Weekend Argus that they had not finalised the date for the mediation talks

The workers said they planned to hold a march from Sea Point

to the Civic Centre to call on people, especially big businesses and councillors, to intervene

They also said they were disappointed that the mayor, Mr Frank van der Velde, had not met them although he had commented on the issue in the Press

Mr Van der Velde said he was in touch with the regional dispute resolution committee

Workers also accused management of launching a disinformation campaign by claiming that the dispute was over.

**NOTICE 914 OF 1992****ADMINISTRATION: HOUSE OF ASSEMBLY  
DEPARTMENT OF EDUCATION  
AND CULTURE**

In accordance with the directions of the State President as contained in Government Notice No. R. 989 of 30 April 1987, it is hereby notified that the Minister of Education and Culture: House of Assembly has under section 28 (2) of the Republic of South Africa Constitution Act, 1983 (Act No. 110 of 1983), amended with effect from 19 October 1992 Notice 449 of 26 June 1987 as amended by Notice 699 of 7 October 1988, Notice 1470 of 8 December 1989, Notice 813 of 28 September 1990, Government Notice R. 2296 of 28 September 1990 and Notice 1090 of 15 November 1991 by the substitution in Schedule 1 of the said notice for the name Philippus Johannes Cornelis Nel of the name **Hendrik Johannes Smith**.

(16 October 1992)

**NOTICE 915 OF 1992****ADMINISTRATION: HOUSE OF ASSEMBLY  
DEPARTMENT OF LOCAL GOVERNMENT,  
HOUSING AND WORKS**

In accordance with the directions of the State President as contained in Government Notice No. R. 989 of 30 April 1987, it is hereby notified that the Minister of Housing and Works: House of Assembly has under section 28 (2) of the Republic of South Africa Constitution Act, 1983 (Act No. 110 of 1983), amended with effect from 19 October 1992 Notice 1093 of 15 November 1991 by the substitution in Schedule 1 of the said notice for the name Philippus Johannes Cornelis Nel of the name **Hendrik Johannes Smith**.

(16 October 1992)

**NOTICE 919 OF 1992****DEPARTMENT OF MANPOWER****LABOUR RELATIONS ACT, 1956****APPLICATION FOR VARIATION OF SCOPE OF  
REGISTRATION OF A TRADE UNION**

I, Gerhardus Coenraad Papenfus, Assistant Industrial Registrar, do hereby, in terms of section 4 (2) as applied by section 7 (5) of the Labour Relations Act, 1956, give notice that an application for the variation of its scope of registration has been received from the Transnet Employees Union. Particulars of the application are reflected in the subjoined table.

Any registered trade union which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower, 123A Manpower Building, 215 Schoeman Street, Pretoria (postal address: Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

**KENNISGEWING 914 VAN 1992****ADMINISTRASIE: VOLKSRAAD  
DEPARTEMENT VAN ONDERWYS  
EN KULTUUR**

Ooreenkomstig die voorskrifte van die Staatspresident soos vervat in Goewermentskennisgewing No. R. 989 van 30 April 1987 word hierby bekendgemaak dat die Minister van Onderwys en Kultuur: Volksraad kragtens artikel 28 (2) van die Grondwet van die Republiek van Suid-Afrika, 1983 (Wet No. 110 van 1983), Kennisgewing 449 van 26 Junie 1987 soos gewysig deur Kennisgewing 699 van 7 Oktober 1988, Kennisgewing 1470 van 8 Desember 1989, Kennisgewing 813 van 28 September 1990, Goewermentskennisgewing R. 2296 van 28 September 1990 en Kennisgewing 1090 van 15 November 1991 met ingang van 19 Oktober 1992 gewysig het deur in Bylae 1 van gemelde kennisgewing die naam Philippus Johannes Cornelis Nel deur die naam **Hendrik Johannes Smith** te vervang.

(16 Oktober 1992)

**KENNISGEWING 915 VAN 1992****ADMINISTRASIE: VOLKSRAAD  
DEPARTEMENT VAN PLAASLIKE BESTUUR,  
BEHUISING EN WERKE**

Ooreenkomstig die voorskrifte van die Staatspresident soos vervat in Goewermentskennisgewing No. R. 989 van 30 April 1987 word hierby bekendgemaak dat die Minister van Behuising en Werke: Volksraad kragtens artikel 28 (2) van die Grondwet van die Republiek van Suid-Afrika, 1983 (Wet No. 110 van 1983), Kennisgewing 1093 van 15 November 1991 met ingang van 19 Oktober 1992 gewysig het deur in Bylae 1 van gemelde kennisgewing die naam Philippus Johannes Cornelis Nel deur die naam **Hendrik Johannes Smith** te vervang.

(16 Oktober 1992)

**KENNISGEWING 919 VAN 1992****DEPARTEMENT VAN MANNEKRAG****WET OP ARBEIDSVERHOUDINGE, 1956****AANSOEK OM VERANDERING VAN DIE REGI-  
STRASIEBESTEK VAN 'N VAKVERENIGING**

Ek, Gerhardus Coenraad Papenfus, Assistent-nywerheidsregistrator, maak ingevolge artikel 4 (2) soos toegepas by artikel 7 (5) van die Wet op Arbeidsverhoudinge, 1956, hierby bekend dat 'n aansoek om die verandering van sy registrasiebestek ontvang is van die Transnet Werknemersunie. Besonderhede van die aansoek word in onderstaande tabel verstrek.

Enige geregistreerde vakvereniging wat teen die aansoek beswaar maak, word versoek om binne een maand na die datum van publikasie van hierdie kennisgewing sy beswaar skriftelik by my in te dien, p.a. die Departement van Mannekrag, Mannekraggebou 123A, Schoemanstraat 215, Pretoria (posadres: Privaat Sak X117, Pretoria, 0001).

270



**TABLE**

(270)

*Name of trade union:* Transnet Employees Union*Date on which application was lodged:* 30 April 1992.*Interests and area in respect of which application is made:* Persons employed in all undertakings, sections or trades of Transnet Limited in the Republic of South Africa.*Postal address of applicant:* P.O. Box 1125, Cape Town, 8000.*Office address of applicant:* Boston Building, Waterkant Street, Cape Town.

Attention is drawn to the following requirements of sections 4 and 7 of the Act:

- (a) The representativeness of any trade union which objects to the application shall in terms of section 4 (4) as applied by section 7 (5) be determined on the facts as they existed at the date on which the application was lodged and, as far as membership is concerned, only members who were in good standing in terms of section 1 (2) of the Act as at the aforesaid date shall be taken into consideration.
- (b) The procedure laid down in section 4 (2) must be followed in connection with any objection lodged

**G. C. PAPENFUS,**

Assistant Industrial Registrar.

(16 October 1992)

**NOTICE 920 OF 1992****THE NATIONAL BOTANICAL INSTITUTE**

BY-LAWS MADE IN TERMS OF SECTION 61 (1) (f) AND 72 (1) OF THE FOREST ACT, 1984 (ACT No. 122 OF 1984), AND THE FOREST AMENDMENT ACT, 1991 (ACT No. 53 OF 1991)

The National Botanical Institute, has in terms of sections 61 (1) (f) and 72 (1) of the Forest Act (Act No. 122 of 1984), and the Forest Amendment Act, 1991 (Act No. 53 of 1991), with the concurrence of the Minister of Environment Affairs, made the by-laws in the Schedule hereto.

**SCHEDULE**

In these by-laws, unless the context otherwise indicates, any expression to which a meaning has been assigned in the Forest Act, 1984 (Act No. 122 of 1984), and the Forest Amendment Act, 1991 (Act No. 53 of 1991) shall have the same meaning and—

“**garden**” means any national botanic gardens defined in Schedule I of the said Act as amended from time to time in terms of section 66 (1) and (2) of the said Act;

“**indigenous plant**” means any flower, fruit, seed, bulb, corn, stem, leaf or root or any other part of such plant indigenous to the subcontinent of Southern Africa south of 10 degrees south latitude including Madagascar; and

“**officer**” means an officer appointed in terms of section 69 (1) (b) of the said Act

**TABEL***Naam van vakvereniging:* Transnet Werknemersunie.*Datum waarop aansoek ingedien is:* 30 April 1992.*Belange en gebied ten opsigte waarvan aansoek gedoen word:* Persone in diens in alle ondernemings, afdelings of bedrywe van Transnet Beperk in die Republiek van Suid-Afrika.*Posadres van applikant:* Posbus 1125, Kaapstad, 8000.*Kantooradres van applikant:* Bostongebou, Waterkantstraat, Kaapstad.

Die aandag word gevestig op onderstaande veristes van artikels 4 en 7 van die Wet:

- (a) Die mate waarin 'n beswaarmakende vakvereniging verteenwoordigend is, word ingevolge artikel 4 (4), soos toegepas by artikel 7 (5), bepaal volgens die feite soos hulle bestaan het op die datum waarop die aansoek ingedien is, en wat die lidmaatskap betref, word alleen lede wat ingevolge artikel 1 (2) van die Wet op voormelde datum volwaardige lede was, in aanmerking geneem.
- (b) Die prosedure voorgeskryf by artikel 4 (2) moet gevolg word in verband met 'n beswaar wat ingedien word.

**G. C. PAPENFUS,**

Assistentnywerheidsregistrator.

(16 Oktober 1992)

**KENNISGEWING 920 VAN 1992****DIE NASIONALE BOTANIESE INSTITUUT**

VERORDENINGE UITGEVAARDIG INGEVOLGE ARTIKELS 61 (1) (f) EN 72 (1) VAN DIE BOSWET, 1984 (WET No. 122 VAN 1984), EN DIE BOSWYSIGINGSWET, 1991 (WET No. 53 VAN 1991)

Die Nasionale Botaniese Instituut het, met die instemming van die Minister van Omgewingsake, ingevolge artikels 61 (1) (f) en 72 (1) van die Boswet, 1984 (Wet No. 122 van 1984), en die Boswysigingswet, 1991 (Wet No. 53 van 1991), die verordeninge in die Bylae uitgevaardig.

**BYLAE**

In hierdie verordeninge, tensy uit die samehang anders blyk, het enige uitdrukking waaraan daar in die Boswet, 1984 (Wet No. 122 van 1984), en die Boswysigingswet, 1991 (Wet No. 53 van 1991), 'n betekenis geheg is, dieselfde betekenis en beteken—

“**beampte**” 'n beampte aangestel ingevolge artikel 69 (1) (b) van die genoemde Wet;

“**inheemse plant**” enige blom, vrug, saad, bol, knol, stam, blaar of wortel of enige ander gedeelte van sodanige plant inheems aan die subkontinent van Suidelike Afrika, suid van 10 grade suiderbreedte insluitende Madagaskar; en

“**tuin**” enige nasionale botaniese tuin omskryf in Bylae I van die genoemde Wet, soos van tyd tot tyd gewysig ingevolge artikel 66 (1) en (2) van die genoemde Wet.



## Man hurt by rubber bullet

Staff Reporter

A MAN was wounded in the stomach when police fired rubber bullets at a crowd at the Golden Arrow depot in Woodstock yesterday. He was treated at hospital and discharged. (270)

About 80 people were protesting at the recent dismissal of workers.

A police spokeswoman said about 20 protesters rushed police after being warned not to obstruct the gate. Police fired after protesters grabbed a policeman.

# Public stranded in PE bus strike

The Argus Bureau

(210) 22/10/92  
ARC

PORT ELIZABETH. — Commuters were left stranded again today by a bus driver strike, sparked by the murder of a colleague earlier this week

Drivers are refusing to go into black townships on the city's northern limits after the killing of a driver and armed attacks on several others

Buses have also been set alight

A meeting is to be held today to try to resolve the issue.

### Prisoner in cell

**ORKNEY** — A prisoner in a police cell here on Tuesday night.

Western Transvaal police said the assistant constable had been dismissed and was facing a murder charge.

A spokesman said the two men had been arguing. Seven other prisoners were in the cell at the time — Sapa

### Gunmen fire on commuters

**JOHANNESBURG** — Six people were wounded when gunmen fired on commuters at the Elandsfontein station in Germiston on Tuesday.

In Kaitleng, a man died when he was thrown from a train.

In Khayelitsha shots were fired at a police vehicle and a home.

### ANC man held on arms charge

**MARITZBURG** — The ANC's chairman at Nkhakahlake has been arrested for the illegal possession of firearms.

Mr Solomon Mzolo, 60 was first arrested in 1990 for the illegal possession of two handguns and an AK-47 rifle, but the charges were withdrawn when the docket was stolen from court. Police rebuilt their case and arrested him yesterday — Sapa

# Top police appointments announced

Staff Reporter

**MAJOR-GENERAL** Nick Acker, the Western Cape's regional police commissioner is to retain his post in a nation-wide shake-up. Police yesterday released the names of 16 brigadiers who will be promoted to the rank of major-general on December 1.

Two of the new major-generals will serve as deputy-regional police commissioners under General Acker. They are Brigadier H M du Toit and Brigadier N S Snyman. Brigadier du Toit will be head of community policing in Cape Town and Brigadier Snyman will retain his present post.

A police spokesman said Brigadier Du Toit was the current commanding officer of the police academy in Graaff-Reinet and Brigadier Snyman headed the Crime Combating and Investigation Unit for the Western Cape region.

Included in the list of promotions are South Africa's first black police generals. Major-General M S Tsoka will become a deputy regional commissioner and head of community relations in the Witwatersrand division, which serves Soweto. Major-General M Chetty will serve as head of community relations at police headquarters in Pretoria.

Major-General J M Manuel will be the head of community relations in Natal. A police spokesman said Brigadier Manuel, a former station commander at Mitchell's Plain police station, will take up his post in Durban next year.

Police Commissioner General Johan van der Merwe said other structural changes to the police force, announced earlier, would be effective from December 1.



KEEPS JOB Nick Acker

# Boipatong: Hostel hit at people and property

CT 22/10/92

**VEREENIGING** — A KwamMadala Hostel resident yesterday told the Goldstone Commission how he and a heavily armed group of about 250 other hostel residents cut a path of havoc and destruction in Boipatong on the night of June 17 when more than 40 people were killed.

The resident identified only as 'Mr C' is in protective custody under the Criminal Procedure Act. He was released from the attorney-general's office to attend yesterday's hearing.

Mr C told the commission that the group, armed with sticks, knives, spears and shields entered Boipatong and attacked people and destroyed property.

He said the group scattered into smaller groups once they entered the township. He saw no guns but heard gunshots once they were in Boipatong.

His group of about nine people had not hurt anyone but vandalised the homes and property of Boipatong residents. Mr C admitted seeing a man from another group emerging from a house holding a "blooded knife" which he realised must have been used to kill someone. He denied being affiliated to any political group and said he had not been aware of the group's intention when they left the hostel.

Mr C said he did not see any members of the South African Police or any police vehicles in the township during the attack. He saw a number of the attackers carrying goods such as television sets and radios back to the hostel. These were later set alight and burned.

They began to run when someone shouted that the police were coming. They returned to the hostel and retired to their rooms. The commission earlier heard from another witness, an SAP special constable that members of the Vereeniging Internal Stability Unit (ISU) prevented the Sebokeng municipal police from trying to arrest KwamMadala Hostel residents on the night of the massacre.

Special Constable Duan Monare told the commission that on the night of June 17 he ran to the Boipatong police station to report the attack. Neither the Boipatong police nor the Vereeniging ISU had armoured vehicles and could not enter the township. It was then arranged by radio that Sebokeng South municipal police would send a Casspir which travelled through the township. Mr Monare said he joined the municipal police in the back of the Casspir.

By this time there was no sign of the attackers. He told the commission that the Casspir then headed in the direction of KwamMadala Hostel. On the way, South African Defence Force soldiers joined them, saying they had seen a large armed group crossing the road in the direction of KwamMadala.

Mr Monare said that on arrival at the main gate of the hostel two armoured vehicles arrived and three ISU policemen carrying balaclavas alighted. A police sergeant told them to leave. The hearing continues tomorrow — Sapa

# City bus strike ends: 130 workers reinstated

CT 22/10/92

Staff Reporter

**THE** two-month-old Golden Arrow Bus strike was resolved yesterday after four weeks of mediation.

Of the 221 striking workers 130 were reinstated with a final written warning valid for six months and 49 were given retraining packages.

The remainder, who had not found work elsewhere, were put on a preferential waiting list, said a spokesman representing the Transport and General Workers Union, the Transport and Omnibus Union and Amalgamated Woodworkers Society.

The flashpoint of the strike came when Golden Arrow Bus Services brought criminal charges against three employees for malicious damage and stealing property.

The men had used the company's buses without permission to visit depots and rally support for safety meetings in their jobs.

These charges were dropped during the course of the strike.

The 221 workers were dismissed when they failed to obey a court interdiction forbidding employees to "instigate, incite or take part in a strike or interfere with or disrupt the company's services," a statement from the management said.

The workers' demands for safer working conditions had been implemented and drivers were issued with bullet proof vests, the union spokesman said.

Mr Clinton, currently leading President George Bush in the polls for the November 3 election, outlined his policy on SA in a recent issue of the American magazine Africa Report. — Sapa

# Clinton's carrot and stick for SA

**WASHINGTON** — If Mr Bill Clinton of Arkansas becomes the next president of the United States, he is likely to pursue a carrot-and-stick policy toward South Africa.

The carrot is a programme of aid and investment incentives to boost the economy once SA has a fully democratic government.

The stick is the maintenance of state and local sanctions in the United States — one of the main reasons why American corporations are reluctant to invest in SA — as well as continued restrictions on SA access to International Monetary Fund resources.

Mr Clinton, currently leading President George Bush in the polls for the November 3 election, outlined his policy on SA in a recent issue of the American magazine Africa Report. — Sapa

# Civil servants warn govt

CT 22/10/92

**THOUSANDS** of civil servants have issued a blunt warning to the government that it will face "severe disruptions" if it fails to respond positively to employee concerns over staff reductions.

Administration minister Dr Org Marais's press secretary said he would respond today.

Mr J A Louwrens, co-ordinator of a group of 11 unions and associations with a total membership of about 300 000, said they were demanding a moratorium on staff reductions until they were consulted. Among the organisations are the Public Servants' League and the Health Workers' Union.

Mr Louwrens said letters had been written to government ministers to protest against "the way the government has announced and applied its intention of re-





# SAA plans retrenchments to cut losses

**MANDY JEAN WOODS**  
Weekend Argus Reporter

LARGE numbers of South African Airways' staff of 10 000 face being laid off and part of the airline's fleet will be grounded as part of a "radical" three-year plan to counter losses of R200m over the past two years as a result of increased local and international competition.

In an exclusive interview, deputy chief executive Mr Mike Myburgh said the aim was to return the airline to profitability within the next 12 months.

The implementation of the strategic plan was motivated by mounting losses and the need to make the airline profitable so that it could be competitive domestic-

ly and internationally, Mr Myburgh said.

"This is a significant project and we intend to do something quite radical," he added.

"In the short term, we have to get out of this loss-making situation, in the long term, we have to look at our financing, new alliances and growing and improving our services," he said.

The airline hoped to make significant savings in the current financial year (which ends in March 1993) which would mean drastic measures would be implemented as soon as possible. This could be as soon as the beginning of December and would include

■ Retrenchment of an unknown number of SAA's approximately 10 000 staffers across the board.

■ Grounding of several of the airline's 45 aircraft and leasing of others where possible.

■ Abandoning of unprofitable routes. The airline operates 650 domestic flights a week to nine destinations, 37 regional flights to 11 African and Indian Ocean island destinations and 39 international flights to 22 destinations.

"We are confident that this strategic plan will see us breaking even and better within 12 months. We are very sincere about this change. It is going to work, it has to work," he said.

The changes proposed were not just superficial, Mr Myburgh said.

"If they are going to have any meaning it has to be a quantum shift to prepare the airline to meet the competitive challenge of the

1990s and to become profitable to enable it to do this," he said.

The airline's executives will be meeting the Minister, Dr Dawie de Villiers, in the middle of November to seek his approval for the strategic plan — dubbed Project Success — and a pow-wow with some of the airline's biggest clients and suppliers will be held at the end of November to get their approval.

Once this was done, Mr Myburgh said, implementation of the proposals would begin.

"My whole approach has been to assess the position and to come up with a turnaround strategy. I have been very careful to ensure that the trade unions have been fully informed and to get their support and understanding for these pro-

posals," he said. **A25-24/10/92**  
SAA chief executive Mr Gertrude van der Veer said earlier this year the airline had incurred losses totalling more than R70 million in the first quarter of the year.

He said statistics for the first quarter of this year showed international passenger traffic up by 30 percent (compared with last year), international freight up by 62 percent but domestic passenger traffic down by 7,3 percent in the first quarter of this year alone and revenue from international services down by a whopping 25 percent.

In a confidential document, SAA admitted that their once most profitable route — between London and Johannesburg — "is no longer a major generator of profits".

## SAA plans staff cut-backs

ET 27/10/92 (270)  
JOHANNESBURG. — SAA plans major staff cut-backs to stem losses and boost competitiveness.

An SAA spokeswoman said the airline wanted to get back into profitability within 12 months and planned to lay off "a large percentage" of its 10 000 staff and ground part of its fleet.

Savings measures would be implemented as soon as possible subject to government approval of the plan, she said. — Sapa-Reuter

# Pensions hit Transnet

*since (Buss) 8/11/92*  
PROVISION for a R10,4-billion shortfall in the pension fund has pushed Transnet into a R90-million loss for the year to March. A profit of R515-million was made in the previous year *270*

Turnover rose to R12,3-billion in the past year from R11,6-billion, leaving an operating profit of R1,2-billion against R1,5-billion. The net financing cost was an unchanged R1,1-billion, leaving profit before provisions of R83-million. This compares with a similar profit the previous year of R405-million.



# Transnet job axe in a R10 billion crisis

S/Times (bus) 15/11/92. 270 (M)

**TRANSNET** must earn an annual profit of R1,8-billion for the next 10 years — merely to cover the R10,4-billion shortfall in its pension fund. A purge by a new team of executives has begun and it is hoped that at least 20 000 jobs will be shed by July next year. Transnet has embarked on a major rationalisation programme.

SA Airways will slash its salary bill by 30%, truck operator Antonet will reduce its operations and Spoornet will close railway stations and uneconomic lines and sell thousands of rail trucks.

Transnet will also try to persuade employees to accept marginally lower initial pension benefits "coupled with a higher certainty of future increases".

Managing director Anton Moolman says that although Transnet faces a "vast problem", he believes it will survive and by the end of the century "things will be better".

"If we are unable to reduce job numbers by 20 000 by July, we will be forced to re-trench. But we will do everything to avoid it," says Dr Moolman.

Transnet had a staff complement of 280 000 in 1982. By last year the number had been slashed to 153 000. The retrenchments and loss of other staff through attrition of 127 000 — meant that the ratio of contributors to the pension was only 1,5 for every pensioner.

By DON ROBERTSON

fall away when fully met.

The latest actuarial valuation shows there are adequate funds to pay current pensions plus a miserly increase of 2% a year. It has been company policy, however, to increase pensions by 8,5% and this has caused the shortfall.

Dr Moolman is confident that Transnet will be able to make up the shortfall within 10 years.

He says, however, that a loss in the current year of between R400-million and R500-million can be expected, largely because of the downturn in the economy.

This would suggest an operating profit of R1,3-billion before extraordinary items. He believes a real profit will be earned in 1994, helped by an improved economy.

Dr Moolman says, "When Sats became Transnet we knew we had a problem. But we, unlike British Airways, for instance, where the Government bailed them out, had no help from the SA Government."

Voluntary retirement has been offered to all employees. In terms of its agreement with trade unions, a moratorium on retrenchments is in effect until July 1992.

The pension fund has been restructured and more money will be invested in growth assets, such as shares and property.

But Dr Moolman says Transnet has more money at its disposal than the JSE could handle.

Transnet will also increase its contribution to the pension fund. Last year it was 13,5% and will rise to 14,5% this year. Members contribute 7,5%.

SAA will slash its salary bill by 30%, probably by chopping staff numbers by 20% and pegging pay increases.

Antonet, under new head Jan Venter, is to reduce its head-office staff, withdraw from the ad hoc and abnormal-load business and sell trucks and equipment.

Dr Moolman says cross-subsidisation of the business units continues.



ANTON MOOLMAN It's a vast problem for us, but by the end of the century things will be better

## Loan

The need to provide for the pension fund shortfall had a drastic effect on results for the year to March. Although operating income was down 18,6% from R1,5-billion to R1,2-billion, a loss of R90-million was incurred for the year after the provision of R173-million for the pension fund shortfall. This compares with a profit of R515-million in the previous year.

The report shows that the pension fund has an actuarial shortfall of R10,47-billion. This is made up of liabilities of about R29-billion and assets of R18-billion.

When Transnet took over the pension fund from Sats in April 1990, the actual shortfall was R17,2-billion. Of this, R10,4-billion was provided for and subsequently funded by the issue of loan stock to the pension fund by Transnet.

To finance the interest on the loan stock and for additional funding of the medical and scheme alone, Transnet must make a profit of R1,8-billion a year.

The actuarial shortfall is guaranteed by the Government, plus interest of at least 12% a year. This obligation will be reduced as Transnet funds the shortfall and will

When Transnet was SA Transport Services (Sats), the ratio was three contributors for every pensioner. Normal attrition accounts for about 5 000 jobs a year. To date we have accepted voluntary retirement. Salaries and pension account for about 50% of total costs.

# Bullet-proof buses for townships 'impractical'

CLIVE SAWYER

Municipal Reporter <sup>(270)</sup>  
BULLET-PROOFING buses would be impractical, says Golden Arrow general manager Mr Frans Mayoss.

The bus company investigated bullet-proofing buses after several attacks, including the fatal shooting of a driver in Khayelitsha.

"Bullet-proof glass would add enormously to the loading on the front axle, causing it to far exceed the maximum permissible," he said.

"Overloading the front axle would make the bus unsafe and would compromise seriously the safety of passengers and other road users," Mr Mayoss told Golden Arrow in-house magazine Interchange.

Protective film had to be put on

bullet-proof glass to prevent flakes flying off when a bullet struck, but this would reduce the translucence of the glass below the 70 percent required by law.

Bullet-proof glass caused polarisation, which distorted vision, and at night caused a mirror effect.

"And fitting bullet-proof glass without armour-plating body panels would be pointless."

Armour plating would make the bus even heavier and unsafe to drive.

He said if drivers were to be protected, passengers should be given the same protection.

"It is unrealistic to operate commuter bus services using vehicles which resemble armoured personnel carriers," Mr Mayoss said.



# SAA laying off 2 200 in face of huge losses

By ROGER MAKINGS

SAA will reduce its workforce by at least 2 200, mostly through voluntary severance packages.

However, those who do not leave of their own accord may find themselves being retrenched with a less favourable pay-out

It is believed that a "considerable" number of employees have accepted voluntary severance packages.

But those who reject the first-phase option could be retrenched in months to come in a second round of reductions

Both middle and top management will be affected by the cutbacks

Not all those leaving are sub-standard performers unsure of whether they can hold down their jobs

## Nutshell

Without naming anyone, SAA chief-executive-elect Mike Myburgh says that among those who have elected to go are excellent managers capable of making a "career elsewhere"

"Some of them are the sort of people we would have liked to have kept, but this would have demotivated them to the point that it would be better to let them go

"In a nutshell, we hope that those who are under-achieving are aware of the fact and will elect to leave. But if they don't, we will have to retrench them"

It is believed it will cost SAA less than R10-million to pay off 20% of its complement off 11 000. By cutting 20% off its annual salary bill of about R700-million, SAA stands to save R140-million a year

A further 10% of R70-million will be saved by pegging salaries

## Overheads

SAA's losses for the year are expected to be more than R200-million

It employs more than 300 people an aircraft compared with an average of 236 in similar-size airlines around the world — a difference of 29%

Besides staff cuts, SAA will rationalise overheads — like unprofitable routes — with the combined savings being poured back into the airline.

Mr Myburgh says "We are looking to improve our ser-



MIKE MYBURGH: Those who don't get the message will be told to go

vice to passengers by motivating staff through refresher training. In effect, we are putting our faith in our staff"

Also planned is greater investment in technology — such as wider use of seat-back video screens and more efficient aircraft so as to compete on an equal footing with international carriers flying into SA

Stronger alliances with other Southern African carriers are also envisaged

Mr Myburgh says "We must broaden our base in the region and become a useful ally to our neighbouring carriers

"In this way we will have more clout with the incoming international airlines who will become more dependent on us to get their passengers into the interior"

# Premium blow faces brokers

By TERRY BETTY

EARNINGS of insurance brokers will drop because they will no longer be allowed to hold premium income for long

Registrar of Financial Institutions Nico Fourie has, against the advice of short-term insurers and brokers, amended regulations governing Section 20 bis of the Insurance Act with effect from the beginning of December

Brokers receiving commission from customers will have to pay the money to the insurance companies 15 days after the end of the month in which it is received.

At present, brokers have to pay the insurer about 40 days after the month the premium falls due

SA Insurance Brokers Association (SAIBA) vice-president Rod Matland says several joint representations with the SA Insurance Association (SAIA) were made against the ruling. But the Registrar refused to back down

Mr Matland says brokers depending more on their investment income than on commissions will be under pressure if they had an efficient collection system

He says the existing system was introduced only two years ago and is working well

The main problem is the cost and inconvenience to insurance companies and brokers, who at great expense introduced administrative procedures and computer systems. They will now have to alter their systems

For some companies it will merely involve changing programmes. For others, it will involve a costly change to computer systems

Mr Fourie says the intention is to get the money from customers to the insurer as

soon as possible. He says it is not the role of the Financial Services Board to control market enterprise. "The brokers are not really entitled to the investment income anyway. They are agents for the insurance companies and not principals"

Mr Fourie says "Once the intermediary is in possession of the cash, there is little reason why it cannot be paid by the 15th of the following month

"It is also realistic because insurance companies have to remit VAT on the premiums on the 25th of the month the money is received. It is unfair to make them pay VAT on funds they have not received"

A source says it seems strange that insurers would object to the change because they will theoretically receive the cash earlier

## Major

SA Eagle managing director Peter Martin says insurers will receive some money faster. But the present system works well and he sees little reason to change it

Mr Martin says it will be a major problem for brokers handling the business of a large group of companies. Often the brokers have to collect premiums from all the subsidiaries

Not all payments go through brokers. Mr Martin says 50% to 60% of personal lines business is paid through brokers. About 80% of commercial and industrial premiums pass through brokers

He says this is necessary because brokers have records of all customers, are in direct contact with them and know the premium amount.

# First solar battery

FIRST National Battery is to launch the first range of commercially produced solar-power batteries early next year. Until now, batteries designed for solar applications have been imported at great expense. First National believes their introduction will help to promote the use of solar power in SA.



Will your employees who seek private... company loan? And c... Med-Help is the a... ?





Bob Tucker, co-editor of the Nedcor/Old Mutual book of scenarios, SA — Prospects for a Successful Transition, presents the book to the literary group the Bloomsbury Circle at an Exclusive Books and Juta function in Johannesburg yesterday.

Picture ROBERT BOTHA

## Spoornet workers begin training in basic skills

SPOORNET has embarked on a multimillion-rand literacy and numeracy programme for about 38 000 of its employees (270)

And advanced courses on economic principles, business philosophy and supervisory training were being attended by 64 000 employees, Spoornet senior human resources manager André Verwey said this week.

Basic literacy training in the mother tongue of workers and in Afrikaans or English — began last year, while a numeracy training system was underway in the western Cape.

Aimed at the self-advancement of employees, the programmes had been chosen in co-operation with the 13 trade unions represented in Spoornet.

The programmes would cost about R5m a year.

"We want to get people in a position to be literate and so enable them to attend normal training courses to

work themselves up in the organisation," Verwey said.

Spoornet did not envisage a growth in staff for the near future and was looking at promoting from within.

Because of the nature and structure of the former state-run SA Railways, thousands of workers were employed for "muscle rather than brains", resulting in Spoornet having a large percentage of illiterate and semi-literate people.

Although social responsibility contributed to the decision to train employees, it was not fundamental. As a result of privatisation clients viewed Spoornet with different expectations, Verwey said.

"We realised there was a more effective and efficient way to conduct our business, that of having literate and trained workers even on the lowest level of employment," he said.

STEPHANE BOTHMA

## Commercial crime rate soars

SAP commercial crime units around the country arrested 349 people on counts involving more than R36m during the past month.

More than 350 white collar crime cases were finalised during October and early November, SAP public relations in Pretoria said yesterday.

"The extent of commercial crime goes largely unnoticed by the media and the public. It seems that the economic climate, erosion of ethical standards, greed and credulity are major factors attributing towards the large number of people arrested for commercial crimes," SAP national commercial crime unit co-ordinator Brig Manie Schoeman said yesterday.

A solution to the problem was urgently needed, especially in view of millions of rands changing hands over the festive season, he said.

Preventative measures included insistence on proof of identity when credit cards or cheques were presented, refusal to accept post-dated cheques and immediate

reporting of cheque frauds to the police, Schoeman said.

"Particular attention should be paid to people who cash cheques for large amounts, want to cash a large number of travellers' cheques, profess to be old customers, want to cash cheques made out with a felt-tip pen, or want to cash a cheque while under the influence of alcohol," he warned.

Police arrested 63 306 people for serious offences in October, 23 497 of whom had previous convictions.

Diamonds, gold and other precious metals worth almost R1m were confiscated by Diamond and Gold Units who made 248 arrests.

A total of 1 567 offences against children were reported country-wide, leading to the arrest of 452 people — 189 for rape, 34 for indecent assault and 71 for assault, police said.

The Truck Theft Unit recovered property to the value of R153 561, while 184 people were arrested for thefts of copper, aluminium and other cargo transported by Spoornet.

The Narcotic Bureau arrested 1 790 people and confiscated 110 785 Mandrax tablets, 20 791kg dagga, 547 gram cocaine and three gram LSD, police said.

STEPHANE BOTHMA



# PUBLIC SECTOR - TRANSPORT - LABOUR

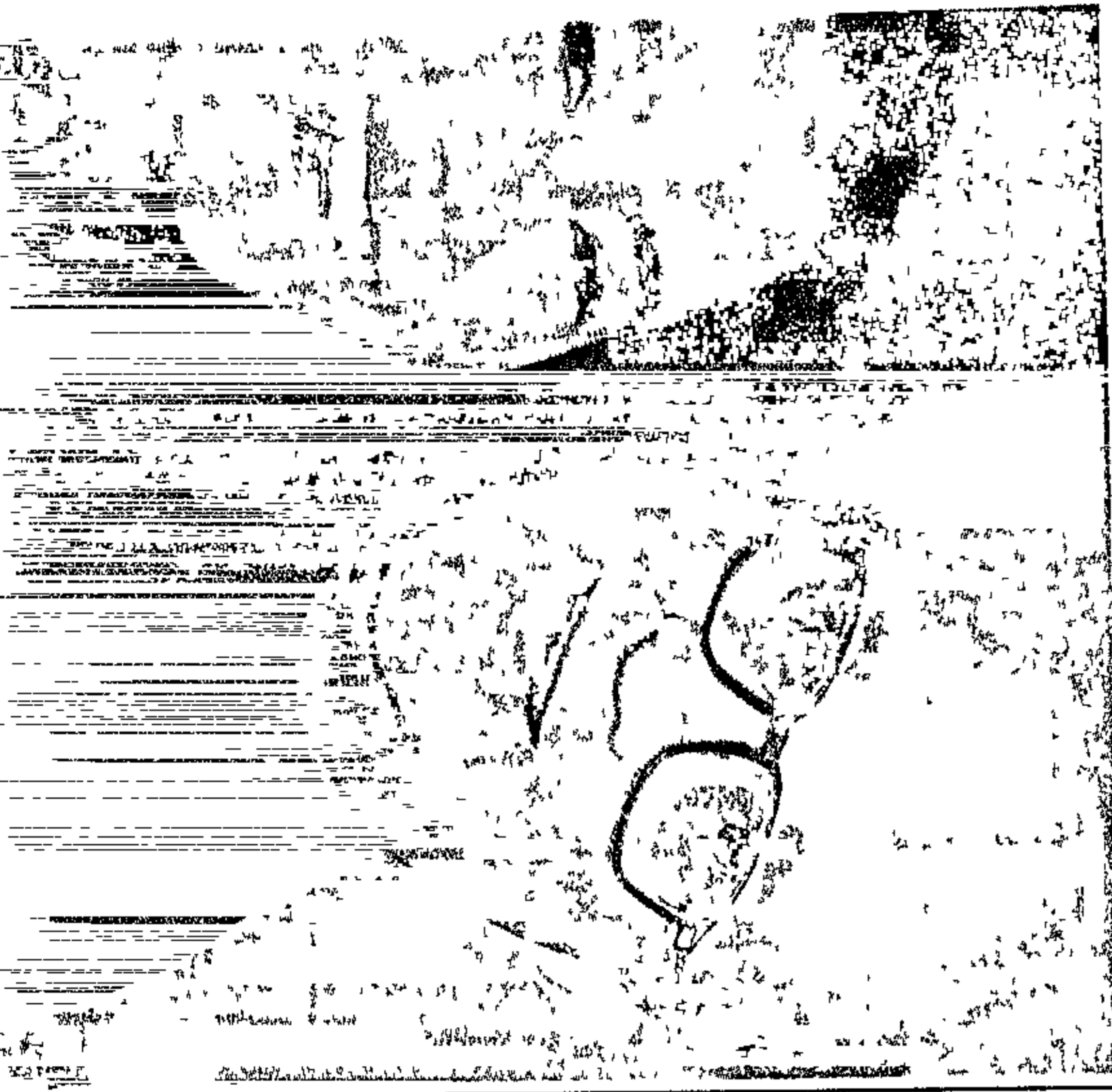
1993



Traffic controllers warn: Poor English is threat to safety

# WITTENABER OF SAAA RUSSIAN PILOTS

says 'yes' to her Nino



STW 16/1/93

By CHARMAIN NAIDOO

RUSSIAN pilots working for SAA on freight aircraft pose a threat to air safety because they cannot communicate clearly with control towers, it was claimed this week.

Air traffic reports in the possession of the Sunday Times prove there have been several serious incidents involving the Russians since they started flying for SAA four months ago.

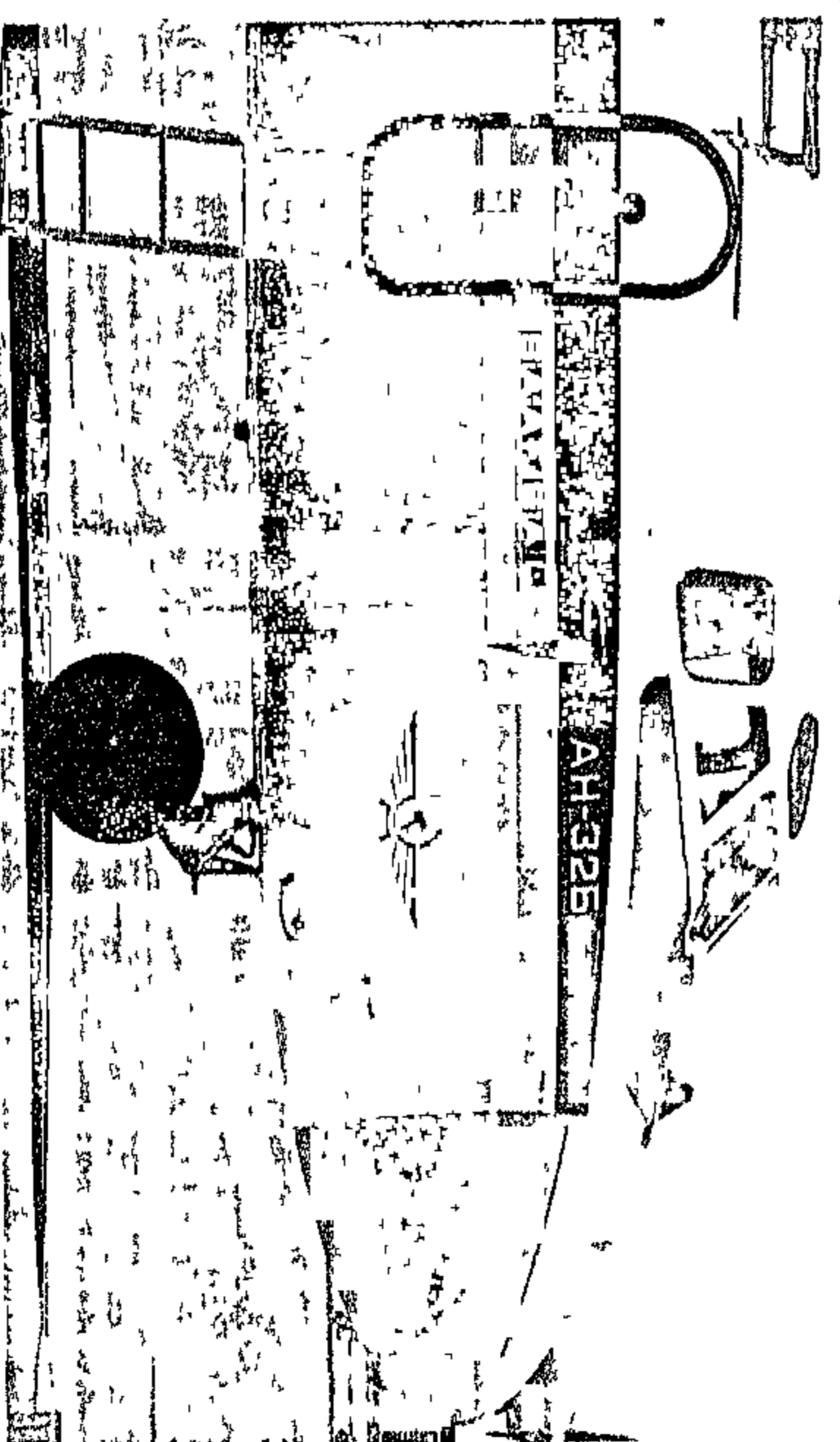
These disclosures coincide with a major row in India over the safety of leased Russian aircraft and crews. Yesterday more than 160 passengers had a miraculous escape when a Russian airliner on a domestic flight for Indian Airlines overturned on landing at New Delhi airport after hitting a direction instrument. (See page 2)

A total of 60 Russian aircrew and four Antonov transporters have been leased by SAA to fly freight between Johannesburg and Cape Town, Durban, Port Elizabeth and Bloemfontein.

Government aviation authorities said they bent strict air safety laws to allow the foreigners to work here.

Jan Smuts airport traffic controllers complain that the Russians do not comply with Directorate of Civil Aviation regulations which require all foreign pilots to be conversant in aviation English and familiar with local air traffic control procedures. One air traffic controller

270



An SAA marking above the hammer and sickle insignia on an Antonov Picture: ANDY KATZ

## They're off! Race is on to reach Rio

THOUSANDS of people gathered in Cape Town yesterday to watch the start of the first Cape-to-

Sunday Times Reporter

enthusiast as the yachts

to beat," she added. Multi-hulled vessels are taking part in the race for the first time, and the full peeing and there are six in the multi-hull class. The race -- one of the world's biggest interna-



lar with local air traffic control procedures

One air traffic controller who asked not to be named for fear he would lose his job said "Our biggest problem is communication. Repeating an instruction to a pilot whose English is bad results in frequency congestion and becomes an aviation safety risk factor

## College

"Things got so bad early in December that the ATCs (air traffic controllers) asked for a meeting with the Russian pilots, at which they could be informed about our procedures.

"As a result, I've heard, the pilots were sent to a college to improve their aviation English skills."

An ATC incident report in the possession of the Sunday Times tells how a pilot deviated from an arrival pattern he was given. The ATC wrote this comment underneath: "It appears that these Russian pilots are not coherent with procedures and it is very difficult to communicate due to a language deficiency."

Another report tells how a pilot was found to have moved below the altitude he'd been told to remain at until other aircraft had landed. The ATC commented "There appears to be a major language problem with these Russian pilots which will lead to a serious incident in the near future. Radar tapes impounded"

## Tests

A senior ATC officer at Jan Smuts said on Friday that the situation had improved since the Russians took language lessons. He said he had just tested four pilots after their course and had found them to be "competent in aviation English."

The Directorate of Civil Aviation admitted this week that the Russian Antonovs leased by SAA had neither been tested nor certified to comply with its requirements. Also, the pilots have not passed SA air law tests or radio telephony licence exams

Despite this, a DCA spokesman said there was no reason for alarm. Russia was a member of the International Civil Aviation Organisation, he said, and SA was thus obliged to recognise that the Russians apply the same standards

The DCA spokesman, confirming that special

□ To Page 2

# SAA's Russian pilots

From Page 1

concessions had been made for the Russians, said "We set aside six months to gain experience and test the reliability of these aircraft and their operators. At the end of the evaluation period we will decide whether they are suitable for South African conditions. Teething problems are being ironed out

However, we made additional requests that the aircraft be no older than two years after date of manufacture and the number of cycles (flights) not over 2 000."

The four Antonov aircraft and their crews have been leased by South African Airways as freight carriers.

The DCA says it has gone to great trouble to educate the Russians about South African conditions and procedures, stressing that the aircraft are not being used to transport passengers

"These aircraft carry only freight and fly very late at night. They are no more of a safety risk than any other aircraft and crew."

SAA public relations spokesman Leon Els said "There is continuous contact between SAA and the DCA to ensure that a safe operation is run. We take our cue from the DCA since it issues the licences."

The DCA confirmed it had received complaints from a pilots' association and air freight operators working inside the country. The pilots are worried

that the Russians, who are prepared to do "dog" shifts in the middle of the night for a fraction of what local pilots demand, will take over South African jobs and weaken their bargaining position as far as pay is concerned.

Freight operators fear undercutting by the Russians will be disastrous in an already depressed economy

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meeting before commenting.  
However, the ANC wanted  
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agreements between the gov-  
ernment and ANC, the need for  
a transitional government, re-  
gionalism, and the status of de-  
cisions reached at Codesa.

## Foreign pilots did not put ~~126~~ local lives in danger - SAA

*Star 11/11/93*  
By Brendan Templeton

More than 20 Ukrainian pilots  
were allowed to fly in South  
Africa for six months until they  
failed tests on fluency in Eng-  
lish, South African Airways  
spokesman Leon Els said last  
night. But he denied this had en-  
dangered lives or equipment.

The 24 pilots were sent home  
when they failed the tests after  
a six-month trial period.

Els was reacting to a report  
in the Sunday Times which said  
the pilots had caused several  
near-mishaps because their  
poor English made it difficult  
for them to understand air traf-

fic control instructions. (270)

Directorate of Civil Aviation  
(DCA) acting chief director  
Stuart Huckwell said the com-  
plaints would be investigated.  
But he was adamant the Ukrai-  
nians were brought to SA to im-  
prove safety.

SAA wanted to charter Rus-  
sian-built aircraft for a freight-  
er service. But the DCA insisted  
that only ground and air crews  
who were familiar with the air-  
craft should be allowed to oper-  
ate and service them.

The DCA also insisted the  
pilots undergo a six-month trial  
period, and the aircraft be  
operated only at night.

it the

# SAA's 2 200 job cut plan halfway there

STAR 19/1/93

By Peter Wellman

(270)

South African Airways wants 2 200 jobs cut by March and is nearly halfway there because of attractive voluntary retirement packages, SAA spokesman Leon Els said today.

He said the major SAA unions, for administration, pilots and engineering staff, had accepted that the packages were necessary and about 1 000 people had taken early retirement since October.

The cuts were part of SAA's Project Success to make the airline profitable and the packages were the first phase of the job-cutting part of the project, he said.

Other steps would be taken if the target of 2 200 jobs was not reached by March, said Els, but he stressed that management would ensure the expertise it

needed to run the airline efficiently was not lost.

SAA did not agree with some recommendations on SAA by the Competition Board last week, including increasing domestic fares by 20 percent and cutting flights by 30 percent on the "golden triangle" route, Johannesburg-Durban-Cape Town.

"Whether or not the board's recommendations will be implemented is now up to the Minister of Public Enterprises, Dr Dawie de Villiers," said Els.

Other cost-cutting measures employed since Project Success was launched included closing the Copenhagen and Buenos Aires offices, selling four Boeing 737s and leasing one out, and selling a 747 Kombi, Els said.

Staff and unions had been fully briefed all the way on the project, intended to get SAA back into the black, he said.



# Teachers want desks

By Sonti Maseko

*Sovetran 28/1/93*

TEACHERS at a school in Bophelong, Vanderbylpark, this week staged a sit-in at the Department of Education and Training demanding that they be supplied with school furniture.

The siege will last until the DET supplies desks and chairs to Bophelong High School, teachers said on Tuesday.

Tsolo, a new school which started taking in pupils in 1991, has no desks, no library books, no laboratory equipment and only 880 chairs delivered last Friday for 1 500 pupils.

The circuit inspector for Vanderbylpark, Mr Daniel Nishumayelo, said he had done all he could to obtain

## ■ Sit-in at Vaa offices of the DET:

furniture for the school

"Last year I even invited some officials from the regional office to share these experiences with us," he said.

Teachers, pupils, the Congress of South African Students, Pan Africanist Students Organisation, Bophelong Civic Association and ANC Youth league have formed a forum to put pressure on the department.

Spokesman Mr Mthobi Xaba said they wanted the whole of last year for the department to keep its promises.

Yesterday marked the third week since the schools reopened and teachers at Tsolo said there had not been a single day of learning as they were unable to teach without furniture.

# 400 transport workers fired

■ New machine causes friction:

*Sovetran 28/1/93*

MORE than 400 workers at Umfolozi Transport in Richards Bay were dismissed yesterday after they stopped work to enforce their demand for the reinstatement of a colleague.

The dismissed workers — bus drivers and workshop workers, downed tools on Tuesday, demanding that a bus driver who was dismissed on Monday after failing to use a new Omni fare-collecting machine correctly should be reinstated. Managing director of Umfolozi Transport Mr Andrei Joubert said the workers were dismissed after embarking on an "illegal" strike.



## NOTICE 79 OF 1993

## DEPARTMENT OF MANPOWER

LABOUR RELATIONS ACT, 1956

APPLICATION FOR VARIATION OF SCOPE OF  
REGISTRATION OF A TRADE UNION

I, Gerhardus Coenraad Papenfus, Assistant Industrial Registrar, do hereby, in terms of section 4 (2) as applied by section 7 (5) of the Labour Relations Act, 1956, give notice that an applicant for the variation of its scope of registration has been received from the Airline Pilots' Association—South Africa. Particulars of the application are reflected in the subjoined table

Any registered trade union which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower, 123A Manpower Building, 215 Schoeman Street, Pretoria (postal address: Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice

## TABLE

*Name of trade union* Airline Pilots' Association—South Africa.

*Date on which application was lodged* 11 January 1993.

*Interest and area in respect of which application is made* Any flight-deck crew member employed in South African commercial aviation in an active flying capacity in the Republic of South Africa

For the purpose of the above "flight-deck crew member" means a person qualified to operate as a pilot or light engineer in South African civil aviation by virtue of a valid Commercial, Senior Commercial, Airline Transport or Flight Engineer licence issued by the South African Directorate of Civil Aviation, and "flight-deck crew" has a corresponding meaning.

*Postal address of applicant* P.O. Box 796, Kempton Park, 1620.

*Office address of applicant* 10 Blockhouse Street, Kempton Park.

Attention is drawn to the following requirements of section 4 and 7 of the Act:

(a) The representativeness of any trade union which objects to the application shall in terms of section 4 (4) as applied by section 7 (5) be determined on the facts as they existed at the date on which the application was lodged and, as far as membership is concerned, only members who were in good standing in terms of section 1 (2) of the Act as at the aforesaid date shall be taken into consideration

(b) The procedure laid down in section 4 (2) must be followed in connection with any objection lodged

G. C. PAPERFUS,

Assistant Industrial Registrar

(29 January 1993)

## KENNISGEWING 79 VAN 1993

## DEPARTEMENT VAN MANNEKRAG

WET OP ARBEIDSVERHOUDINGE, 1956

AANSOEK OM VERANDERING VAN REGISTRASIE-  
BESTEK VAN 'N VAKVERENIGING.

Ek, Gerhardus Coenraad Papenfus, Assistent-nywerheidsregistrator, maak ingevolge artikel 4 (2) soos toegepas by artikel 7 (5) van die Wet op Arbeidsverhoudinge, 1956, hierby bekend dat 'n aansoek om die verandering van sy registrasiebestek ontvang is van die Airline Pilots' Association—South Africa. Besonderhede van die aansoek word in onderstaande tabel verstrekk

Enige geregistreerde vakvereniging wat teen die aansoek beswaar maak, word versoek om binne een maand na die datum van publikasie van hierdie kennisgewing sy beswaar skriftelik by my in te dien, p/a die Departement van Mannekrag, Mannekraggebou 123A, Schoemanstraat 215, Pretoria (posadres: Privaat Sak X117, Pretoria, 0001).

## TABEL

*Naam van vakvereniging* Airline Pilots' Association—South Africa.

*Datum waarop aansoek ingedien is*: 11 Januarie 1993.

*Belange en gebiede ten opsigte waarvan aansoek gedoen word* 'n Vliegdekbemanningslid in diens van Suid-Afrikaanse handelslugvaart in 'n aktiewe vliegvoerdienste in die Republiek van Suid-Afrika.

Vir die doel van bogenoemde beteken "vliegdekbemanningslid" 'n persoon gekwalifiseer om as 'n loods of boordingenieur te werk in Suid-Afrikaanse burgerlike lugvaart kragtens 'n geldige handels-, senior handels-, lugdiensvervoer- of boordingenieurslisensie uitgereik deur die Suid-Afrikaanse Direkoraat Burgerlike Lugvaart, en het "vliegdekbemanning" 'n ooreenstemmende betekenis.

*Posadres van applikant* Posbus 796, Kempton Park, 1620.

*Kantooradres van applikant* Blockhousestraat 10, Kempton Park

Die aandag word gevestig op onderstaande vereistes van artikels 4 en 7 van die Wet:

(a) Die mate waarin 'n beswaarmakende vakvereniging verteenwoordigend is, word ingevolge artikel 4 (4), soos toegepas by artikel 7 (5), bepaal volgens die feite soos hulle bestaan het op die datum waarop die aansoek ingedien is, en wat die lidmaatskap betref, word alleen lede wat ingevolge artikel 1 (2) van die wet op voormelde datum volwaardige lede was, in aanmerking geneem.

(b) Die prosedure voorgeskryf by artikel 4 (2) moet gevolg word in verband met 'n beswaar wat ingedien word

G. C. PAPERFUS,

Assistentnywerheidsregistrator.

(29 Januarie 1993)

# 'Beating halts city trains'

270  
CT 27/5/93

By GUY OLIVER

A BLACK railways union official has laid a common assault charge against a white train driver after he was allegedly attacked when he strayed into a white train drivers' enclave at Cape Town station yesterday

Trains were delayed for nearly 90 minutes after the assault on SA Railway and Harbour Workers' Union (SARWHU) official Mr Ndanele Tilela, when drivers staged a walk-out. Metro spokeswoman Ms Adri Bootsma said

Following negotiations and the cancellation of seven trains, with another seven trains delayed on average by about 25 minutes, normal service was resumed about 11 30am, she said

## Black unionist charges white train driver

Ms Bootsma said the "issue was resolved" and declined to elaborate as it was an internal affair

Mr Tilela, headbutted and humiliated in the attack, said the white drivers had returned to work after management had agreed that no disciplinary action would be taken against the driver

Mr Tilela said he had laid a charge of common assault against

the train driver. Police confirmed the charge

Mr Tilela said he had gone to the "white train drivers' cafe" to buy a cold drink and food after a disciplinary hearing, where he was to represent two SARWHU members, had been delayed

After he had bought the drinks from the white counter assistant, he watched some drivers playing pool to pass the time before the hearing. A train driver told him he was not allowed in the cafe and "pushed me around" but was stopped by his friends. Mr Tilela said "A couple of minutes later the same man grabbed me by my jacket and hit me in the face with his head"

Mr Tilela said he was shocked by the attack and believed it was motivated by "backwardness and racial hatred"



## Safair resumes Angolan run

STEPHANE BOTHMA

CARGO carrier Safair has resumed operations into Angola, eight months after the civil war forced the withdrawal of aircraft from the country.

Safair MD Braam Loots said yesterday the carrier was in the process of extending its interests by establishing maintenance facilities at Luanda which would be operated on a joint-venture basis with Angola.

Six aircraft were back at work in Angola, but this time on a strictly cash basis, he said.

Angola owed Safair about \$10m for work done before the election and subsequent civil war — debt which was partly to blame for the company's poor financial state.

Loots said he had no doubt the debt would be recovered.

Safair was earlier this year forced to retrench 33% of its staff after the collapse of several African contracts as a result of civil unrest and wars. The Angolan war alone had resulted in a R20m loss in annual turnover.

However, Loots was very upbeat about Safair's prospects for the next financial year starting in July.

The rationalisation and restructuring of Safair into three business units had resulted in massive savings, he said.

for which information is available and (d) for what purposes are these lounges used by Ministers? D245E

**The MINISTER OF TRANSPORT**

No, the relevant VIP lounges are made available free of charge to dignitaries (a), (b), (c) and (d) Fall away

**Child welfare agencies: food aid**

\*2 Mr M F CASSIM asked the Minister for National Health and Welfare:

- (1) Whether it has been brought to her or her Department's notice that child welfare agencies and other recognized bodies involved in dispensing food aid to the indigent were called upon to expend unusually large amounts of money shortly before the end of their financial year; if so, why were these agencies and bodies called upon to expend such amounts,
- (2) whether any problems have been experienced by the said agencies and bodies in respect of planning and performing their activities properly, if not, what is the position in this regard, if so, what problems,
- (3) whether she will make a statement on the matter? D271E

**The DEPUTY MINISTER FOR NATIONAL HEALTH AND WELFARE**

- (1) No;
- (2) yes, firstly some of the organisations thought that it would take less time to get programmes established. This did not evolve and therefore they over-estimated and could not utilise all the funds before the end of the financial year on 31 March 1993. These funds had to be paid back to the State coffers. Savings realized in this manner will be included as a supplementary annexure to the first report on the State of the Expenditure Budget of the Department for the 1993/94 financial year and made available to the National Nutrition and Social Development Programme, and secondly smaller organisations are not yet properly geared to expend funds according to Treasury Instructions.
- (3) no

**Expropriated land: price/return**

\*4 Mr M NARANJEE asked the Minister of Regional and Land Affairs:

- (1) Whether it has been decided that land acquired or expropriated in terms of racially based legislation was to be returned to the former owners of such land at the price paid at the time of the acquisition or expropriation thereof in terms of the said legislation, if not, why not, if so, what are the relevant details,
- (2) whether any such land (a) has been and/or (b) is to be so returned, if not, what is the position in this regard, if so, to whom? D274E

**The DEPUTY MINISTER OF REGIONAL AND LAND AFFAIRS**

- (1) No. The Advisory Commission on Land Allocation investigates all claims regarding the restoration of ownership rights in terms of the provisions of the Abolition of Racially Based Land Measures Act, 1991 (Act 108/1991), on the merits of each case and submits thereafter its recommendations to the State President for consideration. The final decision regarding the conditions and the prices at which the identified properties could be alienated, rests with the State President-in-Cabinet after considering the recommendations of the Advisory Commission on Land Allocation. The ultimate decision of the State President-in-Cabinet is binding.
- (2) (a) and (b)

On the recommendation of the Advisory Commission on Land Allocation, the State President-in-Cabinet has decided that the following identified state owned properties may be alienated to the former owners, namely:

- Rooiboom (Ladysmith)
- Charlestown (Newcastle)
- Groote Springfontyn (Melkbosstrand)
- Asiatie Bazaar (Pretoria)

The Advisory Commission on Land Allocation is at present investigating a number of claims regarding the restoration of ownership over identified land, the details of which are not yet available

The CHAIRMAN OF THE HOUSE Order! I wish to inform hon members that the time allotted for questions on general affairs has expired. However, I am going to proceed with the rest of the questions, so that we can get the replies while the hon Ministers are here

**Housing subsidy scheme: capital subsidy coupon**

\*5 Mr M F CASSIM asked the Minister of National Housing:

- (1) Whether, with reference to information furnished to the Minister's Department for the purpose of his reply, he or his Department intends introducing a housing subsidy scheme in terms of which a capital subsidy coupon is provided to an eligible first-time home buyer, if not, why not, if so, when is it anticipated that such a scheme or a similar one will be introduced in the Republic,
- (2) whether he will make a statement on the matter? D262E

**The MINISTER OF CORRECTIONAL SERVICES (for the Minister of National Housing)**

- (1) The hon member will be aware of the fact that the Task Group which investigated a new housing policy and strategy has recommended that a capital subsidy should form part of the solution to South Africa's housing problem. The possible utilisation of a capital subsidy coupon along the lines of the Chilean model is addressed in the report.

As the recommendations by the Task Group are at present serving as an important input in the negotiation process between the Department of Local Government and National Housing and the National Housing Forum, it would be premature to commit oneself at this stage to the feasibility of detailed issues





**SKY'S THE LIMIT . . . Black pilots who have returned from exile will be permitted to fly for SAA once conversion training is completed. Pilot Samuel Mapenga awaits his commercial pilots' licence.**

*C Press 23/5/93*

# Exiled pilots' fight to fly takes off

**By BERENG MTIMKULU**

RETURNED black exiles with pilots' licences will be allowed to fly SAA planes after successfully completing SA conversion training

But the wait may be long as there are no vacancies for them now, SAA spokesman Leon Els said this week

The SAA Pilots' Association (SAAPA), SAA management in consultation with the ANC's Committee of Returned Exiles Aviators (Corea), are now drawing up a new employment

policy

SAAPA chairman, Cpt Clare Fichardt, said the new employment policy would ensure that all pilots and trainee pilots, irrespective of their race, would be treated equally

"Most African countries," he said, "may possibly not have the standard of training we have here"

Corea spokesman, Zukile Nomvete, said during meetings last week the SAA said it had no objection to employing black pilots

These new developments come after

a feud within SAA ranks which led to the resignation of SAA executive manager, Cpt Mickey Mitchell

Mitchell claimed there was a plan to lower the standards to enable blacks to train as SAA pilots

However, Fichardt and SAA PRO Leon Els said Mitchell's resignation had "nothing to do with the employment of pilots"

"We told the airline's chief executive of our grievances and the investigation resulted in Cpt Mitchell's resignation. We have now urged all SAAPA mem-

bers to reaffirm their commitment to SAA's management," said Fichardt

He agreed that past government policies had led to a situation in which "certain sections of the population are disadvantaged, and this situation requires correction"

City Press received a copy of a letter Fichardt wrote to Mitchell in which he expressed misgivings about his management style

Mitchell was not available for comment. His wife said he had not resigned, but was on pension

**PICTURE BY SIPHIWE MHLAMBI**



# A million rand for a woman on the way up

South 815 - 1215193

**A**<sup>270</sup> 24-YEAR-OLD woman has won a million rand in a competition for the best small to medium enterprise business in South Africa last Saturday Ms Denise Bottger won the NedEnterprise/Be-In Millionaire competition, a multi-million rand business entrepreneurship drive initiated by the Small Business Development Corporation together with CCV TV and the sponsors, NedEnterprise.

Bottger owns Debon-Air Tours, an agency in Roodepoort that runs tours for international guests.

She employs a secretary, a personal assistant and 12 pilots and 16 air hostesses on a freelance basis. She has recently started marketing Debon-Air's services to the corporate sector, and is currently negotiating with Malaysian Airlines to provide crews on flights to South Africa.

Her growing enterprise was judged the best of the 278 entries, which included such innovative ideas as a pedal powered laundry-cum-exercise machine and educational theatre productions on topics like Aids and ecology.

She was one of four finalists who waited with bated breath for the announcement of the winner at the end of a six-hour television focus on developing small business potential in South Africa.

Runner-up was 26-year-old Lawrence Patterson, who received computer equipment for his Cape Town wholesale business M&L Electrical Suppliers. Other finalists were 21-year-old Hildeke Schreuder, owner manager of the Kikoy Cafe in Westdene, Johannesburg, and 29-year-old Sean Penrith of Green Glass Resourceful Recycling, who makes wine glasses from recycled bottles.

# Train conductors 'fear for lives'

KARIN SCHIMKE  
Weekend Argus Reporter

(270)  
ARGUS/S/S/93

METRO train conductors are refusing to work because they believe their lives are in danger.

A spokesman for the Transnet Allied Trade Union (TATU), Mr Dennis George, said yesterday "Four of our members have been assaulted and about 100 conductors refused to work yesterday.

"We fear there may be sympathy strikes from other branches in the Western Cape."

Meetings were held between the union and rail management yesterday.

REPUBLIC  
OF  
SOUTH AFRICA



REPUBLIEK  
VAN  
SUID-AFRIKA

# Government Gazette Staatskoerant

Vol. 335

PRETORIA, 14 MAY  
MEI 1993

No. 14818

## GENERAL NOTICE

### NOTICE 431 OF 1993

DEPARTMENT OF TRANSPORT (270)

AIR SERVICE LICENSING ACT, 1990  
(ACT No 115 OF 1990)

Pursuant to the provisions of section 15 (1) (b) of Act No 115 of 1990 and regulation 8 of the Domestic Air Services Regulations, 1991, it is hereby notified for general information that the applications details of which appear in the Schedule hereto, will be considered by the Air Service Licensing Council

Representations in accordance with section 15 (3) of Act No 115 of 1990 in support of, or in opposition to, an application, should reach the Air Service Licensing Council, Private Bag X193, Pretoria, 0001, within 21 days of the date of publication hereof

### SCHEDULE 2

#### APPLICATIONS FOR THE AMENDMENT OF LICENCES

(A) Full name and trade name of applicant. (B) Full business or residential address of applicant (C) The class of licence in respect of which the amendment is sought (D) Type of air service and the amendment thereto which is being applied for (E) Category of aircraft and the amendment thereto which is being applied for

(A) Midlands Aviation (Pty) Ltd, Air Midlands. (B) P O Box 12020, Oribi, 3205 (C) Class I (D) Type S1 and S2 (E) Category A3 add A2

(A) Midlands Aviation (Pty) Ltd, Air Midlands (B) P.O Box 12020, Oribi, 3205 (C) Class II (D) Type N1 and N2 (E) Category A3 and A4, add A2

11312—A

## ALGEMENE KENNISGEWING

### KENNISGEWING 431 VAN 1993

DEPARTEMENT VAN VERVOER

WET OP DIE LISENSIERING VAN LUGDIENSTE,  
1990 (WET No. 115 VAN 1990)

Hierby word ingevolge die bepalings van artikel 15 (1) (b) van Wet No 115 van 1990 en regulasie 8 van die Regulasies vir Binnelandse Lugdienste, 1991, vir algemene inligting bekendgemaak dat die Lugdienslisensieringsraad die aansoeke waarvan besonderhede in die Bylae hieronder verskyn, sal oorweeg

Vertoe ingevolge artikel 15 (3) van Wet No 115 van 1990 ter ondersteuning of bestryding van 'n aansoek moet die Lugdienslisensieringsraad, Privaat Sak X193, Pretoria, 0001, binne 21 dae na die datum van publikasie hiervan bereik

### BYLAE 2

#### AANSOEKE OM DIE WYSIGING VAN LISENSIES

(A) Volle naam en handelsnaam van aansoeker. (B) Volle besigheids- of woonadres van aansoeker. (C) Klas lisensie ten opsigte waarvan 'n wysiging gevra word (D) Tipe lugdiens en die wysiging daarvan waarom aansoek gedoen word (E) Kategorie lugvaartuig en die wysiging daarvan waarom aansoek gedoen word

(A) Midlands Aviation (Edms.) Bpk, Air Midlands. (B) Posbus 12020, Oribi, 3205 (C) Klas I. (D) Tipe S1 en S2 (E) Kategorie A3, voeg by A2

(A) Midlands Aviation (Edms.) Bpk, Air Midlands (B) Posbus 12020, Oribi, 3205 (C) Klas II (D) Tipe N1 en N2 (E) Kategorie A3 en A4, voeg by A2

14818—1



# Overworked SAA cabin crew a risk, staff warn

SI Times 215193  
(2-10)

EXHAUSTED cabin attendants are becoming a serious threat to flight safety, SAA crew members have warned

Air hostesses and stewards — who sometimes work for more than 20 hours at a stretch — are shirking their duties because they are “drunk” with tiredness

Two attendants, who wished to remain anonymous, said this week that they had seen cabin crew

- Sleeping in their seats

By ROGER MAKINGS

during landing — a critical phase of flight.

- Deliberately not checking that seat-belts were fastened,

- Sleeping on buns in the galleys while passengers stood in the aisles and smoked — a serious safety hazard — and not checking if passengers were smoking in the toilets;

- “Disappearing” after they had served meals because they could no longer face the

demands of passengers

This week the president of the SAA Pilots' Association, Captain Clair Fichardt, said the matter had been taken up with the airline's management.

“Any situation that fatigues air crew is a cause for concern and a threat to safety,” he said

A senior air hostess said an unexpectedly high number of cabin attendants had opted for voluntary retrenchment offered by Operation Success — a programme designed to return SAA to profitability through a 20 percent reduction in staff

“This left us short-staffed”

She said a ballot had been taken and the union agreed that work hours could be extended and days off postponed for four months until more staff were appointed

## Delicate

However, the period of extended duty should have ended in the first week of April, but attendants said this had not happened

A spokesman for the cabin attendants' union refused to comment, saying negotiations with management over salaries and conditions of employment were at a delicate stage

In a confidential circular to cabin crew last week, the senior manager of in-flight services warned of an “alarming” increase of infringements in the past few months

It warned that in future disciplinary action would be taken against offenders

# NEWS 900 buses help transport mourners to FNB stadium and home again

## Transport grinds to a halt for Hami

■ **Trains take mourners back home:**  
*Sowetan 20/4/93*  
**Sowetan Correspondent**

BUSES serving townships in the PWV ground to a total halt yesterday and trains ran 90 percent empty but no incidents were reported by officials from Putco or Spoornet.

The work stoppage was claimed to be almost 100 percent.

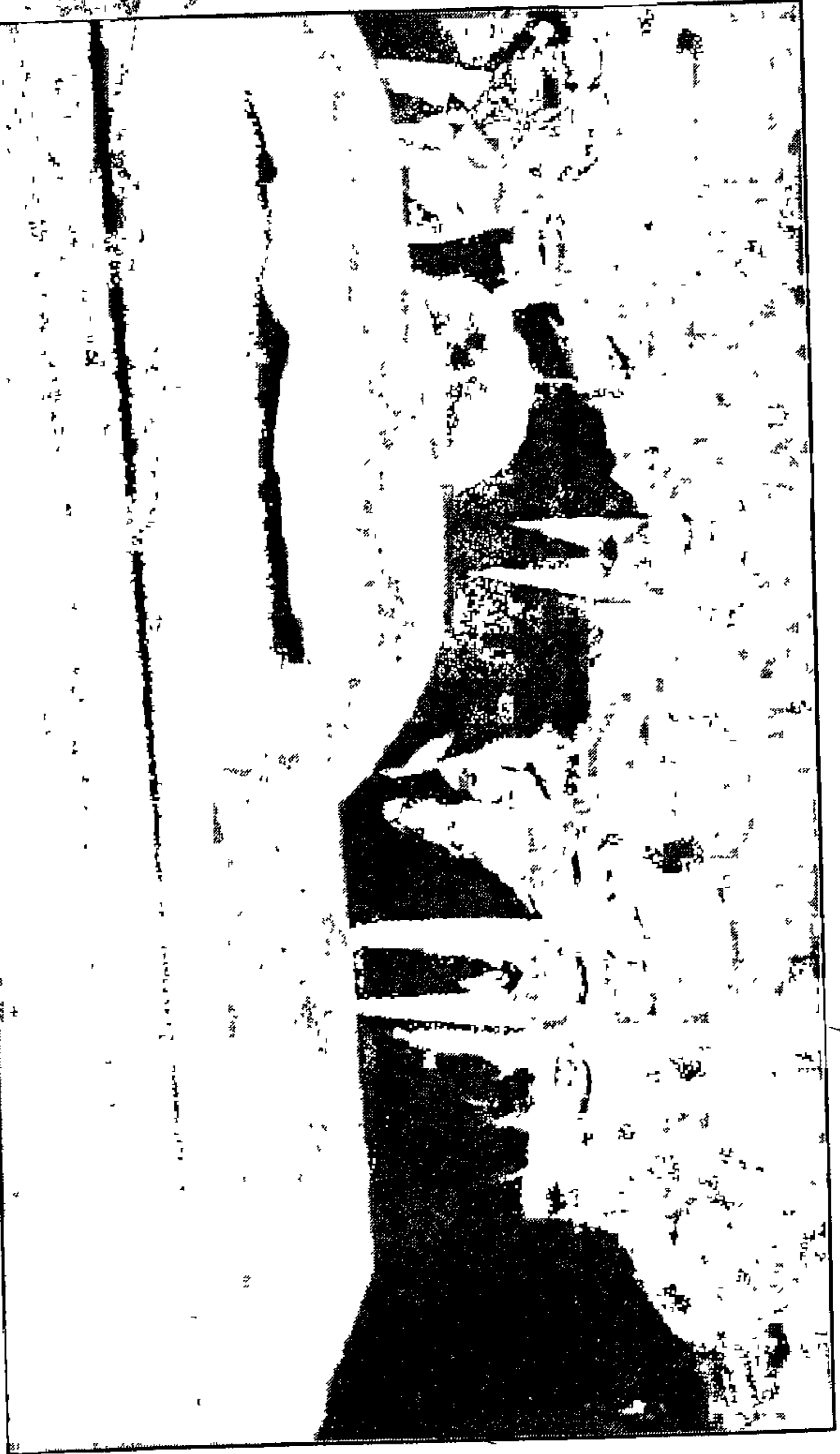
Putco director Dr Jack Visser said after extensive and fruitful negotiations with the ANC's tripartite alliance, Putco supplied more than 500 buses for transport to the FNB Stadium yesterday.

Every vehicle was accompanied by two ANC marshals and apart from a few minor hijackings all buses arrived at their destination.

Putco had been in constant contact with ANC headquarters in Johannesburg and any requests for additional buses were immediately attended to at Putco's Gallo Manor headquarters, he said.

A Spoornet spokesman said the normal train service supplied for workers was only 10 percent full but special trains from Johannesburg and New Canada stations to the Nasrec station had run without a hitch.

Trains were laid on to return mourners to their homes after the ceremony at the FNB Stadium, some to as far afield as Cape Town, Port Elizabeth and East London.



**FINAL SALUTE ...** Oliver Tambo, Nelson Mandela, Walter Sisulu and former Zambian president Kenneth Kaunda stand to attention in front of the coffin of slain SACP leader Chris Hanl at the FNB Stadium.

# SAA pilots in demand

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S/Times (BUSS)  
18/4/93 By ROGER MAKINGS

SA AIRWAYS hopes to save almost R16-million through leasing out its pilots this year.

The airline, which has 52 pilots and eight flight engineers leased out to foreign carriers, was recently asked to supply a further 24 pilots to an Irish-based aviation procurement agency to work in the US.

This week a Pakistani company asked for five pilots and four flight engineers.

The requests come at a time when there is a world-wide glut of pilots — US carrier Delta last week re-trenched 600 pilots, equivalent to SAA's entire complement.

SAA's commercial development manager, flight operations, Captain Eddie Bourhill, says the airline is bucking the international trend because of the high regard for its pilots.

## 18/4/93 Thorough

"We have a reputation for leasing quality pilots and flight engineers who are among the best in the world, largely due to our thorough training methods," says Captain Bourhill.

But he adds that SAA is reaching saturation point. "We are getting to the stage where we need all our crews, but are not yet in a position to take on more pilots."

The worth of the contracts lies not only in the savings to the airline of keeping underutilised pilots on full pay and benefits, but also makes money for SAA.

"Obviously, we also charge a commission for each crew member leased out, which goes into SAA's coffers," says Captain Bourhill, who declined to say how much the airline was making out of its leasings.



No. R. 623

16 April 1993

## LABOUR RELATIONS ACT, 1956

## FURNITURE MANUFACTURING INDUSTRY, WESTERN CAPE. RENEWAL OF MAIN AGREEMENT

I, Dennis van der Walt, Director: Labour Relations, duly authorised thereto by the Minister of Manpower, hereby, in terms of section 48 (4) (a) (ii) of the Labour Relations Act, 1956, declare the provisions of Government Notices Nos R. 2458 of 28 November 1986, R. 381 of 4 March 1988, R. 2573 of 23 December 1988, R. 1744 of 11 August 1989, R. 899 of 26 April 1991 and R. 513 of 26 March 1993, to be effective from the date of publication of this notice and for the period ending 31 December 1993.

**D. VAN DER WALT,**  
Director: Labour Relations.

## MINISTRY FOR PUBLIC ENTERPRISES

No. R. 630

16 April 1993

## TRANSNET PENSION FUND RULES

I, Dawid Jacobus de Villiers, Minister for Public Enterprises, under section 5 (2) of the Transnet Pension Fund Act, 1990 (Act No. 62 of 1990), hereby publish with the concurrence of the Minister of Finance as is required by that section, amendments to the Transnet Pension Fund Rules.

**D. J. DE VILLIERS,**  
Minister for Public Enterprises.

## GENERAL EXPLANATORY NOTE:

- [ ]** Words in bold type in square brackets indicate deletions in existing rules.  
 \_\_\_\_\_ Words underlined indicate insertions in existing rules.

## AMENDMENT OF THE TRANSNET PENSION FUND RULES ORIGINALLY PUBLISHED IN GOVERNMENT GAZETTE No. 12772 OF 5 OCTOBER 1990

A. Rule 21 of the Transnet Pension Fund Rules is with effect from 1 April 1993 hereby amended—

(a) by the substitution for paragraph (1) of the following paragraph:

“(1) Every employee of an employer, other than an employee referred in paragraph (3) (b), who has undergone a medical examination conducted for the purpose of employment **[or of Consolidated Service Condition 5]** shall, **[subject to paragraphs (5) and (6)]** be a member of the Fund unless such person—

(a) is less than 16 years of age;

No. R. 623

16 April 1993

## WET OP ARBEIDSVERHOUDINGE, 1956

## MEUBELNYWERHEID, WES-KAAPLAND HERNUWING VAN HOOFOOREENKOMS

Ek, Dennis van der Walt, Direkteur: Arbeidsverhoudinge, behoorlik daartoe gemagtig deur die Minister van Mannekrag, verklaar hierby, kragtens artikel 48 (4) (a) (ii) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings van Goewermentskennisgewings Nos. R. 2458 van 28 November 1986, R. 381 van 4 Maart 1988, R. 2573 van 23 Desember 1988, R. 1744 van 11 Augustus 1989, R. 899 van 26 April 1991 en R. 513 van 26 Maart 1993, van krag is vanaf die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Desember 1993 eindig.

**D. VAN DER WALT,**  
Direkteur: Arbeidsverhoudinge.

## MINISTERIE VIR OPENBARE ONDERNEMINGS

No. R. 630

16 April 1993

## TRANSNET-PENSIOENFONDSSTATUTE

Ek, Dawid Jacobus de Villiers, Minister vir Openbare Ondernemings, handelend kragtens artikel 5 (2) van die Transnet-Pensioenfondswet, 1990 (Wet No. 62 van 1990), publiseer hierby, met die instemming van die Minister van Finansies soos deur daardie artikel vereis, wysigings in die Transnet-Pensioenfondsstatute.

**D. J. DE VILLIERS,**  
Minister vir Openbare Ondernemings.

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- (b) is engaged under a contract for a fixed period; or
- (c) is employed in a casual capacity.”;

- (b) by the deletion of paragraphs (5) and (6);
- (c) by the insertion of the following paragraph after paragraph (4):

“(5) an employee who, due to health reasons, could not obtain membership of the Fund prior to 1 April 1993, shall, with his consent be a member of the Fund provided he otherwise qualifies for membership in terms of paragraph (1).”;

- (d) by renumbering paragraph (7) to (6).

**B. Rule 32 of the Transnet Pension Fund Rules is hereby amended—**

- (a) by the substitution in paragraphs (1) (a), (2) (a), (3) (a), (4) (a), (5) (a), (6) (1) (i), (7) (a) (i), (8) (a) (i), (11) (a) (ii) (aa), (12) (a) (i) (aa), (12A) (b) and (17) (a) (i) for the wording “a Pension which shall be calculated as a fraction of the member’s last pensionable emoluments immediately preceding retirement” of the wording “a Pension which shall be calculated as a fraction of the member’s average pensionable emoluments during the last 12 months prior to retirement” everywhere it appears;

- (b) by the deletion of paragraph (10);

- (c) by the insertion of the following paragraph after paragraph (9):

“(10) (a) a Member who is appointed in temporary or permanent employment and contributes to the Fund at the rate of 7,5% of his pensionable emoluments and is entitled to retire on completion of 40 years actual service, shall, subject to the provisions of subparagraphs (d), (e) and (f), be granted pension benefits as follows:

- (i) a pension, which shall be calculated on the member’s average pensionable emoluments over the last 12 months preceding retirement multiplied by the period of membership of the Fund expressed in years (each day of an incomplete year being reckoned as one three hundred and sixty-fifth of a year), and divided by 60.

- (ii) a gratuity, which shall be calculated by multiplying each rand of one-third of the pension calculated in subparagraph (i), by 12 and in the case of a female member who exercised the option prior to 1 January 1991 that no pension benefit be paid to her spouse or children by 13.

- (b) A member who is appointed in temporary or permanent employment and contributes to the Fund at the rate of 8,5% of his pensionable emoluments and is entitled to retire after completion of—

- (i) 37 years actual service; or

- (ii) 37 years actual service in the case of a member who occupied the position of Ore Train Driver, Shunting Driver or Driver’s Assistant and was transferred to Transnet arising from the purchase of the Sishen-Saldanha Bay Project who elected to retire at the age of 58 years and contributes to the Fund at the rate of 8,5% of his pensionable emoluments; or

(iii) 35 years actual service in the case of—

a member employed prior to 29 June 1955 and who was a member of the former New Railways and Harbours Superannuation Fund; or

a member employed prior to 1 December 1981 and who was a member of the former Railways- and Harbours Pension Fund for Non-Whites;

shall, subject to the provisions of subparagraphs (d), (e) and (f) be granted the pension benefits in subparagraph (c).

(c) The following pension benefit shall be granted to a member referred in (b):

(i) a Pension, which shall be calculated on the member's average pensionable emoluments over the last 12 months preceding retirement multiplied by the period of membership of the Fund expressed in years (each day of an incomplete year being reckoned as one three hundred and sixty-fifth of a year), divided by 55.

(ii) A gratuity, which shall be calculated by multiplying each rand of one-third of the pension calculated in subparagraph (i), by 13,5.

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~~270~~

(d) The member referred to in subparagraphs (a) and (b) shall pay to the Fund an amount equivalent to the contributions that would have been payable had the member remained in the employ of the employer until attainment of the age of 60 years for that member who contributes at 7,5% and the age of 55 years for that member who contributes at 8,5%.

(e) The contributions referred to in subparagraph (d) shall be calculated on the member's pensionable emoluments immediately prior to retirement.

(f) The employer shall pay to the Fund its contributions calculated on the contributions as calculated in terms of subparagraph (d).

(g) Pensionable service referred to in Rule 32 (2) shall be taken into account for the purpose of the period of membership referred to in (a) (i) and (c) (i).";

(d) by the insertion of the following new paragraph after paragraph (10):

"(10) (A) A member who has completed 35 years actual continuous service on 1 December 1992 to 31 March 1995 (both dates included) and elects to retire, shall be granted the same pension benefit referred in paragraphs (10) (a) and (10) (c), and is subject to the provisions of subparagraphs (d), (e) and (f).";

(e) by the insertion of the following paragraph after paragraph (17):

"(18) If a member appointed in temporary or permanent employment retires earlier than the prescribed retiring age by reason of any mental or physical defect, disease or infirmity which would be likely to interfere with the proper performance of his duties, he shall be paid only the total amount of his own contributions plus, in respect of each year for which contributions were paid in excess of 13 years, 3,6% of such contributions.";

(f) by the substitution in paragraphs (23) (c) (ii), (23) (f) (dd), (24) (b) (i) and (24) (b) (ii) "80%" for "70%".



# Black pilot CIPress 11/4/93 'just a front' — returnees

By BERENG MTIMKULU

SOUTH African Airways' move to hire a former political exile as the first black pilot in SAA may seem a positive step, but the Committee of Returned Exiles' Aviators (Corea) is not impressed.

Corea convenor Zukile Nomvete's gripe against SAA stems from the "reluctance" of the airways to hire black pilots, flight engineers and ground engineers represented by the committee.

He said Corea represented exiled aviators who underwent aviation training to qualify as pilots, flight engineers and ground engineers in other countries.

He denounced the recent approval of Lucky Mngadi's application as a "smokescreen", saying SAA was not sincere about fundamental change in the industry.

Forty-three-year-old Mngadi, now in Harare, was last week reportedly given the green light to join SAA as a pilot. Al-

## SAA accused of racism by black aviators

though he has 4 000 hours flying experience, holds an American Airline Transport Pilot's Licence and a Zimbabwean AITP, he still has to pass SAA aviation examinations to fly a South African airbus.

Nomvete has been in aviation for the past 13 years and boasts 3 300 hours flying experience as an international pilot.

He said there was no need for Mngadi to undergo SAA tests as he was already a qualified pilot and flight captain with 4 000 hours flying experience, clearly outnumbering the 1 000 hours flying experience set by SAA.

Nomvete said during March this year, he and other Corea representa-

tives accompanied SAA representatives on a fact-finding mission to Singapore and Australia where it was hoped that their pilot's licences, issued outside SA, would be evaluated.

"Singapore and Australia were very impressed with our qualifications and mentioned that our licences were internationally recognised. It's only the racist attitude of SAA that has constantly barred our men from employment," said Nomvete.

According to a letter addressed to Corea in 1992, headlined "Issuance of Flight Engineers Licences", Minister of Transport and Posts and Telecommunications Dr PJ Welgemoed said the

SA aviation industry "finds itself in a very depressed state due to the financial climate... employment and sponsorship opportunities are very limited"

Dr Welgemoed said the International Civil Aviation Organisation, a facilitator to approval of aviation licences, does not automatically recognise foreign licences.

He said the applicants had to pass prescribed examinations and flight tests to qualify for the SA licence.

According to Dr Welgemoed, three flight engineers wrote the relevant examinations but all failed.

"Our guys wrote examinations which were not based on a specific aviation curriculum but were a very broad aviation examination, thus they flunked," retorted Nomvete.

Efforts to contact SAA's executive manager in flight operations, Captain Mickey Mitchell, were unsuccessful.

# SAA plan to put 12 black pilots in its cockpits

STimes 11/4/93. (270) ~~271~~

SAA, in an effort to put at least 12 black pilots in its cockpits within two years, will drop existing entry-level qualifications.

Because there has been a plethora of pilots in SA for years, SAA has set the extremely high standard of 1 000 hours minimum as well as a commercial pilot's licence — which the ANC says is unfair.

This will now be dropped to 250 hours and a SA-issued commercial licence and instrument rating following a visit to two top overseas airline training academies by an SAA and ANC delegation.

The black candidates, who will be drawn mainly from local schools, will be selected by the airline, sent to orientation classes at Jan Smuts and, after careful screening, will undergo a year's intensive training either in SA or overseas.

The move is in line with Transnet's policy of changing "the composition of personnel on all levels in line with the population composition in SA".

The plan to train pilots was formulated after a series of meetings and overseas visits by SAA and an ANC human resources delegation.

The airline's chief executive officer, Mr Mike Myburgh, said this

By ROGER MAKINGS

hours, thereby setting the standard."

However, the era of the 1 000-hour applicant was over, due to the ability to train pilots to airline standard within 250 hours — as is done by many international carriers.

The SAAF, after drastic cut-backs, was training fewer pilots and could be expected to hold on to them for longer.

"With this in mind, I think we will have to follow the same route, initially sending *ab initio* candidates to flying schools until we can reactivate our own training programme."

However, any South African flying academy would have to be funded by local airlines.

The cost of training a student up to the 250-hour level was in the region of R300 000, putting the bill for the 12 black pilots at close to R4-million — a sum he hoped would be paid for by foreign grants.

He stressed, however, that once basic training had been completed, the students would still have to pass SAA's stringent conversion courses, the standards of which would not be compromised.

week "Ideally we would like to have cockpit crews that reflect the composition of the SA community."

SAA's executive manager, flight operations, Captain Mickey Mitchell, said that, while the airline did not need additional pilots at present, "we have to plan for the future with possible changes to the selection-board process and the entry-level qualifications of pilots."

Captain Mitchell said that although SAA was altering its entry-level requirements it would not lower its training standards.

He said that, in response to ANC claims that SAA's requirements were too high, he had taken a two-man ANC delegation to Singapore Airlines and Qantas in Australia.

"These airlines have their own academies which produce commercially licensed and instrument-rated co-pilots for their own airlines after 250 hours' intensive training."

"The ANC team agreed that these were the minimum standards required for a successful airline — which are not far removed from our existing requirements," Captain Mitchell said.

"At SAA we have been fortunate, traditionally drawing most of our pilots from the SAAF — pilots who have logged several thousand

# Former political exile to join SAA as a pilot

By ROGER MAKINGS

A SOUTH African former exile has been offered a job as a pilot with SAA

Mr Lucky Mngadi, 43, who was an Air Zimbabwe Boeing 767 co-pilot with nearly 4 000 hours' flying experience, left South Africa during the unrest in the 1970s while a school teacher in Qwaqwa

He holds an American Airline Transport Pilot's Licence and a Zimbabwean ALTP

He will, however, have to pass the South African commercial pilot's licence and instrument-rating examinations before he can begin training with SAA. After that he will have to acquire both a senior commercial rating and a South African ALTP

SAA's executive manager, flight operations, Captain Mickey Mitchell, said this week that Mr Mngadi's appointment "is in line with Transnet's strategic plan for 1993 in which the composition of person-

nel on all levels will change to fall in line with that of SA's population make-up"

The chairman of the SAA Pilots Association, Captain Clair Fichardt, said this week that his association understood and supported the need for affirmative action, but required that all new candidates coming into SAA should be treated equally according to policy and procedures.

"It would be less than fair to subject anyone to SAA's demanding training schedules without that candidate being thoroughly equipped for the task," he said

"The training section has a firm policy and laid-down procedures. If a candidate has a problem, corrective training is given, but if this fails, training of the candidate ceases. Saapa expects nothing less in the future. There can be no compromise in standards."

Capt Fichardt said safety was non-negotiable and the interests of passengers and crews were of paramount importance to the association and SAA

Saapa welcomed within its ranks all pilots, irrespective of race, creed or colour, who complied with the laid-down requirements.

Capt Mitchell said that, subject to passing all the exams, Mr Mngadi would start as a third-pilot at the bottom of the seniority ladder and work his way up through domestic aircraft as other pilots had done

"Although he will receive all the assistance we can give him, there can be no hint of favouritism," he added



# ANC, IFP *Star 29/3/93* in festival *270* of peace

PORT SHEPSTONE — Hundreds of ANC and IFP supporters gathered yesterday in a field at Batania, near Port Shepstone on the Natal South Coast, to celebrate three months of peace in the once war-ravaged community. Chanting supporters from both organisations mingled and toy-toyed without any signs of acrimony.

The "peace festival" followed months of wrangling by the Port Shepstone Peace Committee and international observer missions.

A large police contingent watched the proceedings.

There has been relative calm in the two chieftainships in the area after the safe return home of ANC refugees in December.

— Sapa

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# 34 civil pilots illegal

THIRTY-FOUR civil pilot licences issued by the Commissioner of Civil Aviation to military pilots — who have not met certain legal requirements — were declared null and void in the Pretoria Supreme Court yesterday.

The affected pilots are mainly flying executive jets.

The Airline Pilots' Association of South Africa launched the application to set aside civilian pilots' licences granted to about 40 military pilots be-

tween May 1988 and February 1990. Mr Justice K van Dijkhorst found that candidates who applied for civil pilots' licences had to write civil examinations, which 34 of the pilots had not done.

The Minister of Transport and the pilots are to appeal against the findings. In the meantime the pilots will be allowed to continue flying — Sapa, Staff Reporter

*Hansard*

January 1993 and instructed pupils to leave their classrooms daily at 11 00. These actions were presented as protest against the payment of examination fees by 10 candidates and to force the Government to do away with these fees.

As a result of these actions no significant education took place at primary and secondary schools in Soweto for the period 15 February 1993 to 26 February 1993.

- (3) No  
(4) No

**Road Traffic Act: amendment**

\*11 Mr L FUCHS asked the Minister of Justice:

- (1) Whether his Department was consulted by the Department of Transport in respect of the proposed insertion of a new subsection (5) in section 122 of the Road Traffic Act, 1989 (Act No 29 of 1989), if so, what (a) are the details of this consultation and (b) was his or his Department's response,
- (2) whether he will make a statement on the matter? B420E

The MINISTER OF JUSTICE

- (1) Yes

(a) On 29 April 1992 and 13 July 1992 my Department formally commented on the Bill. On the latter date comments obtained from the various Attorneys-General were also brought to the attention of the Department of Transport. In addition hereto officials from my Department and representatives of the Attorneys-General of Transvaal and the Cape attended a demonstration of the apparatus concerned on 8 September 1992 in Pretoria. Various discussions followed and on 9 February 1993 the Attorneys-General of Transvaal and of the Cape personally attended a demonstration of the apparatus in Cape Town.

(b) Although the principle in respect of the establishment of a more efficient method to expedite the process by which drunken drivers are being brought before our courts of law, is

HOUSE OF ASSEMBLY

supported, practical problems were foreseen with the application of the provisions concerned and they were brought to the attention of the Department of Transport.

(2) Yes. After discussions between myself and the Minister of Transport, the latter indicated during the Second Reading debate of the Bill that the provision concerned would not be put into operation before the Department of Justice had submitted proposals to obviate the practical problems which are foreseen. It is expected that the Attorneys-General will soon give a co-ordinated opinion on possible solutions.

**Transnet: employment policy**

\*12 Mr J CHOLÉ asked the Minister of Public Enterprises:

- (1) How many (a) Whites and (b) Non-Whites were taken into employment by Transnet during the period 1 April 1992 to 15 March 1993,
- (2) whether, since 1 January 1990, any policy guidelines in respect of the employment of applicants containing a reference to the race of an applicant have been in existence or have been furnished to any employment offices, if so, what are the relevant details,
- (3) whether he will make a statement on the matter? B484E

The MINISTER FOR PUBLIC ENTERPRISES

The Managing Director of Transnet Limited replied as follows to the hon member's question

- (1) (a) 271 } (15 April 1992 to 15 February 1993)  
(b) 385 }

(2) Yes. Since August 1991, Transnet has been following a recruitment policy whereby business units have to obtain the approval of its Management Board for the employment of White applicants.

(3) Yes. Transnet Limited is a public company with a Board of Directors. As such they manage their own human resources affairs. It is one of Transnet Limited's

business goals to become an equal opportunity company. To reach this goal it is imperative that the recruitment of White people be addressed. From January to July 1991, eight times more Whites than Non-Whites were recruited by the Company. This led to the implementation of the above-mentioned policy to inhibit the historical benefit enjoyed by Whites in terms of recruitment.

As can be seen from the statistics supplied in part (1) of the reply, this goal is being successfully addressed by Transnet's Management. (270)

**SAP/SADF: criminal conduct of members**

\*13 Mr C W EGLIN asked the Minister of Justice:

Whether the criteria applied or discretions exercised by the Attorneys-General in deciding whether to prosecute members of the South African Police or Defence Force for alleged criminal conduct are the same as those applicable to the general public, if not, (a) why not and (b) in what respects do the criteria applied and discretions exercised in respect of the Police and the Defence Force differ from those applicable to the general public? B489E

The MINISTER OF JUSTICE

Attorneys-General have for decades followed the guidelines laid down in *Beckenslater v Rother and Theunissen, 1955 (1) S A 129 (A D)*, when deciding to prosecute or not. According to this authority the criterion is whether the prosecuting authority has a reasonable and probable cause for prosecuting, to wit that he has such information at his disposal as would lead to a reasonable man to conclude that the accused is probably guilty of the offence as charged.

Attorneys-General apply this criterion fearlessly and independently in all cases that come before them for decision, and, what is more, this criterion would and should apply to members of the South African Police and the Defence Force and the public alike. There is no evidence to the contrary.

**Self-governing territories: territorial allowance**

\*14 Mr R M BURROWS asked the Minister of Administration and Tourism

- (1) Whether he or the Commission for Administration has been approached to eliminate the so-called territorial allowance paid to seconded public service personnel in the self-governing territories, if so, (a) by whom was he or the Commission approached and (b) what was his or the Commission's response to this approach,

(2) whether he or the Commission intends eliminating this allowance; if not, why not; if so, when,

(3) whether this allowance is paid to any South African public service officials who were previously classified as Black and have been seconded to self-governing territories, if not, why not, if so, what are the relevant details,

(4) whether he will make a statement on the matter? B491E

The MINISTER FOR ADMINISTRATION AND TOURISM

- (1) No, (a) and (b) Fall away,
- (2) no, the possible abolition of the payment of the National State territorial allowance depends on constitutional developments,
- (3) yes, the National State territorial allowance is payable to all South African public servants who are seconded to the self-governing territories,
- (4) no

**Public service: gender/race distinctions**

\*15 Mr R M BURROWS asked the Minister for Administration and Tourism

(1) Whether any conditions of service, including remuneration packages, in the public service are racially or gender distinctive, if so, which conditions of service,

(2) whether only persons previously classified as White can be seconded to the service of self-governing territories, if so, why, if not, what is the present policy in respect of the secondment of people of colour,

(3) whether he will make a statement on the matter? B494E

HOUSE OF ASSEMBLY



(2) In subclause (1) (a) (ii), substitute the following for the existing table

"Contribution table for other classes of employees	R
Artisan	89,40
Chargehand	40,10
Chauffeur	38,20
Checker	40,10
In sixth year of service with the same employer	41,40
Despatch clerk	56,70
Gantry crane operator, Grade I	44,60
Gantry crane operator, Grade II	43,00
General worker	37,20
Loader operator, Grade I	49,90
Loader operator, Grade II	47,70
Mobile hoist operator or fork-lift truck operator	
Grade I	41,00
Grade II	40,10
Packer/loader	40,10
In sixth year of service with the same employer	41,40
Repair shop assistant	
In the first year of service with the same employer	39,20
In the second year of service with the same employer	41,70
Thereafter	45,40
Security officer, Grade A	100,50
Security officer, Grade B	96,30
Storeman	56,70
Storeman (workshop)	43,00
Watchman	34,50"

Signed at Johannesburg, for and on behalf of the parties to the Council, this 2nd day of December 1992

**J. A. SAGAR,**  
Chairman of the Council

**J. OBERHOLZER,**  
Vice-Chairman of the Council.

**B. S. E. GRATZ,**  
Secretary of the Council

**No. R. 423**

**19 March 1993**

LABOUR RELATIONS ACT, 1956

TRANSNET INDUSTRIAL COUNCIL. AMENDMENT OF MAIN AGREEMENT

I, Leon Wessels, Minister of Manpower, hereby—

- (a) in terms of section 48 (1) (a) of the Labour Relations Act, 1956, declare that the provisions of the Agreement (hereinafter referred to as the Amending Agreement) which appears in the Schedule hereto and which relates to the Undertaking, Industry, Trade or Occupation referred to in the heading to this notice, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 31 December 1993, upon the employer and the trade unions which entered into the Amending Agreement and upon the employees who are members of the unions, and

(2) In subklousule (1) (a) (ii), vervang die bestaande tabel deur die volgende

"Bydraetabel vir ander klasse werknemers.	R
Ambagsman	89,40
Onderbaas	40,10
Chauffeur	38,20
Nasiener	40,10
In die sesde jaar diens by dieselfde werkgewer	41,40
Versendingsklerk	56,70
Bediener van 'n bokkraan graad I	44,60
Bediener van 'n bokkraan graad II	43,00
Algemene werker	37,20
laaigraafbediener graad I	49,90
laaigraafbediener graad II	47,70
Bediener van 'n mobiele hystoestel of bediener van 'n vorkhefswa	
Grade I	41,00
Grade II	40,10
Verpaker/laaier	40,10
In sesde jaar diens by dieselfde werkgewer	41,40
Herstelwinkelassistente	
In die eerste jaar diens by dieselfde werkgewer	39,20
In die tweede jaar diens by dieselfde werkgewer	41,70
Daarna	45,40
Veiligheidsbeampte graad A	100,50
Veiligheidsbeampte graad B	96,30
Magasynman	56,70
Magasynman (werkwinkel)	43,00
Wag	34,50"

Namens die partye by die Raad, op hede die 2de dag van Desember 1992 te Johannesburg onderteken

**J. A. SAGAR,**  
Voorsitter van die Raad

**J. OBERHOLZER,**  
Ondervoorsitter van die Raad.

**B. S. E. GRATZ,**  
Sekretaris van die Raad.

**No. R. 423**

**19 Maart 1993**

WET OP ARBEIDSVERHOUDINGE, 1956

TRANSNET NYWERHEIDSRAAD: WYSIGING VAN HOOFOOREENKOMS

Ek, Leon Wessels, Minister van Mannekrag, verklaar hierby—

- (a) kragtens artikel 48 (1) (a) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalings van die Ooreenkoms (hierna die Wysigingsooreenkoms genoem) wat in die Bylae hiervan verskyn en betrekking het op die Onderneming, Nywerheid, Bedryf of Beroep in die opskrif by hierdie kennisgewing vermeld, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Desember 1993 eindig, bindend is vir die werkgewer en die vakverenigings wat die Wysigingsooreenkoms aangegaan het en vir die werknemers wat lede van die verenigings is; en

(b) in terms of section 48 (1) (b) of the said Act, declare that the provisions of the Amending Agreement, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 31 December 1993, upon all employees, other than those referred to in paragraph (a) of this notice, who are engaged or employed in the said Undertaking, Industry, Trade or Occupation in the areas specified in clause A of the Amending Agreement

**L. WESSELS,**  
Minister of Manpower.

#### TRANSNET INDUSTRIAL COUNCIL

##### MAIN AGREEMENT

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

##### Transnet Limited

(hereinafter referred to as "Transnet"), and

##### SALSTAFF

S.A. Footplate Staff Association

Transnet Union of South Africa

Artisan Staff Association

Transnet Employee's Union

Die Spoorbond

South African Aviation Engineering and Allied Union (SAAEAU)

South African Airways Flight Engineers Association (SAAFEA)

Staff Association for Employees of Transnet

Trade Union for Employees of S.A. Transport Services

Transnet Allied Workers Union (TAWU)

Black Trade Union of Transnet

South African Railways and Harbours Workers Union

(hereinafter referred to as the "trade unions")

##### A. AREA AND SCOPE OF THIS AGREEMENT

This Agreement shall be applicable to—

(a) all employees of Transnet Limited in the Republic of South Africa who have been appointed permanently or temporarily irrespective of whether they are represented by a trade union or not, except—

(i) employees in the management corps; and

(ii) senior officers with whom a management agreement has been entered into,

(b) employees in a casual capacity, except where—

(i) mentioned otherwise in this Agreement; or

(ii) the provisions of any agreement entered into with a casual employee contain service conditions which differ from the provisions of this Agreement

(b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalings van die Wysigingsooreenkoms, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Desember 1993 eindig, bindend is vir alle ander werknemers as die genoem in paragraaf (a) van hierdie kennisgewing wat betrokke is by of in diens is in genoemde Onderneming, Nywerheid, Bedryf of Broep in die gebiede in klousule A van die Wysigingsooreenkoms gespesifiseer.

**L. WESSELS,**  
Minister van Mannekrag.

#### TRANSNET-NYWERHEIDSRAAD

##### HOOFOOREENKOMS

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

##### Transnet Beperk

(hierna "Transnet" genoem), en

##### SALSTAFF

S.A. Voetplaatpersoneelvereniging

Transnet-unie van Suid-Afrika

Ambagspersoneelvereniging

Transnet Werknemersunie

Die Spoorbond

South African Aviation Engineering and Allied Union (SAAEAU)

Suid-Afrikaanse Lugdiens Boordingenieursvereniging (SAAFEA)

Personeelvereniging vir Werknemers van Transnet

Vakvereniging vir Werknemers van S.A. Vervoerdienste

Transnet Allied Workers Union (TAWU)

Swart Vakvereniging van Transnet

South African Railways and Harbours Workers Union

(hierna die "vakverenigings" genoem).

##### A. TOEPASSINGSBESTEK VAN HIERDIE OOREENKOMS

Hierdie Ooreenkoms is van toepassing op—

(a) alle werknemers van Transnet Beperk in die Republiek van Suid-Afrika wat in vaste of tydelike diens aangestel is, ongeag of hulle deur 'n vakvereniging verteenwoordig word al dan nie, uitgesonderd—

(i) werknemers wat deel vorm van die bestuurskader; en

(ii) senior amptenare met wie 'n bestuursooreenkoms aangegaan is;

(b) werknemers in 'n los hoedanigheid behalwe vir sover—

(i) anders in hierdie Ooreenkoms vermeld; of

(ii) die bepalings van enige ooreenkoms wat met 'n los werknemer aangegaan is, diensvoorwaardes oëvat wat verskil van die bepalings van hierdie Ooreenkoms.



1. Delete the whole of clause 24: **ACTING IN HIGHER GRADE**

2. Renumber the existing clauses 25, 26, 27, 28, 29, 30, 31, 32, 33, 34, 35, 36, 37, 38, 39, 40, 41, 42, 43, 44, 45, 46, 47, 48, 49, 50, 51, 52, 53, 54, 55, 56, 57, 58, 59, 60, 61, 62, 63, 64, 65, 66 and 67 to read 24, 25, 26, 27, 28, 29, 30, 31, 32, 33, 34, 35, 36, 37, 38, 39, 40, 41, 42, 43, 44, 45, 46, 47, 48, 49, 50, 51, 52, 53, 54, 55, 56, 57, 58, 59, 60, 61, 62, 63, 64, 65 and 66, respectively

3. Delete the whole of clause 68: **PAYMENT IN LIEU OF LEAVE AT RETIREMENT.**

4. Renumber the existing clauses 69, 70, 71, 72, 73, 74 and 75 to read 67, 68, 69, 70, 71, 72 and 73, respectively.

5. Delete the whole of clause 76: **GENERAL**

6. Delete the whole clause 77: **SENIOR OFFICERS AND CERTIFICATED MARINE PERSONNEL.**

7. Delete the whole of clause 78: **GENERAL PROVISIONS**

8. Delete the whole of clause 79: **UTILISATION OF LEAVE TO COVER PERIODS OF SICKNESS.**

9. Delete the whole of clause 80: **SPECIAL EXTENSION OF SICK LEAVE**

10. Delete the whole of clause 81: **MAXIMUM PERIOD OF SICK LEAVE**

11. Delete the whole of clause 82: **SPECIAL POWERS.**

12. Renumber the existing clauses 83, 84, 85, 86, 87, 88, 89, 90, 91, 92, 93, 94, 95, 96, 97, 98, 99, 100, 101, 102, 103, 104, 105, 106, 107, 108, 109, 110, 111 and 112 to read 74, 75, 76, 77, 78, 79, 80, 81, 82, 83, 84, 85, 86, 87, 88, 89, 90, 91, 92, 93, 94, 95, 96, 97, 98, 99, 100, 101, 102 and 103, respectively.

Signed at Johannesburg this 11th day of January 1993

**Prof. N. E. WIEHAHN,**  
Chairman

**J. BENWELL,**  
Vice-Chairman

**W. VAN DER MERWE,**  
Secretary

**No. R. 424**

**19 March 1993**

**LABOUR RELATIONS ACT, 1956**

**HAIRDRESSING TRADE, SOUTHERN AND WESTERN TRANSVAAL. EXTENSION OF SICK PAY FUND AGREEMENT**

I, Leon Wessels, Minister of Manpower, hereby, in terms of section 48 (4) (a) (i) of the Labour Relations Act, 1956, extend the periods fixed in Government Notices Nos R 2513 of 13 November 1987, R. 2627 of 23 December 1988, R. 2275 of 20 September 1991 and R. 2656 of 8 November 1991, by a further period ending 31 December 1995.

**L. WESSELS,**  
Minister of Manpower.

1. Skrap in sy geheel klousule 24: **WAARNEMING IN HOER GRAAD.**

2. Hernommer die bestaande klousules 25, 26, 27, 28, 29, 30, 31, 32, 33, 34, 35, 36, 37, 38, 39, 40, 41, 42, 43, 44, 45, 46, 47, 48, 49, 50, 51, 52, 53, 54, 55, 56, 57, 58, 59, 60, 61, 62, 63, 64, 65, 66 en 67 tot onderskeidelik 24, 25, 26, 27, 28, 29, 30, 31, 32, 33, 34, 35, 36, 37, 38, 39, 40, 41, 42, 43, 44, 45, 46, 47, 48, 49, 50, 51, 52, 53, 54, 55, 56, 57, 58, 59, 60, 61, 62, 63, 64, 65 en 66.

3. Skrap in sy geheel klousule 68: **BETALING IN PLAAS VAN VERLOF BY DIENSVERLATING.**

4. Hernommer die bestaande klousules 69, 70, 71, 72, 73, 74 en 75 tot onderskeidelik 67, 68, 69, 70, 71, 72 en 73

5. Skrap in sy geheel klousule 76: **ALGEMEEN**

6. Skrap in sy geheel klousule 77: **SENIOR AMPTENARE EN GEDIPLOMEERDE SKEEPSPERSONEEL**

7. Skrap in sy geheel klousule 78: **ALGEMENE VOORWAARDES.**

8. Skrap in sy geheel klousule 79: **GEBRUIK VAN VERLOF OM TYDPERKE VAN SIEKTE TE DEK.**

9. Skrap in sy geheel klousule 80: **SPESIALE VERLENGING VAN SIEKTEVERLOF**

10. Skrap in sy geheel klousule 81: **MAKSIMUM TYDPERK VAN SIEKTEVERLOF**

11. Skrap in sy geheel klousule 82: **SPESIALE MAGTE**

12. Hernommer die bestaande klousules 83, 84, 85, 86, 87, 88, 89, 90, 91, 92, 93, 94, 95, 96, 97, 98, 99, 100, 101, 102, 103, 104, 105, 106, 107, 108, 109, 110, 111 en 112 tot onderskeidelik 74, 75, 76, 77, 78, 79, 80, 81, 82, 83, 84, 85, 86, 87, 88, 89, 90, 91, 92, 93, 94, 95, 96, 97, 98, 99, 100, 101, 102 en 103

Op hede die 11de dag van Januarie 1993 te Johannesburg onderteken.

**Prof. N. E. WIEHAHN,**  
Voorsitter.

**J. BENWELL,**  
Ondervoorsitter.

**W. VAN DER MERWE,**  
Sekretaris

**No. R. 424**

**19 Maart 1993**

**WET OP ARBEIDSVERHOUDINGE, 1956**

**HAARKAPPERSBEDRYF, SUID- EN WES-TRANSVAAL. VERLENGING VAN SIEKTEBESOLDIGINGSFONDSOORENKOMS**

Ek, Leon Wessels, Minister van Mannekrag, verleng hierby, kragtens artikel 48 (4) (a) (i) van die Wet op Arbeidsverhoudinge, 1956, die tydperke vasgestel in Goewermentskennisgewings Nos R 2513 van 13 November 1987, R. 2627 van 23 Desember 1988, R. 2275 van 20 September 1991 en R. 2656 van 8 November 1991, met 'n verdere tydperk wat op 31 Desember 1995 eindig

**L. WESSELS,**  
Minister van Mannekrag



# Pilots' jobs in doubt

By ROGER MAKINGS  
A HARDENING of attitudes towards Russian pilots in SA may see the termination of their contracts with SAA within the next few months

The growing opposition to the continued operation of cargo flights by Russian crews follows a litany of incidents of bad airmanship in recent months

The six-month exemption extended by the Directorate of Civil Aviation to the operators, SAA, to evaluate the viability of the venture, expires at the end of this month

But because SAA is unlikely to be able to comply with the DCA's requirements for certification of crews and aircraft, the airline is expected to apply for an extension to the exemption of what is proving to be a lucrative operation.

However aviation sources believe that SAA's application will be resisted by both the DCA and the Air Line Pilots' Association of SA.

Faced with objections from these two bodies, the Air Services Licensing Council, may well decide not to extend the licence

until the operators have complied fully with all the DCA's requirements.

Although the DCA would not comment on its stance towards an extension of the licence, it is known that the directorate objects in principle to foreign-registered aircraft operating on a permanent basis in South Africa

SAA says it will make a formal application for an extension next week "We will comply with the DCA's requirements and will continue to run a safe and profitable venture," said spokesman Leon Els

## Spoornet staff union sells its hotel

SPOORNET's Artisan Staff Association (ASA) has sold its Faerie Glen Lake Hotel in Margate for R1,2m. The Faerie Glen bottle store and an adjacent 2 054m<sup>2</sup> site were sold for R1,1m. (270)

"The association was the only trade union to own and operate a commercial hotel on behalf of its members, but in these troubled times there is a need to direct money into actions that help our members stay employed," said general secretary Ken Cuthbertson.

The property was bought by Afrocon

Construction, which intends converting it into a retirement centre linked to the nearby Village of Happiness.

"Afrocon Construction are planning to build 150 flatlets on the 96 000m<sup>2</sup> property and will retain the main section of the hotel as the entertainment/social centre," said Richard Holts, RMS Syfrets broker responsible for the sale.

More than 500 000 people, mostly union members and their families, had used the facility since it was bought by the ASA in 1963, he said. B/D/M 10/3/93.

## Bus drivers (270) stage protest

DURBAN. — About 150 bus drivers, all members of the Transport and General Workers Union (TGWU), staged a bus blockade and a march here yesterday to highlight grievances regarding the alleged lack of police action against commuter intimidation.

The protesters accused the SAP and city police of not preventing criminals from forcing commuters to travel in taxis instead of taking buses. CT 9/3/93

A spokesman for the city police said the drivers' complaints had to be studied. There was no comment from the SAP.



# Workers in bus blockade

## ■ Protesters accuse cops of failing to act against intimidators:

Sowetan 9/3/93

ABOUT 150 members of the Transport and General Workers' Union staged a bus blockade and march in Durban yesterday to highlight grievances about an alleged lack of police action against commuter intimidation

The protesters have accused the SA Police and Durban City Police of not acting to prevent criminal elements from forcing commuters not to take buses and to travel

by taxi instead

Bus drivers from Kwazulu Transport finally resorted to mass action yesterday in an attempt to get police to act, said TGWU national president Alfred Ndlovu

Early yesterday bus drivers blocked several of Durban's busy main roads, causing traffic jams and frayed tempers. Police briefly detained three drivers during the blockade and impounded their buses

~~SS~~ (270) ~~SS~~



# News in brief

## Body found in grounds

THE body of a Wattville Hostel resident has been found in the hostel grounds with two bullet wounds, East Rand police reported yesterday

The body of Mr Johan Mgabhe (30), was found on Sunday night, police spokeswoman Captain Ida van Zweel said

No arrests had been made and the motive for the attack was not known

Also on the East Rand, three unidentified men were arrested separately after being found early yesterday with firearms and ammunition.

## Workers stage blockade

ABOUT 150 members of the Transport and General Workers' Union staged a bus blockade and march in Durban yesterday to highlight grievances about an alleged

~~(270)~~ ~~(270)~~ ~~(270)~~  
lack of police action against commuter intimidation *Sowetan 9/3/93*

The protesters accused the SA Police and Durban City Police of not acting to prevent criminal elements from forcing commuters not to take buses and to travel by taxi instead

Police briefly detained three drivers during the blockade and impounded the buses

## Cops probe shooting

EAST Rand police are investigating a shooting at a Daveyton nightclub at the weekend in which a man was accidentally shot in the head when a nightclubber tried to confiscate a policeman's gun. The unidentified bystander was in a critical condition in the Boksburg-Benoni Hospital, police spokeswoman Captain

*Sowetan 9/3/93*

~~(270)~~ ~~(270)~~ ~~(270)~~

# Idasa warns of election pitfalls

MICHAEL MORRIS  
Political Correspondent

SOUTH Africa could end up in a "terrifying power vacuum" with a headless bureaucracy and armed forces with no central accountability if next year's elections were not well conducted, and the results broadly accepted

This warning by the Institute for a Democratic Alternative for South Africa's (Idasa) comes as political parties prepare for the first democratic elections

Idasa programme director Mr Paul Graham says in the editorial of the Institute's journal, *Democracy in Action*, that although the elections are "not everything", they could provide South Africa with a kick-start

"Trusted and representative government, the ending of international isolation, the chance for a new start in human rights, policing, civil service, development projects these are the tonics we all need to deal with the malady of violence and despair"

But, for these things to be achieved, South Africans need to grasp the opportunity

"If we do not get these elections right, we could find ourselves in a terrifying power vacuum with a headless bureaucracy and armed forces with no central accountability

"Nobody should underestimate the dangerous passage we are going through," he said

# Forum for motor ferry industry

Labour Reporter

A NEGOTIATING forum has been established in the motor ferry industry involving the Transport and General Workers Union and five of the biggest companies in the sector.

A joint statement by the union and the SA Motor Ferry Association said: "A feature of the agreement is that the union and the association will submit their demands to one another by no later than the end of July each year, with negotiations commencing in August for implementation on January 1 every year."

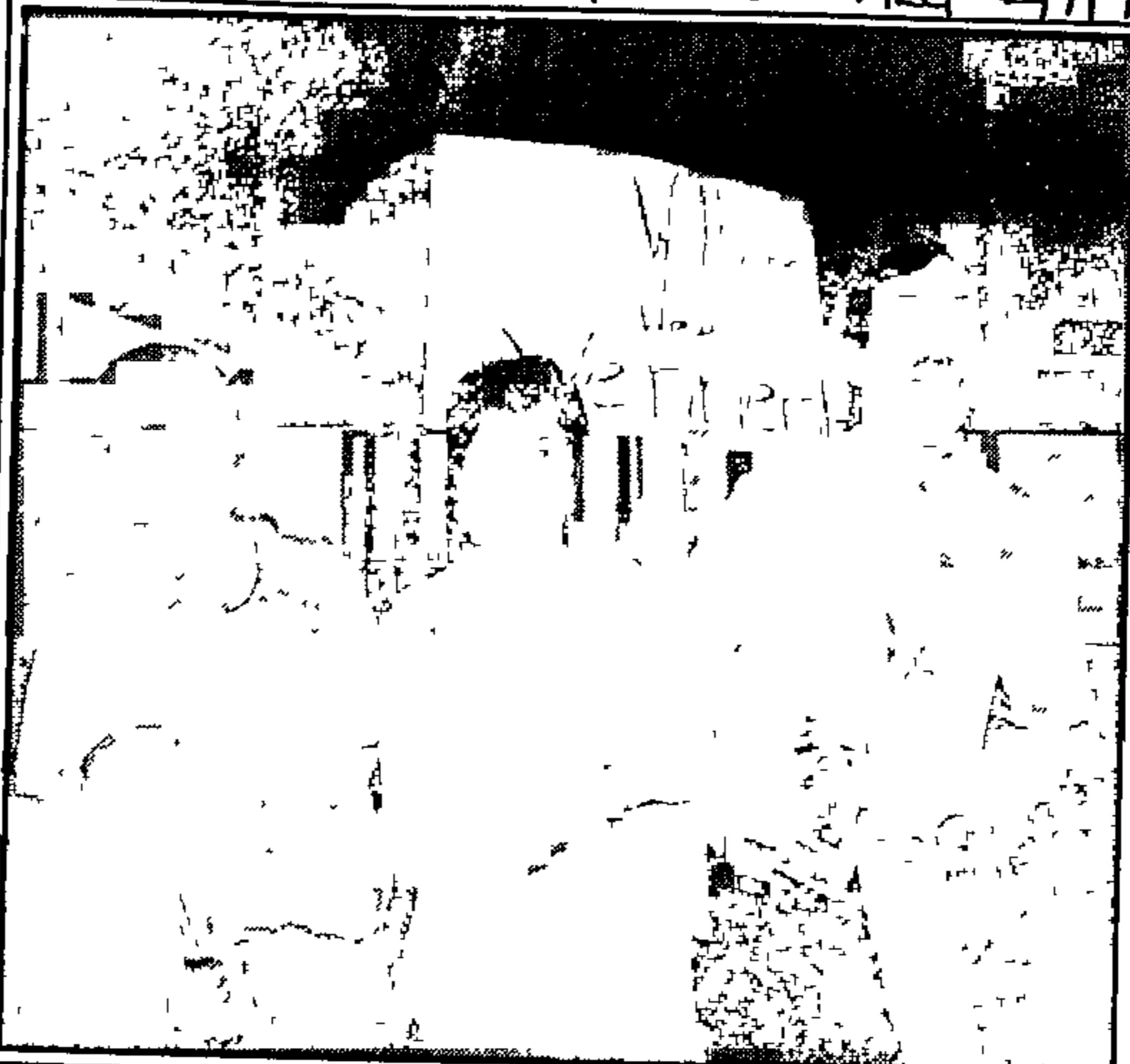
# Wienburg slams pension deal

Municipal Reporter

CITY councillor Mr Arthur Wienburg wants colleagues to vote against a proposal to allow three councillors to join the controversial "buy-back" pension scheme

"I have always been opposed to the principle of buying back service, especially where this will have a negative impact on hard-pressed ratepayers' funds, because the R300 000 will be taken from fast-diminishing reserves.

"I trust councillors will have the common sense and sensitivity to vote against this proposal," Mr Wienburg said.



MUSIC MAKERS: The



# Redundant — but fully paid (270)

## Own Correspondent

DURBAN — About 2 000 redundant Transnet employees who turned down severance packages are still being paid a full salary while they wait to hear their fate, it was disclosed yesterday.

This comes in the wake of disclosures that about 23 000 Transnet employees have been re-

trenched since last year, and 14 000 have been given until the end of the year to decide whether to take severance packages or face a harsh salary cut

The 2 000 redundant employees are waiting to hear if they will get new jobs under the company's "rematching programme"

Already nearly 14 000 employees have been offered new jobs

under Transnet's manpower utilisation programme

Mr Henne Lourens, Transnet senior human resource manager, said that after a job evaluation process Transnet discovered huge anomalies in the organisation's salary structure

"A lot of employees — most of them white — had been overpaid"

09/21/93

# Transnet Pension Fund eyes V&A

WILLEM STEENKAMP

Weekend Argus Reporter

THE Transnet Pension Fund is on the verge of buying the hugely popular Victoria and Alfred Waterfront development from Transnet, the current owner

Gideon van Zyl, executive manager of the Transnet Pension Fund, said negotiations had reached an advanced stage and a decision could be taken before the end of the year

Buildings had to be assessed, tenants' concerns and interests taken into account and future development costs had to be considered to decide what constituted an acceptable price.

"It must be realised that we as a pension fund have a responsibility to ensure that when we invest our money in a project we should get a positive return"

Mr Van Zyl would not speculate on the price the fund was prepared to pay, but it is estimated that it will run into hundreds of millions of rands

Mr Van Zyl said he felt positive about the outcome of negotiations and believed agreement was imminent

When asked how the fund was able to afford such an investment — particularly in the light of a shortfall of more than R17 billion when the

ARG 18/9/93  
South African Transport Services was converted into a company in April 1990 — Mr Van Zyl said before the commercialisation and deregulation of Sats into Transnet, the pension fund had to invest in government bonds.

The return on these investments was below inflation, leading to a shortfall. "We are hoping to convince the government to take over more than R8 billion of this shortfall.

"This would in effect mean that the government would carry the pension burden of pensioners prior to the founding of Transnet — that is, when it was still Sats."

Mr Van Zyl said the situation where Transnet had to carry the liabilities of the Sats pensioners put the commercialised company in a disadvantaged position for competing with other companies on an equal footing.

"To advance the government's policies of deregulation and the creation of competition, it is of vital importance that Transnet is not burdened with the funding of (previous) Sats pensioners," said Mr Van Zyl.

Not taking into account the R8,8 billion which the fund wants the government to take over, the pension fund currently has a shortfall of more than R6 billion

BUSINESS DAY, Tuesday, September 21 1993

## Transnet staff await fate

Own Correspondent

DURBAN — About 2 000 redundant Transnet employees, who turned down severance packages, are still being paid a full salary while they wait to hear their fate, it was disclosed yesterday. *Biday 21/9/93*

This comes after disclosures that about 23 000 Transnet employees have been retrenched since last year, and 14 000 given until the end of the year to decide whether to take severance packages or face harsh salary cuts.

The 2 000 redundant employees are waiting to hear whether they will get new jobs under the company's "rematching programme" *(270)*

Already nearly 14 000 employees have been offered new jobs under Transnet's manpower utilisation programme. This was confirmed by trade union representatives Andre Venter and Derrick Simoko, general secretaries of Salstaff and the SA Railway and Harbour Workers' Union Unions and management are involved in the current restructuring programme.

Transnet senior human resources manager Hennie Lourens said after job evaluation, Transnet discovered huge anomalies in the organisation's salary structure.

Both unions and management said apartheid practices, lack of job evaluation and a proper grading system were largely responsible for overpayment.



majority shareholder and by Registrar of Insurance Piet Badenhorst.

In a report annexed to the papers, Badenhorst said if Cruller were put under liquidation, "the interests of the policyholders, which it is submitted are paramount, will be adversely affected in that they will become current creditors of Crusader. If, however, Crusader continues under curatorship, there appears to be a reasonable prospect that claims by policyholders who continue to pay premiums will be met in full."

Van der Merwe said in the respondents' affidavit that the curators were managing Cruller's business. They had closed 13 branch offices, substantially cut staff numbers and were negotiating to reduce its running expenses.

The curators and the liquidator would be filling substantially the same functions, Van der Merwe said. This would create an ungovernable situation and would duplicate functions and costs.

Since it was impossible to assess Cruller's financial position with any accuracy at this stage, this alone made liquidation proceedings inappropriate, he said.

The uncertainty of the company's position was aggravated by the fact that since the announcement of the curatorship, policies were being redeemed and/or lapsing at a significant rate. These redemptions and lapses had a direct bearing on Cruller's contingent liabilities, and this aspect alone could materially affect its solvency.

## Agreement on ERPM 7-day week

RANDGOLD's troubled ERPM gold mine started a new shift cycle this week after the NUM and mine management signed an agreement to work on Sundays, NUM economist Martin Nicol said yesterday.

The agreement stated the mine would operate seven days a week to increase its gold output, with workers working 12 days followed by three days off or 15 shifts. **22/19/93**

The hours a shift would be the same but miners would work marginally more hours a year. In return, a 4% a month shift allowance would be paid and a production team bonus would come into effect.

Two other agreements were signed. One granted an additional 2% or

ERICA JANKOWITZ

R12, whichever was the greater wage increase, backdated to July 1. This topped up the 5% unilaterally implemented June increase.

It also covered the mine contributing to the Mineworkers' Provident Fund for the first time. ERPM had been the only Chamber of Mines member not to offer this benefit. But the initial contribution would be 7% in contrast to other mines' 7.5%.

The other agreement guaranteed benefits to workers in return for productivity improvements. These included bonuses, training and "empowering members to participate effectively in the changes planned at the mine."

## 'Transnet stops hiring whites'

Own Correspondent

DURBAN — Transnet would no longer hire white employees, its staff association Salstaff said yesterday.

It said Transnet had taken a national policy decision not to employ whites in a bid to redress past imbalances. **B/Say 22/19/93**

Senior human resources manager Henne Lourens confirmed yesterday that Transnet had embarked on a countrywide affirmative action programme. "We are changing from a white male-dominated company into one in which diversity is valued."

The 20 000-strong Salstaff association has accused Transnet of discriminating against white employees and applying tokenism in a rush to include black faces. **(2/40)**

Salstaff president John Benwell said "They are not employing whites unless special permission is granted by the GM's office in Johannesburg."

"Our union strongly opposes this decision because it is discriminatory. We support equal opportunity at work, in which the best person gets the job, irrespective of race or sex. "We believe that is the principle that should be adopted. We have already informed President F W de Klerk and Transnet management of our views on this matter."

"We accept that there were imbalances created in the past, but we do not support any actions that would be detrimental to the company and its present employees. We are opposed to tokenism," Benwell said.

## Confidence dented by rising violence

CAPE TOWN — While the political negotiation process is progressing at Kempton Park, an increase in violence since April has seriously dented consumer confidence, says the Bureau for Economic Research.

The Stellenbosch University-based bureau disclosed in a commercial sector survey yesterday the violence had caused consumer confidence to remain at low levels in the third quarter, "particularly with respect to how consumers view the short-term economic situation in the country".

"Consumers remain concerned about their financial situation and remain hesitant to incur spending."

This was reflected in sales reports by retail respondents. Retailers had pessimistic expectations about sales during the third quarter.

"Their expectations for the fourth quarter are, however, more optimistic," the bureau said.

Inflation expectations had fallen sharply and retailers anticipated higher sales in the fourth quarter. It said 64% of retailers expected prices to increase at a slower rate in the fourth quarter.

Most respondents expressed dissatisfaction with business conditions in the third quarter but were more optimistic about the fourth quarter. While business confidence declined in the retail sector it increased mar-

ginally among wholesalers and increased sharply in the motor trade. "Uncertainty up until the election at the end of April 1994 will probably rule out any substantial recovery of consumer confidence," it said.

"From the second quarter of 1994, an increase in personal disposable income, as a result of lower inflation, with a more positive outlook for consumer spending, is possible."

While retail sales were sluggish, motor sales were booming, the bureau said.

Sales by motor dealers had outstripped expectations with both new and used car dealers reporting increased sales.

"The improvement in car sales must be ascribed to replacement buying and the number of new models introduced earlier this year," the bureau said.

Expectations for the fourth quarter were generally optimistic in all three sectors — new and used vehicles and spare parts.

The bureau said 24% of motor dealers reported more orders in the third quarter compared with a year ago and 13% planned to place more orders in this quarter.

It said 10% of spare parts dealers reported more orders placed and 22% expected more orders to be placed in the fourth quarter. — Sapa.



# Blacks only

## Transnet rules out jobs for whites

By ANDRE KOOPMAN

**TRANSNET will no longer hire whites in a bid to redress imbalances caused by apartheid within the organisation.**

The move has been strongly condemned by Salstaff, a mainly white union, as "discriminatory" and "tokenism"

Transnet spokesman Mr Jacques Pienaar confirmed last night that in terms of the "Turn Strategy", no new white employees would be hired and if it was necessary to hire whites this would have to be approved by the management board of Transnet.

Transnet currently has one black employee for every eight whites

Mr Hennie Lourens, senior human resources manager, said Transnet has embarked on a countrywide affirmative action programme

Dr Willie Coetzee, group manager of human resources, said that Transnet would focus on intense training, specially of blacks — and this included coloureds and Indians — so that they could compete more effectively. Whites and blacks were previously separated in the workplace

The strategy was much more than an affirmative action programme. It sought to change the "strong western culture" of the organisation into a South African culture. This was much more difficult to achieve than merely setting racial quotas which Transnet would not do, Dr Coetzee said

The new criterion for promotion and hiring would be merit and "usable potential" and not merely years of service and background

The 20 000-strong Salstaff accused Transnet of discriminating against white employees and applying tokenism in a rush to put in as many blacks as possible at various levels of the company

Salstaff president Mr John Benwell said "Our union has strongly opposed this decision because it is discriminatory. We support equal opportunity at work which allows the best person to get the job, irrespective of his or her race or sex

"We accept that there were imbalances created in the past, but we do not support any actions implemented that would be detrimental to the company and its present employees"



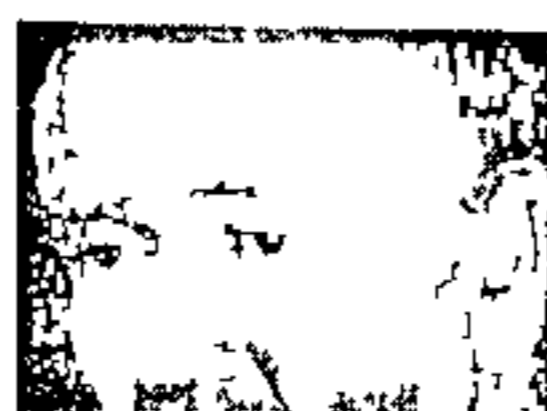
**FED UP** Bus driver Mrs Jappie de Vries shows her frustration in the middle of yesterday's protest in which bus drivers blockaded the city centre, causing chaos at lunchtime. Bus drivers threatened a stayaway unless their safety can be guaranteed in the wake of the killing of a Golden Arrow driver in Khayelitsha on Monday

Picture BENNY GOOL

## 'No' to cheap fuel: chainstore warned

By ANTHONY JOHNSON

**Political Correspondent**  
THE government last night turned off the taps on petrol discounting — and moved to end specu-



forums to which he hoped all roleplayers would contribute. On criticism of public subsidies to Mossgas and Sasol of about R100 million a month, Mr Bartlett said these saved about

# 2 killed, hundreds robbed, busmen say it's end of the line

VUYO BAVUMA

Weekend Argus Reporter

(270)

ARCT 9/10/93

MORE than 250 Golden Arrow bus employees had been robbed and at least two shot dead while on duty in the past four months, according to Transport and General Workers Union regional organiser Nick Henwood

He said this showed the bus workers exposed their lives to numerous dangers daily but management was dragging its feet to secure the employees' lives

He said the company did not even want to collect proper records of attacks on the workers so that a clear pattern could be established

He also showed Weekend Argus copies of letters — first written in April — urging management to discuss the attacks and demanding “clarity as to what steps you are taking to protect your drivers whose lives are in danger at all times”

● In August the union wrote that 87 bus drivers — 20 during one weekend — had been robbed

● In July it pointed out that 30 bus drivers were robbed and 52 in June

● In May 85 drivers were robbed during one weekend and one was shot in the arm.

In response to one of the letters, management said although it viewed the dangers facing drivers seriously, it did not have sufficient resources to record every incident

Mr Henwood's comments came as hundreds of bus drivers refused to work in the townships until their safety could be guaranteed by the company

This followed last month's killing of two Golden Arrow workers — bus driver Ganief Kariem and senior inspector Pelele Mgudlwa — after violent protest flared over the petrol price hike

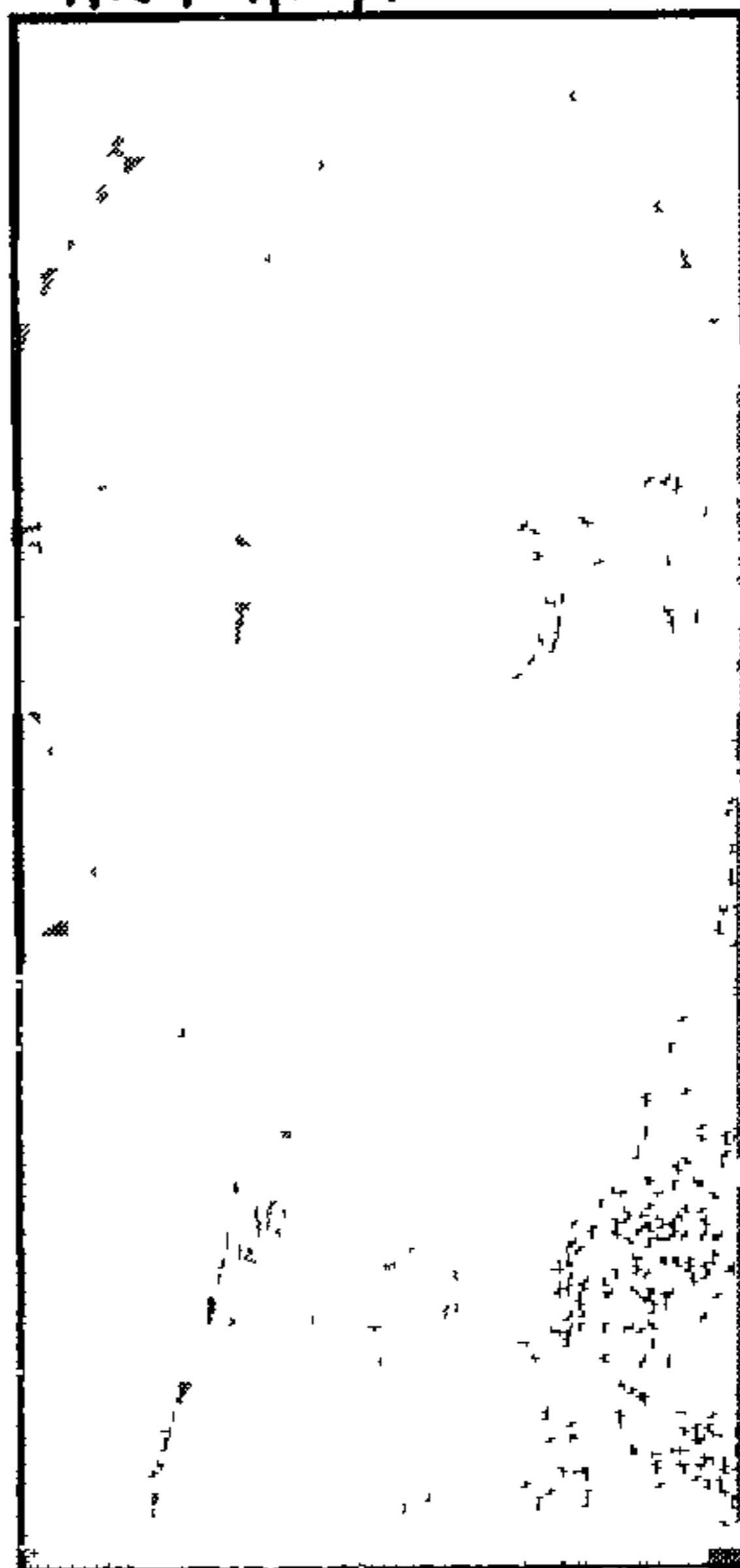
This week the management threatened to take disciplinary action against the workers but manager of Golden Arrow public affairs Bob Krause denied this

Yesterday Mr Henwood said the bus drivers were vulnerable because they worked among competing taxi groups and hooligans who preyed on anyone

“The attackers normally rob the bus drivers of anything of value — shoes, belts, money and jewellery”

It was very important to establish a public transport service policy that would serve everyone — including workers in the industry and commuters.

“We also believe the issue should be on the agenda of the political organisations.



□ **DENIAL:** Golden Arrow public relations manager Bob Krause has denied disciplinary action is to be taken against worried workers

“All these years, the transport system was shaped and developed by people who were not accountable to those who used it. The bus companies were also used to further the cause of apartheid,” Mr Henwood said

These measures should be accompanied by the improvement of socio-economic standards of ordinary people to eliminate the crime — and reduce the attacks on the drivers, he said

It was necessary that the public transport system should not be allowed to fall into private hands

“It should be nationalised to ensure it serves everyone. Taxes collected from the people should be for the purpose of beefing up the transport system — not for anything else”

Mr Krause said the union was informed about the company's dealings with the police concerning the attacks on its employees.

On the issue of the bullet-proofing cabs, a joint committee of the union and company found that it was technically impossible to bullet-proof the buses against AK-47 bullets.



News in Brief

**Portnet wildcat strike**

(270) 153

ET 10/11/93

DURBAN — A number of Portnet employees embarked on an illegal strike here yesterday, causing some disruption to port activities.

Faint, illegible text or markings along the right edge of the page, possibly bleed-through from the reverse side.

## Transnet cuts staff without retrenching

BIDON 212193  
GERALD REILLY

PRETORIA — Transnet's Manpower Utilisation Project, which was launched in December 1991 to deal with the company's massive redundancy problem, finishes at the end of 1993 with more than 23 000 workers having accepted voluntary severance packages or early retirement.

At the start of the project total staff amounted to 160 000. By the end of the year this will have been cut to 121 000.

Transnet senior manager for human resources Hennie Lourens said the project was virtually forced on the company by the severe economic slump and consequent reduced demand for Transnet services.

He said the project had not only been a retrenchment strategy, but part of a Transnet culture shift. "The shift has been from a company providing virtually 100% job security to one where employees have to accept economic and market conditions."

Lourens said the project aimed at staff rationalisation with retrenchments as a last resort and, in fact, so far no worker had been retrenched. By November 15, 15 000 redundant workers, who were on their way out, had been retrained and "matched" with vacant posts. (270)

*New airline to start recruiting*

# SAX in 'strategic alliance' with SAA

Star 3/12/93  
■ BY MICHAEL SPARKS

While the outlook for some airline workers looks good, with up to 250 people to be employed and trained in the next six months for the new SA Express (SAX) airline, more than 80 SA Airways employees could lose their jobs in the near future.

According to SAA spokesman Zelda Roux, as many as 84 people, particularly in ground-handling, clerical and administration in Kimberley and Upington, are at risk of losing their jobs.

Roux said that while the details had not been finalised, there were a number of options which could be put to these people, including working for the new airline.

William Deluce, president of Lardel, which has joined forces with the ANC-supported Thebe Investment to form the new airline, said SAX was planning to begin its recruiting drive this weekend. (270) (259)

The airline plans to start operating on March 15, when two of the 12 planes will be delivered. A further six aircraft will be delivered by July 1.

Deluce said the new airline would act as a feeder airline for SAA, while running more regular flights to smaller locations and supplementing some routes that SAA would continue to fly.

He said the airline would level the playing field for SAA in its competition with other international airlines, many of which

also had feeder airlines serving them.

"We estimate that 20 to 30 percent of our business will be serving and picking up passengers from SAA," he said.

Roux described the relationship between the airlines as a "commercial agreement and a strategic alliance", with SAA providing booking and other facilities for the new airline at commercial rates.

It is still uncertain how the new airline would affect existing regional airlines such as Flitestar and Comair. But while Flitestar has welcomed the new airline, saying the country is following the trends of international aviation, Comair refused to comment until it knew more details.



# SAA staff fight to get jobs back

By ROGER MAKINGS

A DISPUTE has been declared by a labour consultant representing seven SAA cabin-crew members who were fired after they were found to be in possession of goods which were allegedly pilfered from an aircraft. *S. Itiner*

The seven attendants — who were searched by police after leaving their aircraft in Singapore — were accused of having taken cigarettes, alcohol, juice and mixers from the aircraft. *5/12/93*

The attendants, however, say they had either paid for the goods or brought them from South Africa.

Labour consultant Althea Foyle-Twining, acting for the Independent Cabin Crew Union of SA, which represents the seven, says grounds for an appeal were lodged with the airline on November 22.

"We also have statements by friends and relatives of the cabin attendants that they either paid for the goods or brought them from SA," said Mrs Foyle-Twining.

"The whole incident was

handled most unprofessionally. The crew were searched by waiting Singaporean police officers. They were made to sign for goods suspected of being pilfered, which were then returned to them."

When the attendants returned home, 11 were charged with dishonesty and seven fired. *(270)*

● Sixteen cabin-crew members on an SAA flight returning from Australia were met in the immigration hall at Jan Smuts airport and in front of passengers were informed they would have to undergo blood and urine tests for drug abuse.

It is believed that in-flight services managers were informed by the manager of a Perth hotel that there had been "drug-related" behaviour by SAA crew members in his hotel.

However, it transpired that the manager was, in fact, referring to the crew of an earlier flight.

SAA spokesman Zelda Schwalbach said this week that the airline lost millions of rands in goods pilfered by SAA staff last year.

# SAA gets first black pilots

SITimes 19/12/93

By ROGER MAKINGS

**SOUTH African Airways has appointed its first four black pilots, who will report for duty next month.**

The four, all of whom hold commercial pilots' licences and instrument ratings, will join six other recruits, among them an Indian and a woman, as third officers on Boeing 747s.

The airline has tried on several occasions in the past two years to appoint black pilots, but none managed to fill the stringent requirements.

One of the recruits, Isaac Khumalo, 27, of Mmabatho, said this week he was "over the moon" with his appointment.

Mr Khumalo, who flies as a

co-pilot for Bop Air, is also a first officer on President Lucas Mangope's twin jet Cessna Citation

He began flying in 1986 and was awarded the trophy for the best pupil pilot of the year at the Wonderboom Flying School, near Pretoria

In 1989 he passed his commercial pilot's licence and joined Bop Air in 1990 as a first officer.

Mr Khumalo, who has nearly 1 100 hours flying experience, has flown widely in South Africa and done several trips to Mozambique and Botswana.

"It has been my life's ambi-

tion to be accepted as a pilot in SAA, which is known to have among the highest standards in the world for pilot training.

"It was the proudest moment of my life when I received my letter of appointment. It's an honour to be among the first black pilots on SAA," he said

Mr Khumalo, who plans to start studying for his senior commercial pilot's licence next year, will begin his duties as a third pilot on long-haul Boeing 747 flights in January and within a year should be the first officer on Boeing 737s flying domestic routes.

The other recruits are two Ciskeians, who were trained by the SAAF, and a pilot with an airline transport pilot's licence who flies for a mining house.

Captain Doc Malan, SAA's chief pilot, flight training, said this week he was thrilled with the appointments.

"They more than met our minimum requirements of an instrument rating, commercial licence and 500 hours experience.

"They had to comply with standards that were acceptable to our other pilots.

"These men, by the time they are qualified, will be the best-trained black pilots in Africa," he said.

In April, the Sunday Times reported that SAA, in an attempt to put at least 12 black pilots into its cockpits within two years, would lower its entry-level qualifications from 1 000 hours to 250 hours.

SAA's chief executive officer, Mr Mike Myburgh, said then. "We would like to have cockpit crews that better reflect the composition of the SA community."

PUBLIC SECTOR - TRANSPORT - LABOUR

1994 - JAN. - DEC

1995 - JAN. - OCTOBER



## Transnet unions want govt prop

BIDON 28/11/94  
GERALD REILLY

PRETORIA — The Federation of Transnet Unions has asked for an urgent meeting with President F W de Klerk to discuss government's responsibility for wiping out the R10bn deficit in Transnet's pension fund.

Alternatively, a meeting with Finance Minister Derek Keys and State Enterprises Minister Dawie de Villiers has been requested.

Federation chairman John Benwell said a government appointed committee was investigating the issue but had yet to report on it.

Benwell said in 1990, an actuarial probe found the fund had a massive deficit of R17bn. Government had agreed to contribute R10bn, but the company and its air, rail, port and other arms had to accept responsibility for the remaining R7bn. (270)

However, because of the earnings' limited prescribed investment policy, the shortfall had again risen to R10bn and constituted a severe strain on company profits. "We believe that, because of the investment policy, government as the only shareholder in the company is virtually obliged to accept liability for the deficit." Transnet unions were concerned about the shortfall.

"A quick response from government is now imperative as we start a new round of pay negotiations," he said.

Benwell said because of the drastic staff reductions, which slashed staff from 270 000 to 150 000, members' contributions had declined sharply. And staff reductions had meant full benefit early retirement deals and retrenchments which had drained the fund.

Star 912194

# 700 white SAA staff join black union

■ BY JOVIAL RANTAO  
LABOUR CORRESPONDENT

(270)

Workers' Union (Sarhwu).

At a press conference held yesterday, Sarhwu announced that the white cabin crew members who joined it had resigned from the South African Airways Engineers' Union to form their own union.

For six months they tried unsuccessfully to get a union off the ground, then approached

Sarhwu, who welcomed them into their fold.

Sarhwu secretary-general Derrick Simoko said: "By uniting workers at this juncture we will not only defend our rights, but liaise with all interested parties and contribute meaningfully in the reconstruction of our country"

More than 700 white cabin crew members from Jan Smuts Airport — who went for the past six months without representation — have sought sanctuary in the predominantly black South African Railways and Harbours

# White workers join Sarhwu

Biday 9/2/94

JOHANNES NGCOBO

MORE than 1 000 white Transnet workers, some of whom were CP members, had signed up with Cosatu affiliate, the SA Railways and Harbour Workers' Union (Sarhwu), the union said yesterday

Whites were realising the predominantly black union had proved it was the only union in Transnet that consistently defended workers' rights, Sarhwu member Johan Ronnebeck, an SAA cabin crew member, said.

"Some of the workers that have joined Sarhwu belong to the CP. I want to emphasise that we have joined Sarhwu for job security, not for its politics, and we are going to abide by the constitution like all other members," Ronnebeck said.

He added that the process of signing up whites began six months ago when Transnet management started taking away worker benefits, for in-

stance by reducing their rest time.

Sarhwu general secretary Derrick Simoko said more than 700 white cabin crew members based at Jan Smuts Airport had already been recruited

A similar situation was developing in other parts of the country, particularly in the Free State and northern Cape "I am calling upon all white Transnet workers to unite with black workers so that they can challenge their employer about racism, sexism, low wages and improving their working conditions," Simoko said. (270)

Afrikaner Volksfront official Steve Maninger said his organisation had no problem with shop floor workers joining a union.

"But I am still going to investigate how true it is that CP members have joined Sarhwu," said Maninger.



# SAA technical staff stage stoppage

SEVERAL hundred SAA technical workers went on an illegal strike yesterday, disrupting flights at Cape Town's Louis Botha and Durban's D F Malan Airports.

SAA spokesman Leon Els said Johannesburg workers also took part, but services had not been affected at Jan Smuts.

The strikers were mostly members of the predominantly white SA Aviation Engineering and Allied Workers' Union. The workers are responsible for the technical maintenance of aircraft and other services.

"They were unhappy about the lack of information at their disposal about changes in SAA's technical department," Els said

Management immediately called a meeting with union representatives to dis-

B/Sey  
**STEPHANE BOTHMA**

cuss the restructuring of the department and explain the details of its plan

The technical staff returned to work after five-and-a-half hours, following a report-back meeting with the union

Union sources said up to 400 workers had downed tools, but Els said only about 150 technicians had been involved.

He said three flights at Durban had been delayed while two flights out of Cape Town were affected.

□ Earlier this week more than 700 white SAA cabin crew members, who had earlier resigned from the SA Aviation Engineering and Allied Workers' Union, joined the mainly black SA Railways and Harbours Workers' Union.

Star 10/2/94

# Air hostess joins 'black' union

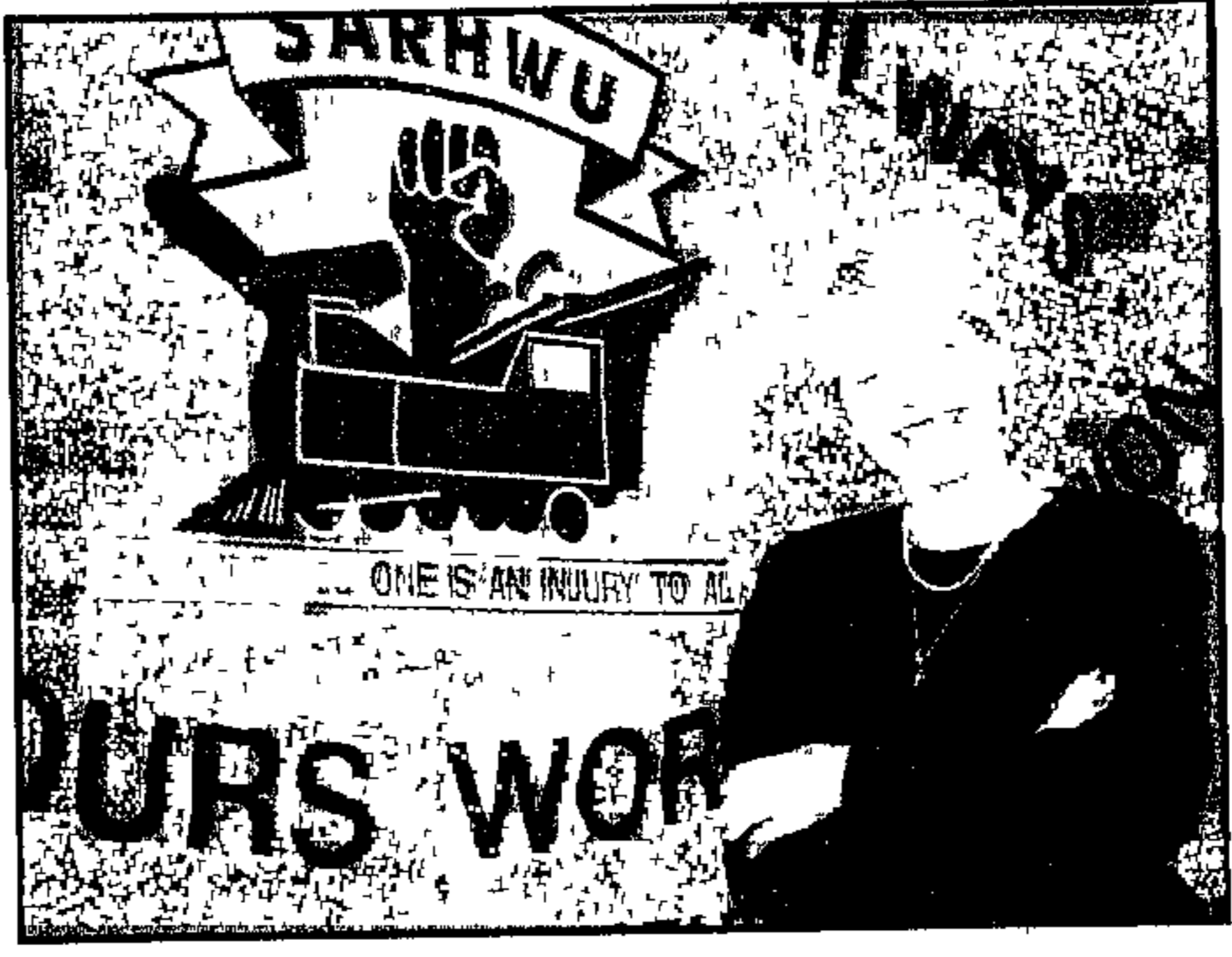
BY JOVIAL RANTAO  
LABOUR CORRESPONDENT

Lynnette Hugo was bubbly. Sitting in the sixth-floor offices of the South African Railways and Harbours Workers' Union (Sarhwu) in Johannesburg, she did not show any signs of jet lag from an 18-hour trip from Australia.

The South African Airways cabin attendant stood next to the red, black and yellow Sarhwu flag — smiled again — and declared: "It feels good to stand next to this flag... that's why I smile so much."

To Lynnette, Johann Ronnebeck and probably 700 other white cabin attendants who have joined Sarhwu — a predominantly black and militant union — the flag was not just a piece of cloth with words inscribed on it.

The flag represents a home



Lynnette Hugo... smiling recruit. PICTURE DUIF DU TOIT

in which they have found job security, stability, unity and strength.

"I've struggled for a long time without any representation after the SAA discriminat-

ed against me. Armed with 15 years' experience, they wanted me to start doing a beginner's course before they could offer

► To Page 3

## Smiles as air hostess joins 'black' union

◀ From Page 1

me a permanent post. I've turned to Sarhwu for the protection of my rights and I've no doubt we will win," she said

Lynnette had no problem in joining what the white community would refer to as a "black union".

In fact, she jumped that hurdle a year ago when she joined the ANC, aware that she and her family would be subject to

a backlash from ultra-rightwingers in Pretoria, where she lives with her nine-year-old son.

"I know that I might be marginalised by my neighbours after my picture has appeared in the paper and my political/trade union affiliations made public. But I wouldn't care if that happened. It wouldn't upset me. I'll shrug it off," Hugo said

Educated at Stellenbosch University, Hugo joined SAA in 1979. She resigned in 1983 to

join her then husband in Namibia, where she worked for Namib Air. She rejoined SAA in 1987 on a part-time basis.

There was an atmosphere of unity as Sarhwu president Nelson Diniso introduced Hugo's colleague, Ronnebeck, as "Comrade Johann" to the media.

Ronnebeck said although there were reservations at first, when people "realised they were joining a good union, our membership spread like wildfire"

# Crash: Train drivers threatened,

Own Correspondent

DURBAN — The head of an association for train drivers has travelled to Durban for an urgent meeting with the ANC after its members were threatened and one was assaulted in the wake of Tuesday's horrific train crash near Pinetown.

Mr Chris de Vos, of the SA Footplate Staff Association, last night met with the ANC after commuters on trains allegedly screamed they would "avenge what happened at Maramhili".

Mr De Vos said one of the association's members was also assaulted by a commuter on Wednesday night. The driver of the train that crashed has gone into hiding. He has been identified as Mr Johannes Christofel Meyer.

The identities of more of the train disaster's victims have been released by police. They are Sibusiso Ngwenya, Elizabeth Hlongwa, Petros Mosea, Zakhia Makatse, Teboho Tsietso, Ntombi Mkhonza, Mpho Mokato, Elizabeth Thali, Landi Shabalala, Abel Mofhi, Tywell Banda, Eida Zwane, Ziyele Mochi, Nana Mbongwa, Mabusetsa Moolosi, Mbalekelwa Makhewya and Bhekeni Mcwala.

Meanwhile, a woman claiming to be Mr Meyer's recently divorced wife has denied he is a member of the AWB.

Speaking on condition her name was not published, she said he believed in equal rights for all.

After Tuesday's accident survivors claimed the conductor had told them, shortly before the train ploughed off the rails, that the driver was driving too fast.

(210) 2711 3194

# assaulted

because he was an AWB member and wanted to kill them. Police are still investigating the issue of compensation to families affected by the derailment. Spoornet has said it will meet funeral bills but will not pay financial compensation.



## Police halt Sarhwu protest marches

POLICE blocked a planned SA Railways and Harbours Workers' Union march yesterday by refusing to allow protesters to leave stations in and near Johannesburg.

Workers were penned at the Park, New Canada and Germiston stations after travelling to the city in defiance of a ban by Witwatersrand regional police commissioner Lt-Gen Koos Calitz on any Sarhwu march or gathering in the Johannesburg magisterial district yesterday or today. (270)

Calitz also banned a march yesterday by the Commercial, Catering and Allied Workers' Union in Johannesburg. (270)

About 800 Sarhwu workers gathered at the intersection of Wanderers and Plein streets yesterday, watched by peace monitors. Police sealed off access.

The march was called off after negotiations by the police, Sarhwu and Transnet. Transnet assistant human resources GM Vic van Vuuren went to Wanderers Street to receive a protest memorandum and then, with union officials, travelled to the other stations to receive their protests.

On Tuesday, Transnet workers marched to the Union Buildings to present a demand to the Transitional Executive Council that retrenchments be halted. — Sapa.

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privatisation and retrenchments ● No wor

## 5 000 on march

ABOUT 5 000 Transnet workers yesterday marched on the Union Buildings in Pretoria to present a memorandum demanding an immediate halt to privatisation and retrenchments

The workers, members of the South African Railways and Harbours Workers' Union in the Northern Transvaal, presented the memorandum to an official of Transnet who is to hand it over to Northern Transvaal regional general manager Mr Phillip Venter

In the memorandum the workers said if their demands were not met they would "engage the Northern Transvaal management in unprecedented actions"

The workers said they had learned from international experience as well as locally that privatisation did not contribute to the national economic growth of a country

*Sowetan 24/3/94*  
"As a direct consequence of privatisation and unilateral restructuring of the company, our members are faced with merciless retrenchments. The extent of retrenchment is a great concern to us, particularly when we are in the process of democratic transformation of our country," the workers said

The workers further demanded that alleged victimisation and harassment of Sarhwa members by the company be stopped

Other demands were that parity in salaries and wages be introduced immediately and that the issue of poor quality housing by Transnet should be addressed by all parties involved

The march, monitored by international and local peace monitors, was peaceful and ended without incidents — *Sapa*

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# Transnet workers march

Star  
About 5 000 Transnet workers marched on the Union Buildings in Pretoria yesterday to present a memorandum, demanding an immediate halt to privatisation and retrenchments. 24/3/94

The workers, members of the South African Railways and Harbours Workers' Union in the northern Transvaal, presented the memorandum to a Transnet assistant manager, who promised to pass on the document yesterday afternoon to northern Transvaal regional general manager Phillip Venter, who would then respond. (270)

In the memorandum the workers said that if their demands were not met they would "engage the northern Transvaal management in unprecedented actions".

The workers further demanded that what they called victimisation and harassment of Sarhwi members by the company be stopped.

Other demands were immediate parity in salaries and wages, and that the issue of poor-quality housing by Transnet should be addressed by all parties involved — Sapa.



# Memo presented after march ban

Star 31/3/94

■ BY CHRISTINA STUCKY

More than 200 members of the SA Railway and Harbours Workers' Union (Sarhwu) waited in vain to march from the union's headquarters in downtown Johannesburg to the Transnet offices yesterday after the march had been banned.

No incidents of violence occurred. People dispersed after union members were told that the march would not take place (270)

Sarhwu had planned to march from the union's office on the corner of Plein and Wanderers streets to the Transnet offices to present officials there with a memorandum protesting at large-scale retrenchment. Approximately 2 000 union members were held back by the police at Germiston Station and 300 at Park Station.

Instead of going to Transnet management, Transnet management came to the protesters.

Vic van Vuuren, assistant manager human re-

sources at Transnet, arrived at Wanderers Street along with several other Transnet officials to receive the memorandum from the union.

He then continued on to Park and Germiston stations to receive the memorandum from Sarhwu members there.

After handing the memorandum to Van Vuuren, a union representative declared that should the Transnet board of directors issue one more notice of retrenchment after the Easter weekend, the workers "would not hesitate" to begin a strike.

The ban on the march was issued on Tuesday by the Witwatersrand regional police commissioner. Johannesburg was declared an unrest area in the wake of Monday's chaotic events in which more than 50 people were killed.

Union members, however, were angered by the fact that Monday's march by Zulu royalists had been permitted while their march was banned.

# Transnet completes staff cutback

PRETORIA — Transnet's manpower rationalisation programme has been completed after nearly two years of drastic staff cuts, Transnet assistant human resources GM Vic van Vuuren has said.

The programme's original target was to reduce staff by 40 000. However, through rematching, retraining and absorbing as many people as possible back into the company, the actual number of workers who accepted voluntary retirement packages was reduced to 25 000.

The workforce now numbered 119 000.

Only 234 had to be retrenched against their will — "an exceptional achievement confirming the company's commitment to making the programme as 'hurtless' as possible"

114194  
B/Saw  
**GERALD REILLY**

Van Vuuren said that, taking into account attrition by death and normal retirement, staff had been reduced by 45 000 since the start of 1991 (270)

A second phase of the programme was now being implemented aimed at restoring staff morale.

"The programme had a devastating effect on the morale of the work force and reassurance of security is now necessary," Van Vuuren said.

However, the company's aim had been achieved — to make it more competitive in the open market.

Van Vuuren said very limited further staff adjustments might have to be made.

He said Transnet trade unions, although firmly op-

posed to retrenchments, had played a critical role in the reasonably smooth running of the operation.

Transnet's section managers had been consulted throughout to ensure staff numbers would not be reduced to a level where delivery of services would be seriously affected.

"We are confident the company has become a leaner and more efficient organisation able to cope with any acceleration in the economy and the consequent increased demand for transport services."

On the company's affirmative action programme, Van Vuuren said in the past two years new workers hired had been overwhelmingly black. "Wherever possible blacks are employed as apprentices and in other areas," he added.

Queensland match from Durban  
in New Zealand at 4 45 am to-  
morrow; then highlights of the

between Kennedy McKinney and  
Welcome Neta at 11 pm

22-year-old MARTIN

► See Back Page

## Optimism over 80 Flitestar crew

The South African Airways Pilot Association is confident that most of the 80 cockpit crew from Flitestar and Luxavia, who lost their jobs on Monday, will become airborne again.

Saapa chairman Clair Fichardt said there were local opportunities for many of the crew. Private companies and SAA were looking for crew.

Star 15/4/94  
He said: "Captains of Flitestar could be offered similar jobs on private airlines, but with SAA they would have to start at the bottom of the ladder."

Fichardt doubted whether there would be many senior opportunities for the pilots in southern Africa. However, on the international market some airlines were looking for pilots.

Meanwhile, the outlook for 900 of the defunct services' staff seems gloomy (270)

SAA spokesman Zelda Roux said SAA was busy evaluating them, but only some would be offered temporary employment in the next few weeks.

SAA recently offered voluntary retrenchment to 1 700 staff.

► Accusations — Page 13



## SAA and union in Flitestar dispute

ERICA JANKOWITZ

SAA's attempts to persuade the SA Railways and Harbours Workers' Union to rubber-stamp SAA's decision to employ some Flitestar personnel failed at the weekend with SAA accusing the union of negotiating in bad faith, union official Steve Pienaar said yesterday. *BAW*

As a result, the union said Transnet and SAA management would have to "bear the responsibility for actions contemplated by our members throughout Transnet"

However, there were no plans for industrial action within the group, Pienaar said. Members were very unhappy with SAA's plans to "absorb" Flitestar workers in preference to granting permanent status to temporary workers, many of whom had been employed by SAA for years. *19/4/88*

The union felt this decision had been taken during SAA's "covert dealings" with Flitestar at least a month before the announced demise of the airline. SAA should have consulted the union at that stage, he said. *(270)*

Pienaar said SAA had approached the union — which represents about 40 000 workers — to discuss the employment of about 75 Flitestar workers, mainly cabin crew. At least 950 workers were thought to be jobless as a result of Flitestar's closure. SAA could not be reached for comment.

# Affirmative action is policy aboard SA's flagship

ANY air hostesses would have had trouble dealing with these two young men they had been drinking, they were angry at a delay in take-off, they wanted to smoke (on a no-smoking flight) and drink (before the aircraft left the tarmac, against airline policy).

But for a young black stewardess wearing the uniform of SA Airways, it was doubly difficult to tell these two slightly drunk Afrikaner bucks that they could not have what they wanted. She did it with tact and charm, giving them crisps to appease their nicotine craving and a pretty smile to ease the pain.

In the end, they were won over — and SAA's policy of affirmative action had two new converts.

There are few more obvious signs of the impending change of government in SA than in the cabins of SAA, the state airline. Suddenly, there are large numbers of black faces where Afrikaans maidens previously held sway, and the new integrated cabin crews demonstrate an obvious rapport, and an oblivion to racial distinction, which is a model for the nation. Many have joined the same trade union, a traditionally black body, the SA Railways and Harbours Workers' Union (Sarhwu).

Only 10 years ago, when SAA hired its first black (in a more than menial position), the airline had to get parliamentary approval for the move. Today, says Martin Sebesho, SAA's executive manager (human resources), to employ a white in any position requires board approval. Sebesho notes that this policy is far from the norm for SA business, few other companies — except those with government shareholders — are making such drastic efforts to restructure racially. Only 3% of SA managers are black, and that figure has not changed much despite the new awareness of affirmative action.

But SAA, with its high public profile and government shareholder, is a slightly different case. "We suspect we are going to have a new government and that government will be our shareholder and being predominantly black it will demand a lot of compliance with affirmative action," says Sebesho.

"By the turn of the century, the racial composition of SAA must reflect the racial composition of the country," he says, noting that integrating the cockpit is the biggest challenge.

SAA recently hired its first five black pilots, but the other 600 are white. The company plans to spend R3m a year to train 10 new black pilots a year. Integrating cabin staff is easier, because of the lower level of technical skills involved: about 230 of 1 400 cabin staff are black.

But, complains Sebesho, apartheid's legacy of poor education and skills training makes hiring blacks difficult. SAA could find only 40 blacks in the entire country to interview as prospective pilots, let alone hire.

Even so, Sarhwu, the union which represents most black SAA employees, is unhappy about the company's efforts — and not for the obvious reasons. True, Sarhwu complains that SAA hires whites on contract for vacancies which cannot be filled by competent blacks. But that is not the main complaint. "Management says affirmative action means you must not hire whites. That is not my understanding. Affirmative action means every worker must progress, black and white," says Nelson Ndisa, Sarhwu president.

"If affirmative action is seen as taking white jobs it can be detrimental, it can cause strikes."

Union official Ewan Abrahamse chips in: "In the end, we'll bear the brunt of the racial tension in the workplace. If we cannot have a better understanding between whites and blacks, the country will be ruined." According to Sarhwu's logic, those most committed to rapid affirmative action are the least likely to integrate successfully. "The people who are leading in affirmative action were also at the forefront of apartheid," says Abrahamse.

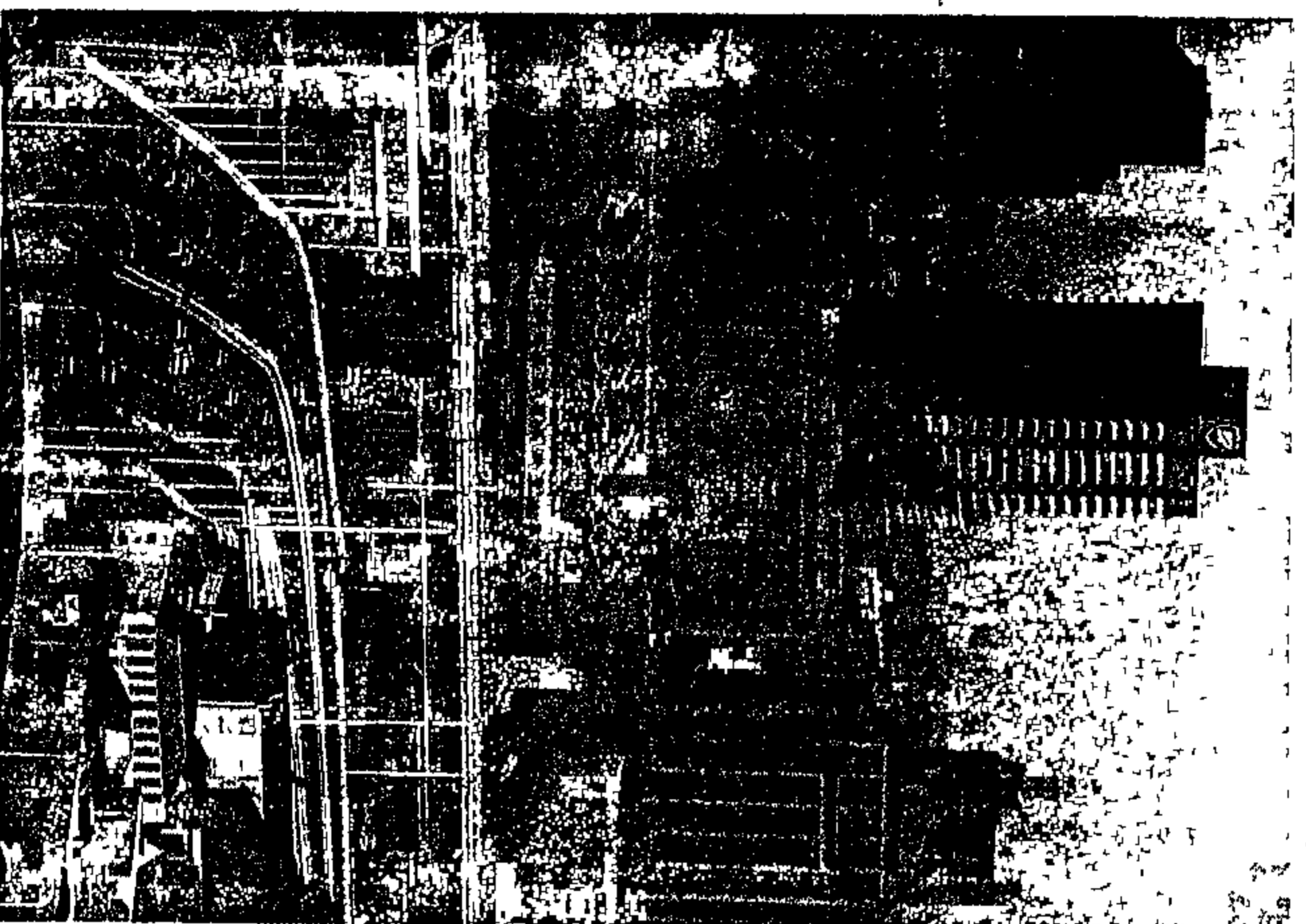
He might have been quoting from a recent ANC policy paper: "If well handled, affirmative action will help bind the nation together and produce benefits for everyone. If badly managed, it will simply redistribute resentment, damage the economy and destroy social peace."

At least unions and management agree on one subject: the need to protect the company from nepotistic employment practices forced on it by a new government. "We want to have a clear plan to help us avoid being a political pawn. Then the chance of being forced to compromise on competency will be minimised," says Sebesho. Sarhwu officials agree — Financial Times



# Demo jams city

## CITY SMOG



**IN A HAZE.** A brown haze hung over the city yesterday as pollution levels exceeded the Health Department's guidelines for the second time this winter. The pollution was trapped, a situation which occurs mostly in winter, autumn and spring.

Picture: BENNY GOOL.

## CPA <sup>(210)</sup> traffic cops protest

By EUNICE RIDER

**TRAFFIC** in the city centre came to a virtual standstill yesterday when protesting CPA traffic policemen, with sirens wailing, parked their official vehicles outside the CPA building in Wale Street.

About 35 vehicles were driven into the city in convoy with their sirens blaring and lights flashing.

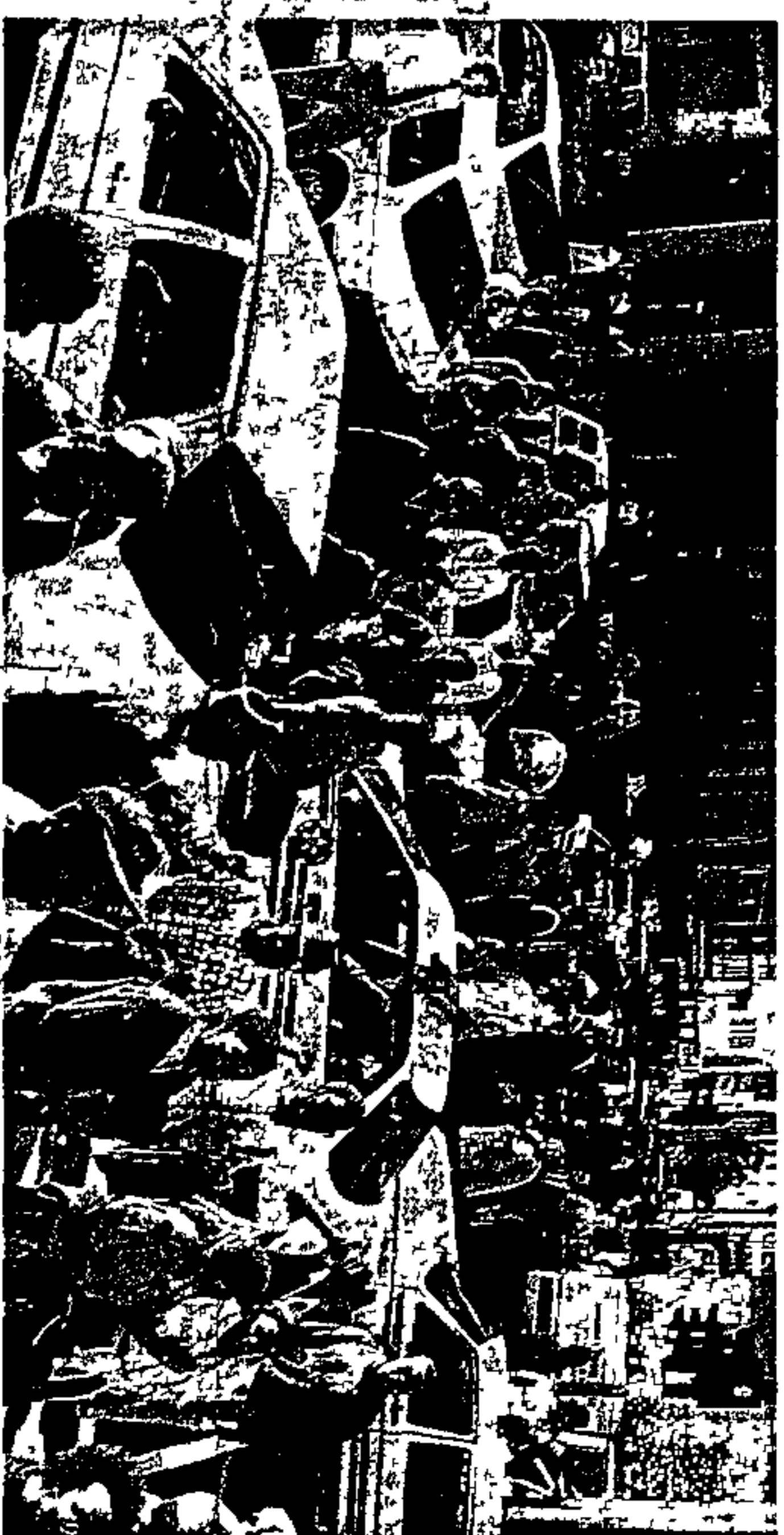
They were then used to jam Wale Street between Government Avenue and the CPA building, where they were abandoned while still in convoy position, for an hour from 3pm.

The uniformed protesters demanded a meeting with CPA director-general Mr Herbert Beukes to discuss allegations of unfair labour practices, corruption, nepotism and racism in their department.

They ignored warnings from senior police officers and Municipal Traffic Department heads to clear the road or have their vehicles towed away.

Last night assistant city traffic manager Mr Noel van Rooyen said registration numbers had been noted and a decision would be taken after a meeting with police today.

The officers, all members of Nehawu (National Education, Health and Allied Workers' Union) had earlier joined forces with about 150 other disgruntled Nehawu members, mostly women health workers with grievances against old age homes and hospitals where they worked.



**CHAOS** Provincial Administration traffic officers and health workers yesterday jammed Wale Street in traffic vehicles with sirens blaring and lights flashing, to protest against alleged unfair labour practices, corruption and racism in the traffic department.

Picture: ANNE LAMING

The traffic officers had given the health care workers lifts to the protest in their official vehicles, and some traffic officers joined the health workers in singing and toy-toting outside the building for more than three hours.

Although traffic was badly congested at intersections leading into the lower section of Wale Street, no fines were given by City Council traffic policemen on the scene and no arrests were made.

After the meeting with Mr Beukes, Nehawu official Mr Alistair Charles said the Bill of Rights entitled his fellow union members to protest in a public street, even if the street was blockaded.

He said the CPA had undertaken not to take any disciplinary action against the protesters as they were "still levelling the playing fields".

Mr Charles said the union and the CPA had agreed to establish a committee to deal with their labour-related grievances, and the meeting would continue at 2pm this afternoon.

CPA spokesman Mr Van Heerden Heunis last night described the discussion between Mr Beukes and Nehawu as "frank and open" and had centred around sensitive labour relations issues.

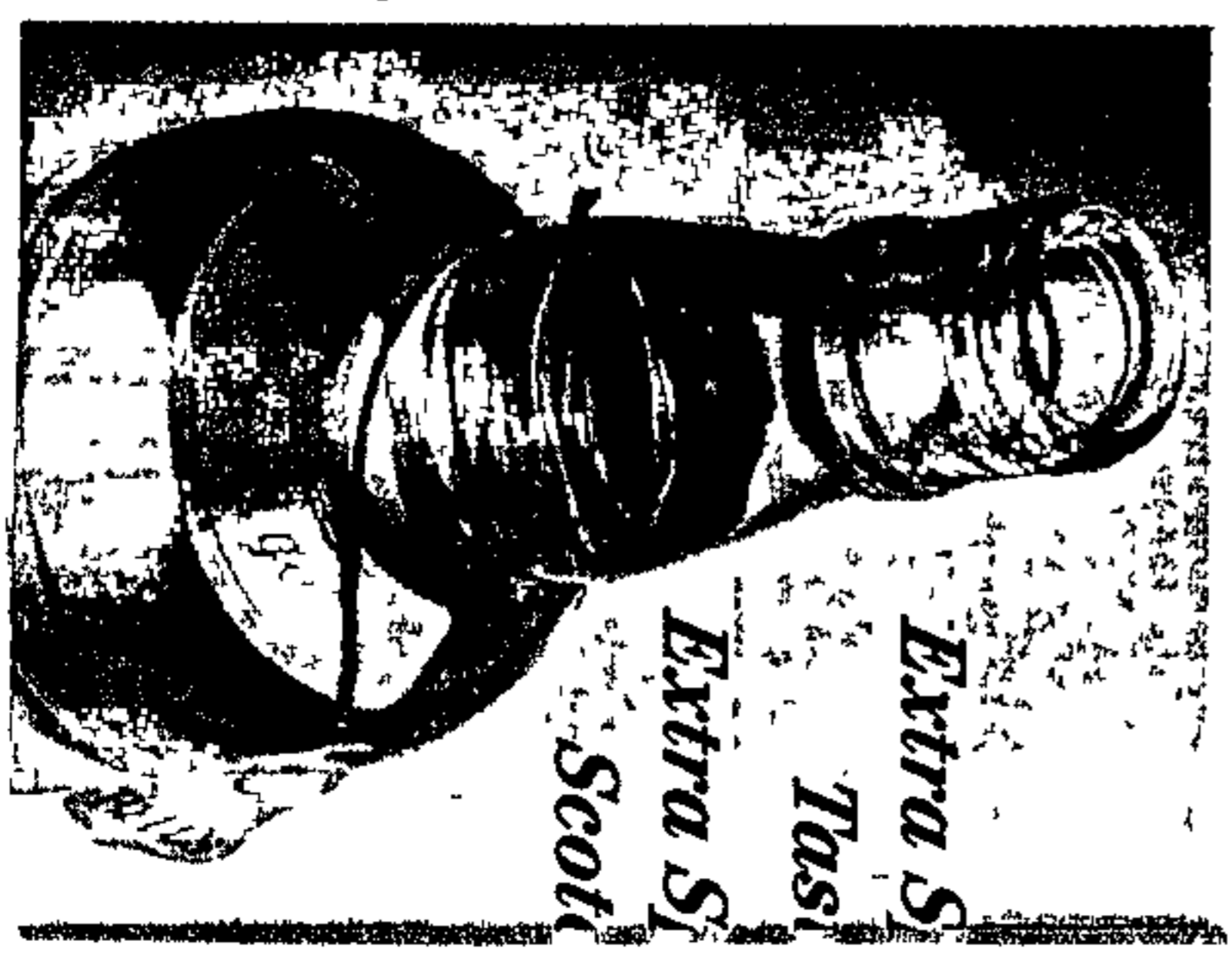
### Crack of dawn



The question is did those ladies get the biggest thrill when some newspaper editor exposed his cheque-book to them?

### Morné: Selectors did well

By IAN GAUL  
MORNE du Plessis, one of the most respected





# Traffic comes to standstill after CPA staff blockade

□ Mass dismissals and service grievances spark off protest

SHARKEY ISAACS  
Staff Reporter

CITY traffic came to a standstill for 30 minutes outside the Cape Provincial Administration building when health staff and members of the CPA traffic department blockaded a section of Wale Street to highlight employment grievances

The demonstration by nearly 300 members of the National Education, Health and Allied Workers Union (NEHAWU) was prompted by the mass dismissal of 219 union members at Highlands House, service grievances at three other specialised health care institutions and general dissatisfaction with conditions of employment at the CPA traffic department.

A union statement said members also alleged unfair labour practices and lack of respect for workers from senior staff at the Jewish Old Aged Home, Sunnyside Old Age Home, Plumstead, and at the New Kings Hospital, Kalk Bay

Fifteen provincial traffic patrol vehicles blocked part of Wale Street after arriving in convoy with blaring sirens

Police warned the traffic officers to leave the area but they refused to budge

Four Western Cape MPs Tasneem Essop, Chris Nissen, Rose Sonto and Russell McGregor were also present together with union chairman Wilfred Alcock and union official Alistair Charles

They interceded with senior police officers on behalf of the demonstrators and said the purpose of the demonstration was to present union grievances to CPA director general, Herbert Beukes.

The demonstration dispersed when Mr Beukes emerged from the building and agreed to talk to union officials

Mr Nissen said the MPs were there to ensure that peace and order prevailed.

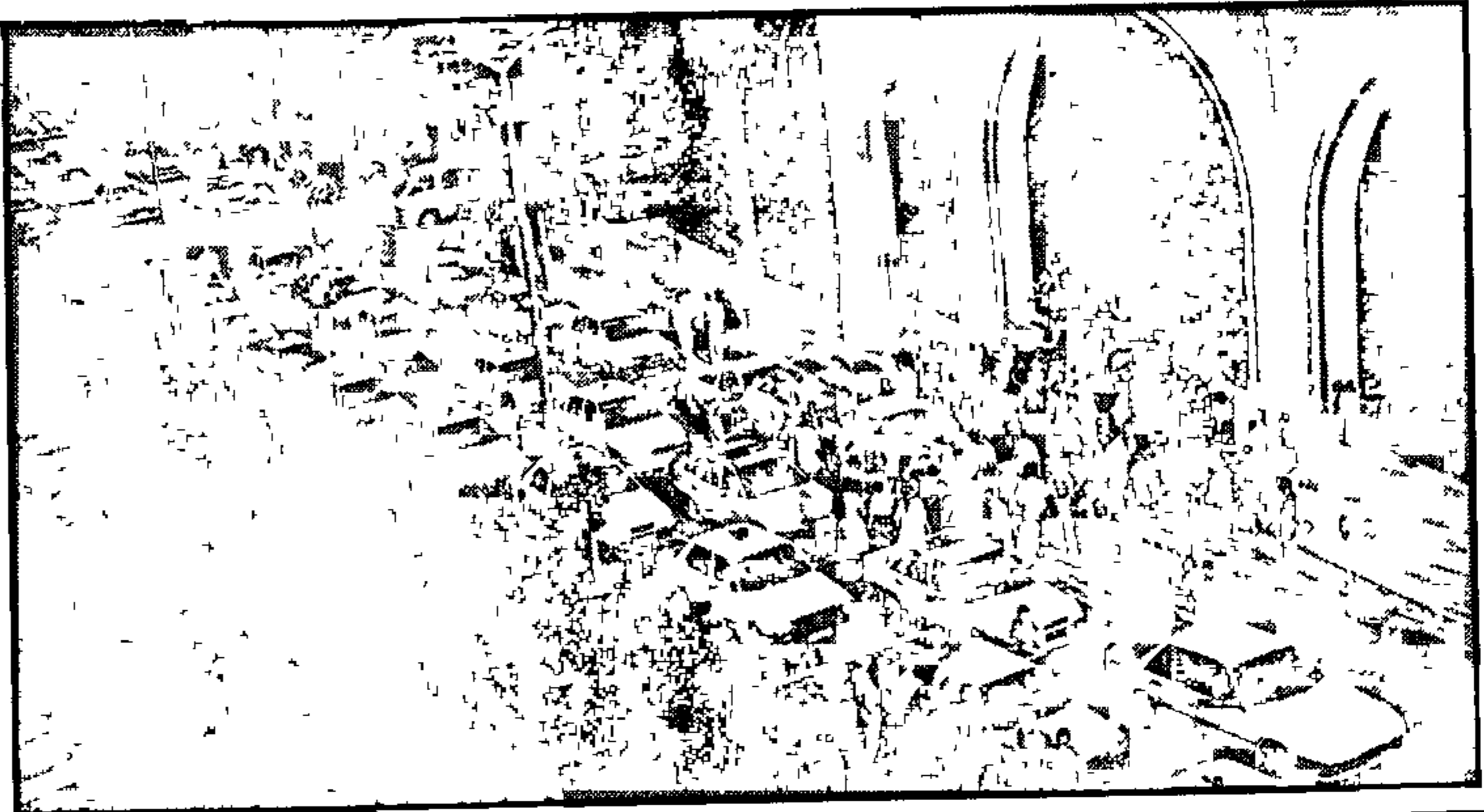
Members of the traffic officers' union were due to meet CPA officials about their labour dispute. They objected to disciplinary action taken against CPA staff who believed educating drivers should take priority over issuing tickets and who therefore failed to make their quota of tickets

Traffic department staff were also unhappy about victimisation of shop stewards and the ap-

pointment of I Young as the new station commander at Brackenfell traffic depot. They called for the immediate removal of Mr Young and CPA traffic chief Stan Botha

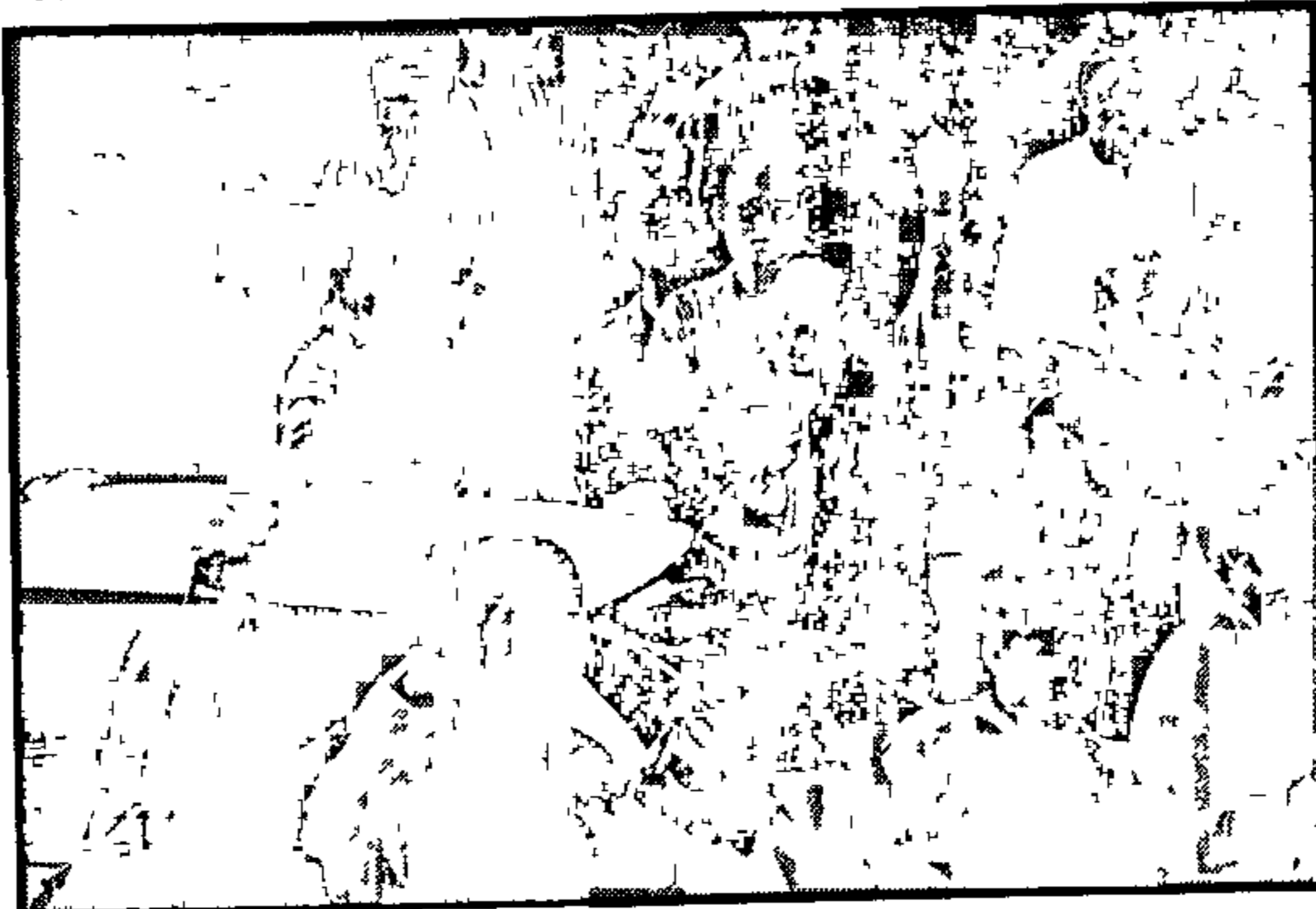
Last week a large group of traffic officers gathered in the city to highlight departmental grievances

● The demonstration is the first stage of a programme of mass action and if a settlement is not reached, all union members will be called on to observe a two-hour work stoppage on June 8 and a mass march of 10 000 workers to Highlands House and the CPA on June 9



**ROAD BLOCK:** A fleet of traffic police vehicles block Wale Street outside the CPA Building during a joint traffic department staff and health workers protest over service conditions and grievances.

Pictures ANDREW INGRAM, The Argus



**PROTEST:** Flanked by trade union members and colleagues, an irate worker gives the clenched fist salute as he stands next to a traffic police vehicle blocking Wale Street.

**IN BRIEF**

APR 8/6/94

**Strike delays trains**

JOHANNESBURG. — Passenger trains in the PWV region were delayed today following an overnight strike by railway control officers over annual pay increases, the Metro rail company said.

(270) (12)

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8/Day 12/7/94  
**Transnet, unions agree on increases**

(250) (354)

ERICA JANKOWITZ

TRANSNET and its recognised trade unions yesterday signed a wage agreement granting workers a 7,5% across-the-board increase backdated to June 16, with general workers receiving an additional R30 a month on their non-pensionable allowance (270)

SA Railways and Harbours Workers' Union (Sarhwu) general secretary Derrick Simoko said general workers effectively received a 10%

increase in terms of the agreement. Their basic salaries would rise to R1 045 a month with the non-pensionable allowance at R180. unions and management were still discussing housing subsidies, with management offering R160 a month to general workers and R320 for graded workers. Sarhwu had demanded R600.



# Dockers end strike, talks on

Staff Reporter

270

HUNDREDS of dockworkers in Table Bay Harbour went on strike yesterday morning, after talks with their employers failed. *OT 21/7/94*

However, after intensive negotiation between the union and International Harbour Services yesterday afternoon, it was agreed that the employees would return to work and the wage talks would be resumed.

Workers at IHS are demanding wage hikes of between 22% and 85%, that seasonal employees be employed permanently and that working conditions be improved. IHS has offered a 5% across-the-board wage increase.

According to Transport and General Workers' Union spokesman Mr Harald Harvey, workers went on strike after the IHS management walked out of talks about 11am.

IHS personnel manager Mr Francois Smit said IHS would resume when it was assured negotiations could continue without extraneous pressure.

Mr Harvey said the union was fighting for "decent" working conditions and an end to all casual labour practices in the docks.

**Shunters on strike**

JOHANNESBURG. (270) (102) Wits

Metro Rail Services management will meet striking shunters today in an effort to end the work stoppage at the Braamfontein, Benrose and Goldenhuys rail yards. — Sapa

ARG 217194

# Tow truckers to toe the line

Staff Reporter

THE TARNISHED Peninsula's tow truck industry took a step towards respectability yesterday with the launching of the Cape Towing Association

Chairman Mr Neil Billson said the association wanted to get the industry's house in order by signing up the majority of "reputable" tow truck operators in the Peninsula

This, he said, would hopefully end years of rivalry, often violent, as operators would now have to abide by the "first come, first serve" rule, when racing to the scene of an accident or a mechanical breakdown.

Mr Billson said members would display bold logos on the doors of tow trucks.

A bonus for motorists would be the strict regulation of tow costs within a 30km radius of a breakdown business

"The industry was totally fragmented and that is why we decided to restore its reputation. Ultimately it is the customer who will benefit from the formation of the association."

270 CT 1/9/94



## Mailbags for Bop pile up

JOHANNESBURG — More than 7 000 mailbags destined for the former Bophuthatswana homeland have accumulated at sorting points in South Africa because of a strike in the North-West province

The Post Office appealed to people not to post items to the area — Sapa

25 (270) (100)

ARG 17/9/94

# Harbour strike — surcharge threat

Own Correspondent

DURBAN — Shipping lines are considering imposing a congestion surcharge to pay for delays costing millions of rands caused by the three-week-old harbour strike here.

Shipping line spokesmen here yesterday would not confirm they would implement the surcharge — usually a percentage of the costs charged to the shipper — but sources said it was being considered as a “logical way of recouping losses”

As many as 16 vessels a day have been lying at the outer anchorage, experiencing delays of about four days, at a cost each of between R45 000 and R60 000 a day.

Durban Regional Chamber of Business operations director Mr John Bryce warned that imposing a surcharge would be “bad for business”

# Shipping disrupted by strike

*Biday 25/10/94*  
DURBAN — Harbour warehouses are stacking double the usual number of containers and ships waiting to offload cargo are queueing outside the port of Durban because of a strike by the SA Railway and Harbour Workers' Union (Sarhwu).

Sapa reports that Portnet container terminal manager Noel Cronje said yesterday there were about 11 000 containers, and about 12 ships waiting to berth.

The strike — by more than 100 workers representing between 25% and 30% of staff — entered its 22nd day yesterday.

Portnet and Sarhwu are to begin mediation today.

ERICA JANKOWITZ reports Portnet spokesman Johan Hagen said the outcome of mediation looked "very positive".

A union spokesman said workers were demanding an end to privatisation and casual employment, the abolition of a rationalisation committee, as Sarhwu had not been properly involved, and an end to racism. Management had to change its attitude as it was not prepared to allow worker participation in decision-making.

Portnet also refused to address worker grievances properly.

Durban Chamber of Business spokesman Fred Barry said: "Our concern is that the non-movement of boxes affects the economy. And, to repeat the cliché, it could affect the implementation of the reconstruction and development programme."

Port captain Mike Cooper said the situation was manageable. (270)

Cronje said there was an offloading delay of about 60 hours and factories were experiencing problems in obtaining materials as the strike had exacerbated the usual pre-Christmas increase in business.

A Safmarine spokesman said each day's delay cost a single ship \$15 000-\$25 000. Also, fuel costs increased when a vessel was forced to speed and make up lost time.

Our Durban correspondent reports that a group of workers have also gone on strike in Richards Bay. A Portnet spokesman said management and workers were discussing the illegal strike. Contingency plans were in place and there had been

□ To Page 2

## Strike

*Biday 25/10/94*  
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Meanwhile, shipping lines are believed to be considering imposing a congestion surcharge to pay for the delays. The surcharge — a percentage of the costs charged to the shipper — was seen a "logical way of recouping losses", a source said.

Our Port Elizabeth correspondent re-

ports that the Eastern Cape harbour is enjoying extra business while the Durban strike drags on. Portnet spokesman Lise Hayward estimated that the harbour's container handling depot had seen a 50%-60% increase in activity in the past month, while the number of "container crane moves" had doubled.

□ From Page 1



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From Page 1

# Durban port strike over

ERICA JANKOWITZ

TRANSNET and the SA Railways and Harbours Workers' Union (Sarhwu) yesterday agreed formally that normal work would be resumed at Durban harbour today, Portnet spokesman Johan Hagen said.

Indications yesterday suggested workers would start unloading vessels last night, cutting into the estimated backlog of 17 ships awaiting berths. The strike, which lasted 23 days, was estimated to have cost millions.

The agreement allowed for the previous arrangement with private hauliers to remain. It would not be replaced by Sarhwu's demand for the gate to be closed to all but Transnet vehicles, Hagen said. *2 Day*

Transnet's use of contractors for specific services and as casual employees within the parameters of an industrial council agreement would stand. *20/10/94*

Hagen said the parties had agreed on a way to resolve an alleged racist incident at a depot in KwaZulu/Natal.

Hagen said agreement was reached after 18 hours of mediation under the auspices of the Independent Mediation Service of SA.

Sapa reports that Safmarine has denied reports that shipping lines hit by the strike in Durban are considering the imposition of surcharges. *(270) (1-2)*

Spokesman Richard Warnes said Safmarine had in the past imposed delay surcharges in Mombasa, Dar-es-Salaam and Mozambican ports, but were not considering them in Durban. *(A Mac Omstr) 29*

# Strikers return to work

Own Correspondent

DURBAN — Striking Portnet workers returned to work yesterday after signing an agreement with management on Tuesday, Portnet container manager Noel Cronje said.

"Our objective is now to get back to a completely normal situation which will take about three or four weeks," he said.

By yesterday the number of stacked containers had been reduced from 11 000 to about 8 000.

The agreement assured Portnet drivers their jobs were not threatened by pri-

vate long-haul drivers operating in the terminal.

It also provided for the establishment of a forum to discuss the future of private contractors in Portnet operations.

Cronje also said Portnet planned to spend R150m converting two berths in Durban harbour into dedicated container handling facilities to cater for the recent "explosion" in container trade. Container volumes had grown "20% to 25%" since last year.



## 600 Spoornet

### workers march

DURBAN — About 600 Spoornet workers marched to the headquarters of Spoornet and the offices of the South African Railway and Harbour Workers' Union here yesterday to protest against the killing of their colleagues.

The workers said more than 20 people had died in violence they claimed was related to a strike at the Durban harbour.

They accused Spoornet management of failing to provide security on trains and at a Spoornet hostel, where they alleged most of the killings had occurred —

62

270

CT. 27/10/94



**GROUNDING:** Jan Smuts Airport was the scene of communication breakdown, frayed tempers and despair as thousands of passengers were left stranded after a wildcat strike by SAA technical staff yesterday afternoon PHOTOGRAPH T J LEMON

# Chaos at Jan Smuts after strike

**MAUREEN ISAACSON  
and BARRY SMIT**

It was Friday evening and the logic of things was broken.

People's lives were thrown out entirely. Pregnant women, women with babies and unaccompanied children were stranded in the comfortless corridors of the recently completed new domestic departures wing.

A man with a medical sample that was to be taken to Cape Town urgently waited all afternoon before he was given a seat on a plane. Businessmen missed appointments, families missed dinners and Whitney Houston concert tickets went to waste.

This was the hectic scenario yesterday afternoon at Jan Smuts Airport when 1 200 technical staff embarked on a wildcat strike in support of wage demands. Officials described the action as "illegal and irregular".

Announcements came and went in a blur of incoherence as they had done all day, announcing "expected times" of flights that kept changing. Hordes of angry passengers who had demanded to fly had been placed on planes, others stood despondently amid their baggage, weary, disappointed.

Outside, the parking lots were gridlocked and several accidents occurred at the exit to

the airport on rain-slicked roads

The strike affected 14 domestic flights, the delays lasting from 45 minutes to eight hours, even though the strikers, after being addressed by union officials, agreed to return to work after two hours. (270) (10)

SAA spokesman Leon Els said the action had had a "snowball" effect as two delayed aircraft had developed technical problems.

The obvious lack of communication between SAA staff and their customers made nonsense of the airline's mission statement.

practical difficulties of

the 1800

P.T.O

Stewart 19/11/94

## ◆ Airport chaos

that graces the offices of the officials who work there. The airline's claim that it was "regarded with pride locally" seemed out of place. (270) (12)

By 7 00 pm people who were to be booked on the 2 30 pm SAA flight to Cape Town were exhausted. They had been told that the plane would leave at 3 30 pm, then at 5 pm and later at 10 pm.

Author and editor Peter Wilhelm stood at the standby counter, afraid to leave lest he miss the calling of names of people who had been booked onto flights

"They have been making contradictory announcements about technical reasons and an industrial dispute

"There is a total incompetence and unwillingness to help. I have never had such an unpleasant experience in travel."

Lynette Villet, a 7½-month pregnant mother, booked on the same flight with her husband and five-year-old son, was exhausted by the time evening came. "I wanted to lie down but there was nowhere. The SAA guy said that all the Holiday Inns were booked up."



## Police arrest eight air force employees

**EIGHT SA Air Force employees were arrested yesterday afternoon when they participated in an illegal placard demonstration outside the Ysterplaat Air Force base.**

The protesters, all general assistants at the base, were demanding that the Air Force recognise the National Education and Allied Workers' Union (Nehawu).

A Nehawu spokesman charged that the arrests were an example of police interference in a labour dispute.

— Sapa

## Strikers hold placard demo

JOHANNESBURG (152)  
About 100 strikers yesterday held a placard demonstration outside the head office of Imperial Car Rental (270)

Members of the Transport and General Workers Union went on strike at the end of November to press for a 13th cheque, a long-service allowance, pay rises and reinstatement of fired strikers. CT 8/12/94

Strikers say negotiations between management and the union broke down after management dismissed more than 20 strikers who blockaded the company's main depot at Jet Park, Boksburg — Sapa

# Transkei Airways hit by strike

CATHERINE CROOKES

TRANSKEI Airways workers began a strike on Tuesday after two white employees were appointed in the wake of retrenchments by the company, disrupting the airline's daily schedule.

Transkei Airways acting MD Tom Whitelaw said yesterday the new employees were appointed on a temporary basis as computer programmers at the head office in Johannesburg. (183) (270)

Whitelaw said he thought the company had been fair in its appointment of the contract workers, needed to relieve a backlog of work. The temporary employees were relieving in a department not affected by retrenchments.

He said: "We may have been in the wrong in that we didn't tell the workers about the appointments." However, he felt it was a small matter which was not worth consulting them about. BDS/1195

A spokesman for the workers, Lunga Kepe, said management had told the workers that the company was overstaffed. The workers felt management was unapproachable. The positions were not advertised.

Kepe said the workers would continue striking until they received an answer from management concerning the reason for the appointments. They wanted the contract workers to be replaced by existing staff members.

Whitelaw said management found it disconcerting that the workers' union, the Transport Workers' Union, only intervened yesterday. He said it was only the black workers that were striking and felt they were "thinking with their hearts rather than their heads".

Whitelaw denied a claim by the workers that management had issued a court order declaring the strike illegal.

The strike had been peaceful so far although workers were picketing at Umtata Airport yesterday afternoon.

Whitelaw said the airline's schedule had been disrupted as new cabin crew had had to be found at short notice. However, the pilots were not on strike and the schedule would be back to normal tomorrow.



# Transport strike threatened

■ BY GLENDA DANIELS

A national transport strike is on the cards if the Turning Wheel union's demands — still pending from last year's Mooi River toll road blockade — are not met

Turning Wheel chairman Richard Madime said in Johannesburg on Friday that none of the union's demands since the August blockade had been met

"We are consulting workers nationally, and as soon as consensus is reached we will go on a national strike," he added.

The union, responsible for a second blockade in September, is a breakaway group from the Cosatu-affiliated Transport and General Workers' Union

The TGWU had criticised Turning Wheel, saying it was divisive and led workers into unnecessary militant action.

Madime said that apart from setting up the National Industrial Council, a forum to resolve drivers' and workers' problems had not yet been attained

"To date, workers from Lehmeckers Transport have not

been reinstated, and conditions for truck drivers have not improved," Madime said.

Turning Wheel national coordinator Ben Petersen said the union was formed about five months ago in response to grassroots demands from truck drivers who were disgruntled with their old union, the TGWU

A manager from the Lehmeckers company, who refused to be named, said "We believe Turning Wheel is anti-RDP. It is power hungry and is not a recognised union. We deal only with the TGWU"

S/OK 16/1/75 270

# Container depot still shut

## ■ LABOUR REPORTER

Johannesburg residents and businessmen awaiting delivery of goods from Transnet's City Deep container depot were frustrated for the second day yesterday as a dispute between management and workers resurfaced, resulting in closure of the depot.

The depot was locked yesterday. About 3 000 workers milled around outside the premises.

Owners cannot get to the thousands of parcels and perishable goods as no one has been allowed to enter the premises for the past two days.

Security guards and police patrolled the area outside the depot.

Transnet management and representatives of the South African Rail and Harbour Workers' Union (Sarhwu) and the Black Trade Union of Transport were negotiating late yesterday and could not be reached for comment.

Sarhwu shop steward Simon Matlala said there was no strike at the depot, but there were differences with management over the hiring of temporary workers. He said Transnet management had been retrenching full-time workers

steadily since 1990 and hiring part-time workers at lower salaries.

Meanwhile, several businessmen concerned at the lack of service said yesterday they intend to form a close corporation called Anti-Obstruction which would legal take action against those responsible for the non-delivery of goods.

A Johannesburg resident, whose furniture was expected yesterday, said he and his family had just moved into their new home and were living without furniture as it was locked up in the depot and they had no access to it.

(290) SLOW 27/1/95

# Transnet workers locked out of depot

TRANSNET management at the Kaserne depot yesterday locked out SA Railways and Harbours Workers' Union (Sarhwu) members who had been demanding that private companies not be allowed to operate in Transnet

The union protest started last week after a Transnet manager employed an outside worker in place of a Transnet worker who was on leave.

Transnet then approached the court which ruled that the manager and the two employees involved both be suspended until the union and management had resolved

JOHANNES NGCOBO and  
AMANDA VERMEULEN

the matter amicably **BD 27/1/95**  
Transnet regional manager Rod Hinchco said yesterday the union had been preventing private companies from coming into the depot. Because the union had violated the court agreement and continued the protest, management had decided to lock the company's gates.

Union spokesman Mandla Ndlela yesterday blamed the lock-out on Transnet management's failure to suspend the white su-

pervisor.

The union and the management were still locked in a meeting late yesterday.

Meanwhile, the Rennie's Group yesterday threatened legal action against Sarhwu after union members blockaded the nearby City Deep depot and allegedly damaged property

Rennie's said 250 drivers contracted to Roadwing, a subsidiary of Saftainer which was owned by Rennie's, had been threatened by Sarhwu members who maintained their jobs were in jeopardy.

□ To Page 2

## Transnet

Spoornet, which embarked on privatisation several years ago, contracts much of its container delivery business to Roadwing's 250 owner-drivers

Rennie's freight management division CE John Cattell said "The broader economic implication (of the dispute) is disturbing. For the past four days workers have prevented Roadwing operators from moving freight to and from City Deep — the world's largest inland port"

The owner-drivers were "mostly black entrepreneurs who, using their own trucks, move goods to and from storage depots". They were part of a Roadwing programme to assist drivers in acquiring their own vehicles

Sources said Spoornet drivers had become increasingly dissatisfied with Spoornet's policy to step up its privatisation scheme through contracting Roadwing drivers

Rennie's said the simmering dispute be-

tween Sarhwu members and Roadwing contractors had come to a head last week when 200 Sarhwu members had threatened Roadwing drivers at the Kaserne terminal with pangas and rocks. "Several drivers were assaulted."

It added that workers surrounded and threatened Roadwing trucks at City Deep yesterday, and the situation had been defused by Spoornet management. "But after the trucks had left, workers turned on the employees of City Deep office buildings and forced them to evacuate."

Cattell said since Roadwing started using owner-drivers, Sarhwu members had been "agitating" against the concept in the belief that their jobs were threatened.

He noted that Roadwing last year won the Chartered Institute of Transport's Company of the Year award for its support of the reconstruction and development programme through its empowerment scheme

□ From Page 1



## Containers pile up at Kaserne depot

MARCIA KLEIN

THOUSANDS of containers — many with perishable goods, are accumulating at Transnet's Kaserne, Johannesburg, container depot, closed since the middle of last week because of a labour dispute.

Transnet management locked SA Railways and Harbours Workers' Union (Sarhwi) members out of the depot on Thursday after a dispute over hiring temporary workers and the use of contract delivery services. (270) (270)

Estimates of the number of containers at the depot, on rail and in the marshalling yard ranged from 5 000 to 8 000. One freight industry source said many clients had re-ordered goods by airfreight to avoid having to switch off round-the-clock manufacturing facilities. BD 28/1/95

Sources said it was impossible to estimate the financial implications of the bottleneck. Some of the goods would perish and many companies would lose production if vital materials were left standing at the depot.

The Kaserne closure, coupled with a go-slow at Durban harbour in another labour dispute, had resulted in a backlog which would take weeks to work off, freight industry sources said.

A Spoornet spokesman said nothing had moved through the depot by late on Friday.

Rennies said lawyers for owner-drivers contracted by Roadwing, part of the Ren-

□ To Page 2

## Kaserne

□ From Page 1

mes Group, were hoping to negotiate with Sarhwi to resolve the dispute. Roadwing subcontracts drivers who move goods to and from storage depots.

Rennies said Sarhwi members had been agitating against the owner-driver concept as they felt it threatened their jobs.

Heneways Freight Services chairman Pat Henegan said the terminal was "raided" by disgruntled workers on Thursday.

"Telephones were ripped out, and computers unplugged. Container operators had to flee for their lives."

His company had diverted its containers from Durban to Port Elizabeth and Cape Town to avoid the go-slow in Durban. But it was much more costly to transport goods from these ports to Johannesburg. "We have taken flak from clients who are desperate for their deliveries."

## 'Six weeks' to clear depot

(270)

INGRID SALGADO



SPOORNET'S City Deep container depot would take six weeks to clear its backlog of 5 400 containers but this figure could rise if SA Railways and Harbours Workers' Union (Sarhwu) members continued preventing private contractors delivering to and from the depot.

Spoornet spokesman Ian Bleasdale said only 15% of containers were clearing through the depot. Fourteen trains were backed up and unable to offload.

Sarhwu and Spoornet were negotiating yesterday. Sarhwu is protesting against the use of contract delivery services, believing members' jobs are under threat.

Meanwhile the SA Chamber of Business (Sacob) has called for a crisis working group to consider immediate and long-term solutions to the bottleneck.

Sacob spokesman Peggy Drodskie said low capacity at Durban's container terminal and the hold-up at City Deep were having a strong knock-on effect on each other.

Scheduled visits of container vessels from Europe on an eight-day cycle were out of synchronisation.

Forty refrigerated containers with perishable goods had to be returned to their ports of origin.

If the problem was not resolved speedily it would affect SA's image as a trading nation, add to import costs and influence the inflation rate. **BD 212195**

## Union wants end to depot blockage

INGRID SALGADO

(270)

THE SA Railways and Harbours Workers' Union would recommend to its members today that they stop preventing privately contracted hauliers from making deliveries at Transnet's City Deep container depot in Johannesburg, a Sarhwi spokesman said at the weekend.

The decision followed a meeting between Public Enterprises Minister Stella Sigcau and parties involved in the dispute at the depot.

After the talks Sigcau appointed a task force to resolve the quarrel.

The Sarhwi spokesman said contingency plans would be made to transport the 5 400 containers being held at the depot. "If this means workers must work overtime, then that must be allowed."

A Spoornet spokesman said last week it would take six weeks to clear the backlog.

A source said the task team would look into the use of private contractors and its effects on Spoornet workers' jobs.

Once this was resolved, the team would broaden its scope to examine more general grievances of all Transnet workers.

The group would be made up of four members with legal background and business interests. It would sit for two weeks.

Meanwhile, more than 6 000 Transnet workers marched to Spoornet's offices in Johannesburg on Friday to register their concern at the use of private contractors, who they felt were threatening their jobs.

A Spoornet spokesman said private hauliers at City Deep were for the first time able to begin clearing the container backlog while workers participated in the march. The depot had expected to clear 500 containers, the spokesman said.



# Trains cancelled due to wildcat Metro strike

(270) ~~270~~  
ARC 27/2/95

## Staff Reporter

TWELVE commuter trains were cancelled today due to a wildcat strike by Metro rail staff

Metro spokeswoman Riana Jacobs said eight trains were cancelled on the Cape Flats line, three in Bellville and one from the southern suburbs

The trains were cancelled as a result of staff shortages and more cancellations could follow. Other trains were running late

Ms Jacobs said thousands of commuters were affected

It was not yet clear why the strike had been called or how long it would continue, but Metro Rail management was investigating.

Every effort was being made to normalise the service before the afternoon peak hour.

Metro apologised to commuters who had been inconvenienced.

● Frustrated commuters were caught in traffic jams today for up to one and a half hours after a bus broke down

on De Waal Drive just after 7 am.

Traffic chief Wouter Smit said the bus broke down in the left lane on hospital bend and partly blocked a second lane

As the brakes were "blocked solid", traffic authorities could not move the bus and City Tramways had to send a breakdown vehicle which also got caught in the traffic

The bus was eventually moved after 9 am

● Commuters are going to have to pack their own beers and sandwiches — the dining car on the line between Cape Town and Simon's Town has been temporarily withdrawn.

The reason for the withdrawal was to modify the car's "systems", a spokesman said.

No date has been set for its return. The car will be out of commission "until further notice", he said.

"Off the Rails regrets any inconvenience to their clients."

The dining car first entered service on the Simon's Town line September last year and has been temporarily withdrawn before

## Union acts to end deadlock

GAVIN STAFFORD

POST and Telecommunications Workers' Association (Potwa) members at Telkom's Denver branch, east of Johannesburg, yesterday alleged that white managers in the area were racist and had accepted bribes to promote whites instead of blacks. (270)

Sapa reports that the workers resumed a strike at the branch after a deadlock with management over promotions.

Potwa spokesman Shakes Gonyane said workers embarked on the strike last Thursday after a number of promotions had been cancelled by Telkom's Denver area manager.

Gonyane said they had returned to work on Friday but had resumed the strike in an attempt to break the deadlock. 5028/2/95

Meanwhile, the SA Telecommunications Association said proposals by the Post and Telecommunications Ministry to privatise parts of the public company would put thousands of jobs in jeopardy.

Telkom could not be reached for comment yesterday afternoon.

# Metro workers back on the job

JOSEPH ARANES, Staff Reporter (270)

THERE was relief for railway commuters today as Metro Rail Services workers returned to work following a day of disruptions.

Thousands of commuters were inconvenienced yesterday when about 200 Cape Metro Rail Services workers downed tools and protested on the concourse of Cape Town station.

Metro workers confirmed today it was business as usual. **ARD 28/2/95**

Metro spokeswoman Riiana Jacobs apologized to commuters for inconvenience yesterday. Workers' grievances were being addressed by management, she said.

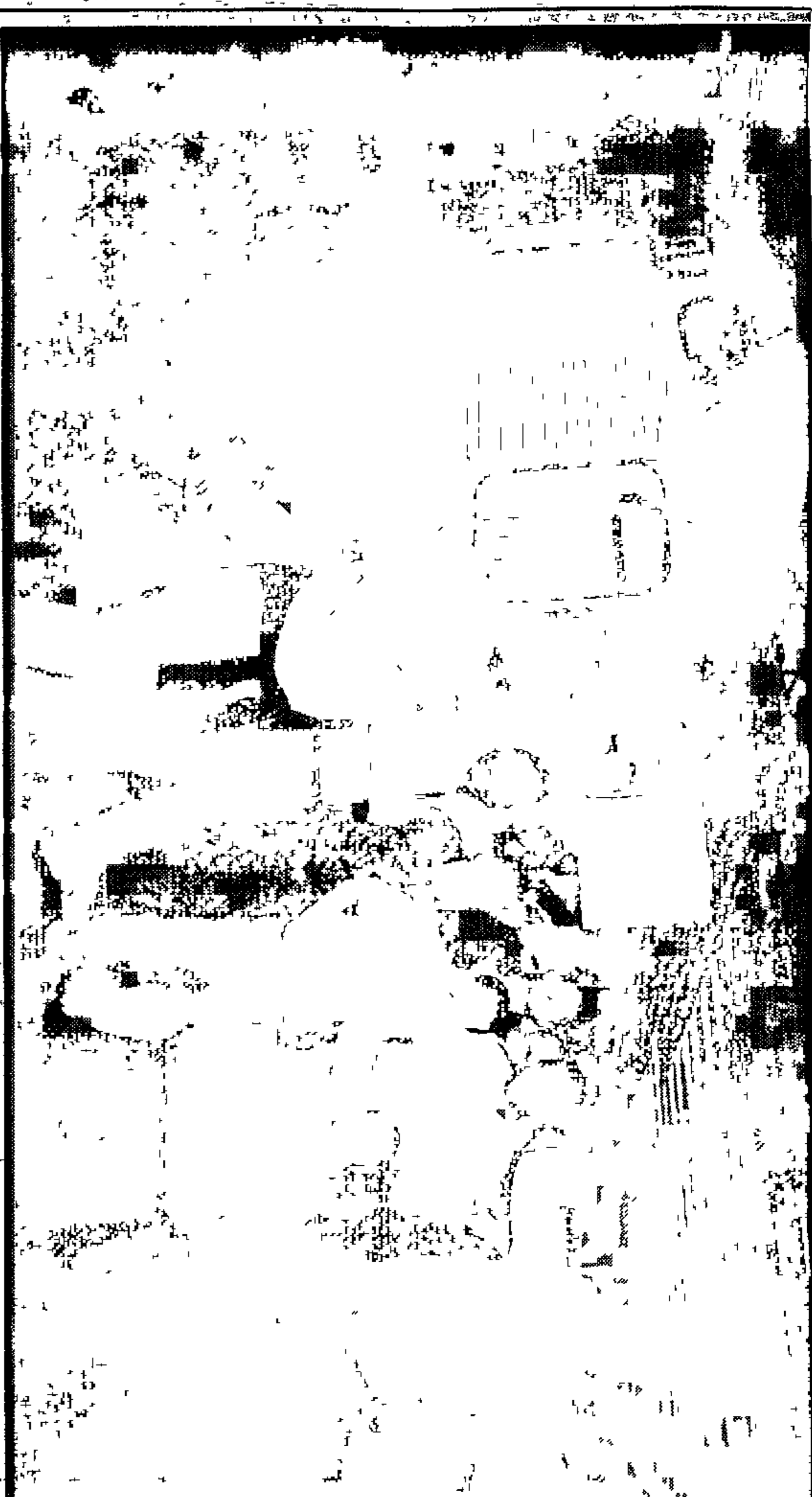
The workers, mostly conductors, were protesting against what they alleged were "racist apartheid policies" practised by Metro management.

Worker spokesman Charles Lukas said conductors were "sick and tired of being as treated second class workers."

"Things have changed in this country — apartheid is dead but here at Metro, management are still clinging onto the evils and practices of the past. They don't want to accept the change.

"White conductors are paid R3 020 a month while we get paid R2 800. They can be promoted to line and area managers but we are not allowed to be although some of us are better educated and have more experience."

Mr Lukas said the workers handed Metro management a petition.



Picture HANNES THIAAT, The Argus  
**WORKERS PROTEST:** Some of the hundreds of Metro Rail Services workers, who downed tools at Cape Town station in protest against alleged racial discrimination.



# Strike may be solved

today

(270)  
(223)

Sowetan 28/2/95

A SENIOR Durban Transport official said he hoped the bus drivers' work stoppage, which left about 100 000 commuters stranded yesterday morning, would be resolved today.

Durban Transport operations manager Mr Ricky Cunningham said about 400 drivers, responsible for nearly 250 buses (about a third of the city's total), had embarked on a work stoppage at the weekend. Areas affected included the Bluff, Wentworth, Prospecton and Umlazi.

Cunningham said the cost in lost fares alone would be about R200 000 a day. Added to this was the incalculable loss in terms of employees and students who could not make it to work and school. "We are attempting to reconcile the situation. It's difficult to say when the services will be returned. I'd like to see it resolved by tomorrow," said Cunningham.

He said the striking drivers were protesting against the suspension of a colleague because of ticket irregularities.

Supra

# Transnet, union reach agreement at City Deep

(270)

BD 2/3/95

INGRID SALGADO

THERE would be no industrial action at Johannesburg's City Deep container depot in the short term after an agreement between management and the SA Railways and Harbour Workers' Union (Sarhwu) committed them to industrial peace.

Both parties accepted recommendations by a task group established by Public Enterprises Minister Stella Sigcau last month to resolve the labour dispute that caused a container bottleneck. Management and Sarhwu had agreed on short-term recommendations. Longer-term recommendations were under consideration.

Sarhwu's concern had been the use of privately contracted drivers operating from the terminal. Their action caused a back-

log of 6000 containers. The remainder would be cleared by March 20.

The task force recommended that subcontracted drivers continue operating from the terminal. However, five Roadwing trucks banned from the depot would not be allowed to return to either City Deep or Kaserne depot's Kascon in the short-term.

Other recommendations included that:

- Both parties ensure the handling facilities at City Deep and nearby Kascon be provided strictly on a first come-first serve basis, and
- The Kascon facility be reopened to ease the backlog at City Deep.

If a dispute arose independent mediation or arbitration would be used.

# Fruit exports disrupted by walkout at harbour firm

Labour Reporter

THREE ships chartered by Unifruco to take local fruit overseas are lying idle in Cape Town harbour due to a work stoppage at International Harbour Services.

International Harbour Services is a Unifruco subsidiary.

A spokesman for the workers said today that about 600 workers — members of the Transport and General Workers Union — had agreed to down tools in support of demands relating to wages and permanent employment.

The ships were bound for Britain and the Far East and unless the workers' demands were met speedily, fruit could start to rot, the spokesman said. ARG 7/3/95

Unifruco spokesman Fred Meintjes confirmed the work stoppage but denied that fruit was in danger of rotting.

Fruit could be kept "for months" in cold-storage.

Although the loading of three ships had been delayed, this did not represent a major disruption of the export programme.

"Stock levels in the overseas markets are sufficient to supply all customers for the foreseeable future," said Mr Meintjes.

If the disruption continued, "alternative measures" would be taken to supply the export markets. Mr Meintjes did not want to expand on what these measures entailed.

Union representatives were locked in a meeting with International Harbour Services management and Mr Meintjes was confident the problem would be resolved soon.



# Work stoppage holds up fruit ships

Labour Reporter (270) ~~(270)~~  
THREE ships chartered by Unifruco to take Cape fruit overseas remained idle at their moorings in Cape Town harbour today because of an unprocedural work stoppage at International Harbour Services.

Negotiations between International Harbour Services — a Unifruco subsidiary — and the

ARG 8/3/95  
Transport and General Workers' Union yesterday failed to resolve the dispute

A spokesman for the union said today that management had made certain verbal undertakings yesterday and had asked the employees to return to work. But he said the workers would do so only if the undertakings were in writing.

Central to the dispute is the

fact that most workers are employed on a seasonal basis with few benefits.

A Unifruco spokesman said the delay in loading the ships would not affect the fruit, which was in cold storage and could remain there for several months if necessary.

The main cost to the company was the three idle chartered ships.

**NEWS** Students defy government, AN

# Officers end strike

**Sowetan Correspondent**

(270) (271) (272)  
 A TWO-DAY strike by more than 350 Johannesburg traffic officers, ambulance staff and fire brigade members ended yesterday after agreement was reached on the review of contentious salary grades

The workers returned to work yesterday afternoon after an all-day meeting between the Johannesburg Municipal Employees' Association, the SA Municipal Workers' Union and Johannesburg administration delegates. The strike began on Tuesday afternoon.

Samwu negotiator Mr Richard Spalding said the workers had embarked on the strike because of the "unfair manner" in which a progression plan, aimed at bringing equity in salaries between various members of the department, had been implemented.

"The plan was supposed to determine pay according to experience but at the end of the day members found that everyone was being paid the same salary with experience not being considered," Spalding said.

## Task team

According to a letter drafted by the negotiators, a task team to investigate matters relating to the progression plan would begin work today and present a report to workers and management by next Thursday.

The task team, made up of 10 worker representatives and under the guidance of an administration official, would then submit the report to the Transitional Metropolitan Chamber's executive committee by March 28, which would implement the agreement.

*Sowetan 17/3/95*

Traffic police  
CT 17/2/95  
strike on Band  
25/270 (33)

JOHANNESBURG. - More than 300 striking traffic officers and ambulance and fire department staffers here vowed yesterday to continue their action until their demands are met

The strikers said they would only resume work once a dispute over implementing a new salary plan had been resolved

Yesterday, delegates from the South African Municipal Workers' Union and the Johannesburg Municipal Employees Association were locked in talks — Sapa



50 1713195  
**Registration requested**

THE Turning Wheel Workers' Union applied for registration in February to operate in the goods transportation and storage industry in SA (270) (323)

The Transport and General Workers' Union said yesterday it was disturbed that an organisation that had been around for such a short time claimed to have national representivity (154)

REPORTS - Business Day Reporters, Sapa-Reuters

# Dockyard staff face discipline

CT 23/5/95

JOHANNESBURG: The South African National Defence Force (SANDF) is to discipline a number of National Education, Health and Allied Workers' Union members who left work at the Simon's Town naval dockyard without permission to attend a protest march on March 7.

25 (270)  
Special Correspondent, Sapa

**Tanker strike ends**

A THREE-week national strike by 600 workers at Tanker Services ended yesterday after the Transport and General Workers' Union agreed with the company on Tuesday that salaries would be increased by R45 a week across the board, backdated to January 1, the union said.

(270) B0 25/5/95



# More strikes disrupt harbour

ARCT 29/5/95 (290)

□ *Cargo hold-ups costing thousands*

**Shipping Correspondent  
and Staff Reporter**

OPERATIONS at the container terminal in Cape Town harbour are back to normal today but workers are refusing to unload ships in the general cargo area.

Staff of the berthing gangs are on strike, and they are being supported by workers at the break bulk berths

This follows a strike by dockhands at the weekend which paralysed the container terminal.

The strike in the container terminal was called off after agreement was reached last night, but Portnet's management is now negotiating with workers at the general cargo division to return to work

The strike at the container terminal was resolved when

Portnet agreed to workers' demands to re-instate pay incentives withdrawn after labour did not comply with their agreement with Portnet committing them to relieving congestion in the port

Berthing crews went on strike today in protest against the R600 a month incentive paid to workers in the container terminal

Their incentive is R100 a month, and they objected to unequal treatment.

The berthing staff refused to dock the Thor 1 into B berth, forcing tug crews to moor the vessel

Union officials were due to meet Portnet officials today in an attempt to resolve the strike

Tug crews are expected to follow berthing gangs in their demand for equal treatment

and are discussing whether to take action in support of the berthing staff.

Portnet spokeswoman Adri Bootsma said nine vessels at the breakbulk berths were still not working cargo.

Operational efficiency ranged from zero to 30 percent during the container terminal strike when three ships were affected, Ms Bootsma said.

The strike caused heavy financial losses for shipping companies, some of which said it would take two or three days to get back on schedule.

A big container ship lying idle at the harbour over the weekend cost Saflink more than R175 000 over two days

A spokesman said other Saflink vessels had spent the weekend lying in Table Bay, which had also cost the company thousands

**Dock strike ends** (210)

CT 29/5/95

AN agreement between Portnet management and labour was reached last night, after a two-day strike, which paralysed operations in Table Bay harbour this weekend.

The strike followed a breakdown in negotiations on a remuneration package demanded by workers. The strike began late Friday afternoon when the talks broke down. — Staff Reporter

## Strike cripples terminal

Edward West

BD 30/5/95 (270) (15)

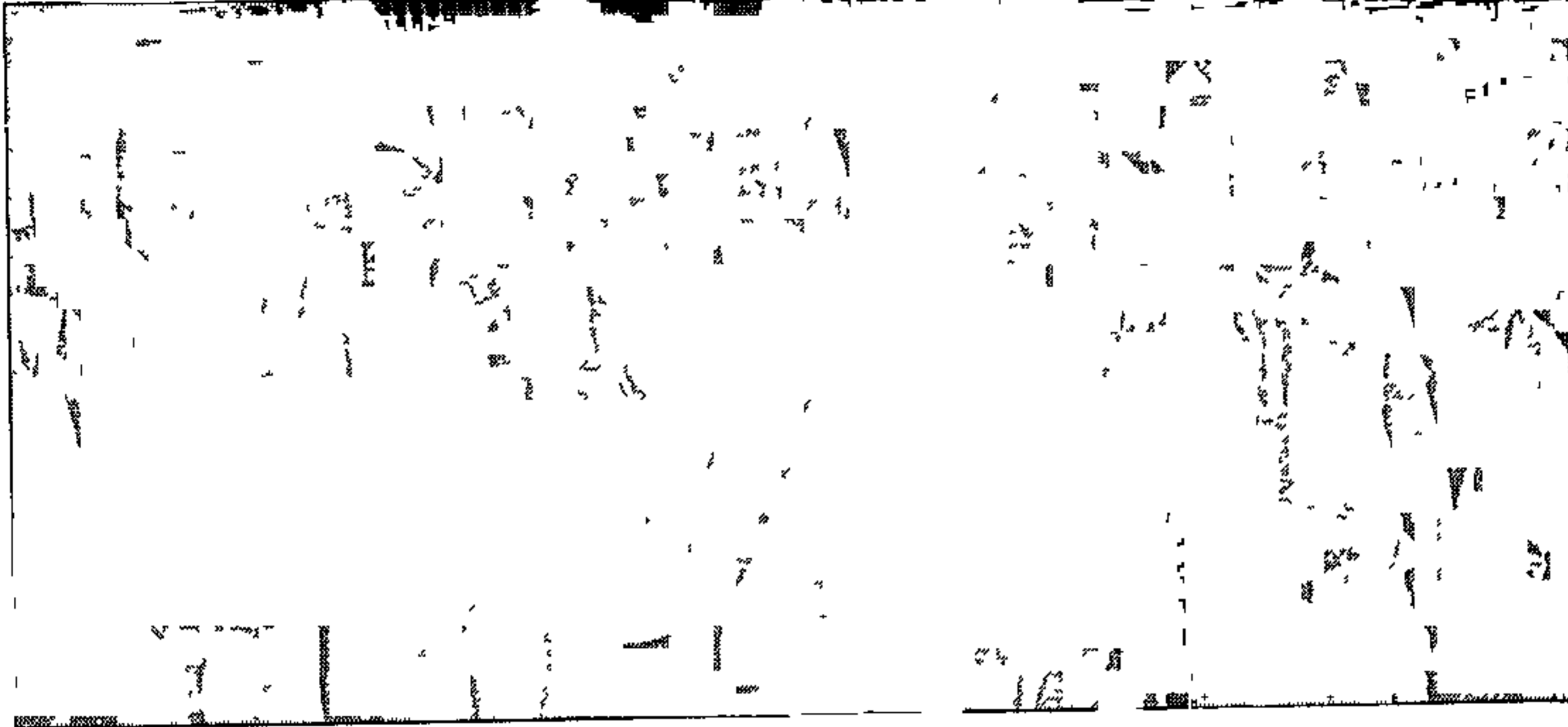
CAPE TOWN — Strike action at Cape Town harbour had resulted in the break bulk terminal operating at only 10% of capacity and seven vessels were lying outside port waiting to berth by 6pm yesterday, port officials said.

Of the seven, four were container and three were fruit vessels. Portnet said the container terminal was fully operational with all employees back at work following the wildcat strike by dockhands which affected container terminal operations over the weekend.

The four container vessels were awaiting berths because of port congestion. On Sunday morning agreement was reached on incentives and employee commitment to relieve the port congestion.

Portnet said labour at the terminal was demanding a separate performance bonus. Talks were under way.





**PROTESTING:** Striking dockhands at Cape Town Harbour demonstrated at the docks yesterday while unions and Portnet tried to negotiate a solution to the pay strike that started last week and has paralysed the docks..

PICTURE: ANNE LAING

## Millions lost in harbour congestion

~~152~~ (278) CT 30/5/95

**CLAIRE BISSEKER**  
STAFF REPORTER

CONGESTION at Cape Town harbour is costing shipping lines millions of rands in delays as dockhands continue their pay strike

Safmarine said yesterday the delays at Cape Town and Durban harbours were costing them about

R1,83 million per voyage for container ships on a 45-day round trip between Europe and South Africa

Twelve container and cargo vessels have been affected by the strike, which began on Wednesday and resulted in productivity plummeting to under 30% at the weekend, a Portnet spokesman said

A spokesman for the Associa-

tion of Shipping Lines said. "The general feeling is Portnet has not provided for an increase in cargo volumes although the trade warned them last year"

The container terminal was operating yesterday after workers agreed to return to work, but cargo hands in the Break Bulk division continued to strike

## Dispute at harbour settled — most staff back at work

### Shipping Correspondent

THE dispute among staff of the berthing gangs in Cape Town harbour has been settled with almost all labourers returning to work. *ARCT 30/5/95*

The only exception were members of the South African Railways and Harbour Workers' Union.

By today the breakbulk division was still experiencing strike action from members of Sarhwi. Operational efficiency is around 10 percent with five vessels affected

Workers in this division are demanding that a separate performance bonus be negotiated for them. *(270) (25)*

The container terminal is fully operational but the strike over the weekend delayed ships further and the backlog has increased. Cartage could only meet 30 percent of their commitment yesterday.

Delays to the seven vessels in the outer anchorage, which averaged 50 to 60 hours at the end of last week, have increased substantially, varying between 102 and 121 hours

Also in Angola are about 400 other foreign nationals, including an unknown number of South Africans, assisting UNITA

(a) (ii) Further, it is reported that approximately 50 South Africans are presently assisting with the training of the Government Forces of Sierra Leone

Intelligence has it that other African countries (Kenya, Malawi, Mozambique and Uganda) may also be interested in contracting the South African company presently involved in Angola

(b) (ii) No reliable information is currently available regarding non-South Africans fighting in other African countries

(2) Although section 121A of the Defence Act prohibits members of the National Defence Force from binding himself as a mercenary, legal loopholes exist preventing the prosecution of ex-members involved in training in African countries. Last week in Pretoria my colleague the Deputy Minister of Foreign Affairs stated that his department was consulting with the Department of Justice about closing these loopholes, and recommendations would be made to Cabinet in the near future. Any further comment by me now would be premature

#### Abuse of schoolchildren: disciplinary enquiries

\*12 Sen W F MINISI asked the Minister of Education

(1) How many teachers were the subject of disciplinary enquiries as a result of allegations of physical or emotional abuse of schoolchildren during the period 1 January 1994 up to the latest specified date for which information is available.

(2) whether any of these teachers have been dismissed as a result, if so, how many.

(3) whether his Department is taking or has taken any measures to reduce incidents of physical and emotional abuse of school-

*Hansard 22/6/95*

children, if not, why not, if so, what measures?

S274E

#### The MINISTER OF EDUCATION

(1) 58 according to the latest available information

(2) 10

(3) I made an announcement that I intend to include provision for the abolition of corporal punishment in educational institutions in the new National Education Policy Bill which is currently in preparation. Subsequent to that the Constitutional Court recently ruled that such punishment is unconstitutional. It is hoped that support services such as psychological services and social workers that are already being utilised in certain parts of the education system will be extended to provide education and support against such abuses

#### Strikes by dockhands in Cape Town/Durban

\*13 Sen J SELFE asked the Minister for Public Enterprises

(1) Whether any dockhands at the Cape Town and/or Durban harbours have recently taken part or are currently taking part in strikes, if so, (a) what percentage of the total number of dockhands employed at these harbours have been or are involved in these strikes and (b) what is the estimated total financial loss to these harbours as a result of this strike action.

(2) whether any temporary workers have been or are being employed during these strikes to replace striking workers, if not, why not, if so, how many.

(3) whether any other measures have been taken to make up for lost production, if not, why not, if so, what measures?

The Managing Director of Transnet Limited furnished the following reply to the hon senator's question

(1) Yes. Industrial action was experienced at the Port of Cape Town only

(a)	24 May 1995	19,3%
	26 May 1995	17,7%
	27 May 1995	13,0%
	28 May 1995	10,7%
	29 May 1995	13,8%
	30 May 1995	16,4%
	31 May 1995	11,3%
	1 June 1995	10,6%
	2 June 1995	12,7%

(b) None. Ships en route to Cape Town were diverted when necessary to other ports in order to prevent losses

(2) No. Due to the time it would have taken to train them and to prevent any possible conflict, no temporary workers were employed

(3) Yes. Overtime measures were introduced

#### Activities of self-defence units in Kwazulu-Natal: investigation by special task force

\*14 Sen Dr R RABINOWITZ asked the Minister for Safety and Security

(1) Whether, with reference to a newspaper article dated 28 September 1994 and certain information furnished to the South African Police Service for the purpose of his reply, the special task force appointed by him has conducted an investigation into the activities of any members of certain self-defence units in Kwazulu-Natal allegedly involved in the perpetration, fanning and orchestration of violence, if not, why not, if so.

(2) whether this investigation has been concluded, if not, why not, if so, what were the findings.

(3) whether any such members have been prosecuted since 28 September 1994, if not, why not, if so, (a) how many and (b) for what offences.

(4) whether he will make a statement on the alleged suppression of reports on the hit squad activities referred to in the said newspaper article?

S296E

#### The DEPUTY MINISTER FOR SAFETY AND SECURITY

(1) Yes. Investigations have been launched into allegations of such hit squad activity

and possible police collusion in the Midlands Natal region of the ANC

(2) No. There are still numerous aspects which require further investigation

(3) No. Certain dockets are being studied by a member of the Attorney-General's office with a view to making a decision in respect of a prosecution of such members.

(4) No. Information has not been suppressed. It is not in the interests of justice to comment on the details of the investigation at this stage.

\*15 Sen Dr R RABINOWITZ—Public Service and Administration [Question standing over]

\*16 Sen Dr G MARAIS—Trade and Industry [Question standing over]

#### Constitutional Court: disappearance of treasury warrants

\*17 Sen Dr G MARAIS asked the Minister of Justice

(1) Whether any treasury warrants disappeared from the safe of the registrar of the Constitutional Court recently, if so what is the value of these treasury warrants.

(2) whether it has been established how the treasury warrants concerned disappeared, if not, why not, if so, what are the relevant details.

(3) whether any of these treasury warrants have been presented for payment, if so, what are the relevant details.

(4) whether his Department contemplates instituting any measures to prevent a repetition thereof, if not, why not, if so, what measures?

S299E

#### The MINISTER OF JUSTICE

(1) Yes. On 21 April 1995 seven and on 11 May 1995 52 blank warrant vouchers were reported missing

(2) The case is still being investigated by the South African Police Services. At this stage it is suspected that the warrant vouchers were removed by an unauthorised person from the safes in the offices of the Registrar and accounts clerk



POLITICAL BRIEFS

Transnet unions threaten to strike

(270) CT 4/7/95

JOHANNESBURG: Seven major Transnet trade unions walked out of wage negotiations with management yesterday and threatened to embark on a massive strike, the South African Footplate Staff Association said. Union leaders are to meet today to plan their next step, but they expressed doubt that workers would accept Transnet's offer of about 9%

# Rail workers threaten wage strike

RAIL 4/7/95

(270)

*Major trade unions break off talks, reject 9% Transnet offer*

JOHANNESBURG — Seven major Transnet trade unions have walked out of annual wage negotiations with management and threatened to embark on a large strike, said the South African Footplate Staff Association in a statement.

The unions rejected Transnet's final offer of a nine per cent pay rise for workers earning more than R16 000 a year and a slightly higher increase for those earning less.

Union representatives had opened negotiations demanding a R500 monthly increment across-the-board and further social upliftment for low-income workers, "but management's offer did not come anywhere near that", said Footplate spokesman Chris de Vos.

"Immediately after their walkout, the seven unions instructed their members collectively to cease all communication with management until the pay dispute is resolved," he said.

"Consequently, worker representatives walked out of all other national and regional deliberations in progress."

Mr De Vos said the proposed strike could be one of the most disruptive actions in South Africa's labour history because it would involve 130 000 workers. The seven unions are the

Technical Workers' Union (TWU), Footplate, Salstaff, the Werknemersunie van Suid Afrika, the South African Railway and Harbour Workers' Union, the Black Trade Union and the Transnet Allied Trade Union.

Negotiations were postponed until July 12 to give the unions the chance to refer Transnet's offer to their members.

Leaders of the seven unions were to hold an emergency meeting today to plan further strategies, but union officials expressed doubt that workers would accept management's offer.

"They have had enough of their message to management — which we delivered when the talks began on April 25 — was that 1995 must be the year of reasonable pay rises," said TWU president Dave Oosthuizen.

"Throughout this decade Transnet workers have had to suffer the pain of down-sizing, a wage freeze, token increments and greatly reduced pension, medical aid, housing and other benefits."

Workers repeatedly had been promised that sacrifices were for their benefit as well as management's and that they would get a fair deal when the company was lean and profitable again, said Mr Oosthuizen. Management could not be reached for comment. — Sapa



**RIVER RECCÉ:** Defending KVV Berg River champion Robbie Herrevelde, centre; of Gauteng gets in some last-minute river reconnaissance the start of the four-day event tomorrow. With him are Warren Stead, left, and Byron Brathwalde.

**Transkei coup leader freed, embraces 'brother' Hlophe**

**Seven die in horror smash**

**Two girls after to**

# Huge transport strike looming

ARG 5/7/95

(270)

## The Argus Correspondent

JOHANNESBURG — A huge rail, harbour and airline strike which would cripple the nation is looming unless Transnet meets the final wage demands of transport services trade unions

The strike will hit the country as early as next week unless unions' requests for a 17 percent wage increase and a R400 increase for lowest-paid workers are granted

Representatives of seven unions walked out of pay talks on Monday, the first of three days scheduled for negotiations with Transnet management

And at a Press conference yesterday, the unions rejected Transnet's final offer and said strike action would start on July 12

After an emergency meeting between unions yesterday to determine joint strategy, spokesman Christo van Heerden said strikes could be expected unless management capitulated on its final offer

Mr Van Heerden said the 130 000 workers represented by the trade unions would be informed of the final offer through mass meetings starting tonight, and that should the leaders be given a mandate by all the regions to reject Transnet's offer, strike action would almost certainly follow

The six other unions involved are the Technical Workers' Union (TWU), the South African Railway and Harbour Workers' Union, the Transnet Allied Trade Union, the Black Trade Union, the Transnet Employees Union and Salstaff



# Transnet's pay offer fails to impress unions

Renee Grawitzky (270)

TRANSNET unions have threatened industrial action following the tabling of a final wage offer with the industrial council

This week meetings were postponed until July 12 in order for unions to report back to their constituencies on the company's final offer

Transnet spokesman Con Jooste said the unions had indicated they were not happy with the final offer

Technical Workers' Union president Dave Oosthuizen said the offer did not meet their requirements.

He said following the offer, disruptions had taken place yesterday in

various regions of the country, including wildcat strikes in Kimberley

Oosthuizen said it might be necessary to declare a dispute "if members want to strike"

Jooste said the only disruption was a strike by 85 workers in Kimberley

He said over the past few years workers had had low increases, ranging from 0% to 7,5%

SA Railway and Harbour Workers' Union president Nelson Ndimisa said although the union was not happy with the final offer, it would refer it back to the workers.

The union's initial opening demand of R500 across-the-board for those employees earning more than R3 000

a month was revised to R400, and a 25% demand for those earning below R3 000 was revised to 17%

Jooste said Transnet's final offer amounted to 9% across-the-board for employees earning more than R1 333 a month

The 34 000 workers earning below R1 333 a month had been offered a pensionable payout of R100.

General workers, the majority of whom were on a minimum of R1 227,50, were offered an additional R132,50 (non-pensionable) which would be phased into the salary curve.

Transnet's final minimum wage offer was R1 460 a month.

Railways, airlines, ports could be paralysed next week

looms

(270) Star 5/7/95

# Transnet strike

**UNIONS want at least 17% more and a R400 bottom-line increase: an offer of 9% has been rejected**

■ BY TAMSEN DE BEER and NIKKI WHITFIELD

A massive rail, airline and harbours strike which would cripple the nation is threatened unless Transnet meets the wage demands of transport services trade unions.

The strike could hit the country as early as next week after Transnet meets the unions next Wednesday to discuss their demands

The unions want a 17% wage increase and R400 more for the lowest-paid workers.

Transnet's offer of 9% was rejected at their negotiations on Monday and the unions announced their strike plans yesterday.

Representatives of the seven unions walked out of the first day of the pay talks on Monday. The talks with Transnet management were scheduled for three days

After an emergency meeting of the unions yesterday to determine a joint strategy, Christo van Heerden said massive strikes could be expected unless management improved the final offer of 9% which unions rejected.

Van Heerden said the 130 000 workers represented by the unions would be informed of the final offer through mass meetings starting tonight. If the leaders were given a mandate by all the regions to reject Transnet's offer, strike action would almost certainly follow

"No work no pay is not a threat to our members," he said.

Chris de Vos, general secretary of the SA Footplate Staff Association, said: "We don't want to strike, it's not good for the new South Africa, but if our workers want to we cannot stop them"

The six other unions involved are Technical Workers' Union (TWU), South Africa Railway and Harbour Workers' Union, Transnet Allied Trade Union, Black Trade Union, Transnet Employees' Union and Salstaff.

"The vibes at this stage from workers are that we'll have total disruption," Van Heerden warned.

Already, informal wildcat strikes had sprung up in Kimberley and at Durban's Portnet, a move that, according to Van Heerden, should make management "gauge the importance of this issue"

Formal strike action after a final meeting with management on July 12 would affect all passenger and cargo trains, parcel delivery and harbour services, and might then trigger off sympathy strikes at the country's airlines, Van Heerden added.

Transnet spokesman Victor van Vuuren said that to speak of strike action before the offer had been received by workers was premature

► To Page 3

dertaken with the promise to workers that they would be given a wage increase, but that workers were not happy with what they had received.

"We're hoping management will see their folly before 12 July," said Van Heerden.

**Transnet strike**  
low-paid workers offered by Transnet was R1 460 - only R40 short of agreement with the unions. "We are very close."

The unions claimed that widespread Transnet staff rationalisation after 1982 had been un-

◀ From Page 1 (270)

"It's trying to second-guess the negotiations, and if it's their approach it's highly negative," he said, adding that no deadlock or dispute had been declared.

Van Vuuren said the present across-the-board increment for

Star 5/7/95

# Transnet workers strike in Kimberley

CT6/7/95 (123) (270)

KIMBERLEY: Hundreds of South African Railway and Harbour Workers' Union members here launched a strike in the city yesterday with railway and cargo services at the Beaconsfield Depot coming to a complete standstill.

Union provincial secretary Mr Arthur Mosikare said after eight weeks of protracted wage negotiations it was evident that Transnet did not want to settle amicably. He said workers would continue striking until Transnet gave in to their salary demands.

But Mr Louis Langenhoven, Spoornet's Human Resources manager, said the number of striking workers had decreased from 450 to 402 yesterday. "There have been no disruptions to services" — Own Correspondent



*Threat of more stoppages on way*

# Transport workers begin first strike

(270) STAN 6/7/95

## OWN CORRESPONDENT

**Kimberley** — Hundreds of South African Railway and Harbour Workers' Union (Sarhwu) members went on strike in Kimberley yesterday. Railway and cargo services at the Beaconsfield Depot came to a standstill. The stayaway is a prelude to a threatened national strike by 90 000 workers which could hit the country next week if transport unions' demands for a 17% wage increase are not met.

Representatives of seven unions have said they do not expect members to accept Transnet's offer of 9% and have warned of massive disruptions.

The strike would affect all passenger and cargo trains, parcel delivery and harbour services, and might trigger off sympathy strikes by airline staff,

said union spokesman Christo van Heerden.

Sapa reports Transnet spokesman Victor van Vuuren said. "We will do our utmost to avoid a strike. We are prepared to reconsider our final offer and will have to see what labour brings to the table at our next meeting on July 12."

Besides the railways and harbours union, the six others involved in the looming action are the Technical Workers' Union, the SA Footplate Staff Association, the Transnet Allied Trade Union, the Black Trade Union, Transnet Employees Union, and Salstaff Salaried Staff.

Members have vowed to continue striking until Transnet gives in to their salary demands.

Sarhwu's meeting with its members at the PX goods shed in Beaconsfield yesterday ended

with workers downing tools before a scheduled meeting with the management.

Sarhwu provincial secretary Arthur Mosikare claimed that after eight weeks it was evident to the union that Transnet did not want to settle amicably.

He said that for the past three years Transnet's offers were in the region of 7%, which was and still is below the inflation rate.

"We find the final offer of R100 across the board for general workers unacceptable.

"It is for this reason that after broader consultation with our membership the union resolved to embark on industrial action."

The union's minimum demand is an across-the-board increase of R350 which the union claims is reasonable given the profit of R200-million generated by Transnet.

# Transnet plays down strike's effect

Renee Grawitz

BD 6/7/95  
A STRIKE by 600 Transnet workers in Kimberly had not caused major disruptions, but if continued it could have a marginal impact on operations, Transnet spokesman Con Jooste said yesterday.

The seven Transnet unions party to the industrial council wage negotiations claimed the strike was in response to the final wage offer tabled by Transnet.

It is understood that many of the strikers were members of the Cosatu-aligned SA Railway and Harbour Workers' Union (Sarhwu) and the National Council of Trade Unions-aligned Black Trade Union of Transnet (Blatu).

The Federation of SA Labour Unions-aligned Technical Workers' Union (TWU) general secretary Christo van Heerden said yesterday the Transnet unions would embark on strike action if the company did not show any movement in amending its final wage offer at the meeting on July 12.

Speaking on behalf of all the unions, the TWU said mass meetings were being scheduled countrywide between now and Monday.

"The no work, no pay policy is no threat to the workers."

Jooste said a strike in Durban by 180 members of Sarhwu was not related to wage demands but was to back a demand for the reinstatement of two workers.

The TWU, it is understood, had expressed concern in recent months at the manner in which Transnet was implementing its affirmative action programme The Turning Policy — the programme intended to correct racial imbalances in the industry — was seen by the union to be counter-productive. The union claimed the hasty and clumsy way in which the programme was being implemented could destroy its credibility.

Reuter reports from Durban that Transnet said yesterday union threats of industrial action were premature and could jeopardise current wage talks.

"Our view is that workers have (made a) strike threat too soon, be-

fore negotiations are over," Transnet spokesman Victor van Vuuren said.

"I think it could jeopardise negotiations... if people just get worked up because of the publicity they get."

SA Footplate Staff Association spokesman Louis Brockett said seven Transnet unions had threatened this week to strike if their wage demands were not met.

"(Transnet) is offering us a 9% increase. We feel we deserve more. We are going to speak to our members."

Brockett said the commuter train drivers' strike in Durban two weeks ago, which left up to 200 000 people stranded, was a "starter" with the main course to follow.

Van Vuuren said Transnet had offered a 9% increase to those earning R16 000 a year and a 20% rise for those paid less than that.

Sapa reports that Transnet, currently operating at a loss, said it could afford only a 9% increase.

Transnet said consistent losses, coupled with multimillion-rand benefit plans like home loans and training programmes, had pulled the transport company's straps too tight.

# Bam appointed president of Land Claims Court

## Staff Reporter

ACTING President Thabo Mbeki has confirmed the appointment of former Robben Island prisoner Fikile Bam as president of the Land Claims Court

Mr Bam, a partner in the Johannesburg law firm Deneys Reitz, was recommended for the powerful post yesterday by the Judicial Service Commission, which interviewed eight

prospective judges in Cape Town this week

But the composition of the rest of the new court remains unresolved Mr Mbeki will select two or three additional judges from a shortlist of five next week

The additional judges could not be appointed before Mr Mbeki had had a chance to consult Mr Bam, who was out of the country, said a spokesman for Mr Mbeki

MLY 7/7/95  
The five shortlisted candidates are

- Cape Town attorney Alan Dodson
- Former National Peace Secretariat head Antome Gildenhuys
- Eskom executive Justice Moloto
- Johannesburg attorney Dimpheletse Moshidi
- Durban attorney Frank Sithole

(271) (2)  
Land affairs expert and legal academic Nic Olivier, one of the most highly qualified candidates to be nominated, was not selected for the shortlist

The new court has been afforded extensive powers under the constitution, including the ability to order the state to expropriate farms for restitution to their original owners and pay cash compensation to Group Areas Act victims



# Rail union poised to strike

Mduduzi ka Harvey

FREIGHT and passenger services countrywide could come to a standstill as more than 40 000 SA Railways and Harbours Workers' Union (Sarhwu) workers go on an illegal strike next Tuesday.

At a news conference in Johannesburg yesterday, the union said it would be joined by six other unions, which could bring the number of strikers up to 140 000.

Sarhwu president Nelson Ndimisa said all the union's regions had rejected a Transnet offer of a 9% wage increase. Workers were demanding a 17% increase and an additional R400 hike for lower-income earners.

The parties meet again on Wednesday. Other unions which may join the strike

are the Technical Workers' Union, the SA Footplate Staff Association, Transnet Allied Trade Union, the Black Trade Union of Transnet, the Cell Staff Union and the Transnet Employees' Union.

However, the SA Footplate Staff Association has urged its members to wait for the outcome of Wednesday's meeting.

Sarhwu said more than 3-million daily rail commuters could be left stranded by the strike.

Transnet human resources GM Victor van Vuuren acknowledged the strike would have a big effect on passenger and goods transport countrywide.

If the strike action was national, he said, contingency plans would be made.

Continued on Page 2

## Strike

Continued from Page 1

Van Vuuren could not understand how the union could renege on an industrial council agreement which stipulated that, if negotiations failed, parties would refer the matter to compulsory mediation.

Van Vuuren said Transnet could not afford a 17% wage increase. He said the unions had been offered a R1 460 minimum wage, in response to the demand for a R1 500 minimum.

Transnet said this year's losses of consistent losses and costly employee

benefits prevented the company from meeting union demands.

Ndiniso said the union rejected the notion that the company could not afford the wage demands, and said it had been able to make a profit of R2,2bn through the suffering of workers, before pension deficit payment. He said the pension deficit had been brought down from R17bn in 1990 to R4,2bn this year.

Ndiniso also blamed Transnet for withholding R66m for promotions and job evaluations without informing the union.

● Picture: Page 3

# Transport union determined to strike on Monday

ATW 7/17/95 (270)

Despite trade union calls for patience in negotiations with Transnet, the South African Railways and Harbours Workers' Union (Sarthwu) said yesterday it was fed up and would strike on Monday.

Earlier, the seven transport unions demanding a 17% wage hike and a R400 increase for lower income earners said they would strike after a meeting with management on Wednesday if Transnet failed to meet their demands.

Sarthwu, representing more than 40 000 workers, said Transnet's offer of a 9% increase, extra leave days and two separate allowances of more than R100 was not good enough.

Production across the country, they said, would stop on Monday.

"All our members countrywide have rejected the offer by the company and are not prepared to wait any longer for the 12th of July (Wednesday)," Sarthwu president Nelson Ndinisa said at a news conference in Johannesburg.

He said Transnet management was punishing employees for taking part in a strike in 1989. Employees with 30 years' service were given the same benefits as new workers.

Ndinisa added that Transnet was discriminating against its employees by giving some steady salary increases while others had received minimal increases over the past years.

Transnet says that four years of consistent losses, coupled with costly employee benefits, prevented them from meeting the unions' demands.

Yesterday Transnet's human resources manager Victor van Vuuren reportedly told a radio station the 9% offer was not final.

Said Ndinisa: "This year, Transnet has been making consistent profits without having to replenish the pension fund.

"Why, when production has been increasing, can't they finally put the issue of wages on the agenda. We should hope that this offer isn't final" — Sapa.

# Strike set to hit business

By Abdul Mlazi  
Labour Reporter

MASSIVE disruptions to business are expected when more than 100 000 Transnet workers go on strike on Monday in support of their demand for a wage increase.

The seven trade unions in Transnet have rejected the company's final offer of a nine percent across-the-board wage increase. The unions initially demanded 25 percent which was later modified to 17 percent.

The unions also demanded a R500 wage increase for the lowest paid workers to bring salaries in line with Cosatu's R1 500 minimum wage.

South African Railways and Harbours Workers Union president Mr Nelson Ndinisa said the industrial action could involve work stoppages, pickets and demonstrations at the workplace.

Services that are expected to be affected are railways, harbours, postal and delivery services.

The unions involved are Sarhwu, Transnet Allied Trade Union, Black Trade Union, Transnet Employees Union, Salstaff, SA Footplate Association and the Technical Workers Union. Despite the looming strike, the

unions and management will meet on July 12 as scheduled to try to iron out their differences.

Sarhwu assistant secretary Mr Tsidiso Mashao said the unions felt management betrayed workers who had been patient with Transnet and accepted lower increases than other sectors for three years.

"For the past three years when the company was restructuring many workers lost their jobs, but workers understood and never embarked on industrial action or asked for better wages. Now management thanks us by kicking us in the teeth," said Mashao.

Transnet Human Resources Manager Mr Vick van Vuuren said he was not aware of any deadlock in the negotiations. He also said the unions had not rejected Transnet's offer at the negotiations. Van Vuuren said any strike that did not follow procedures would be unconstitutional.

"There are mechanisms involved in dispute resolution which include compulsory mediation and or arbitration that have to be followed," Van Vuuren said.

He argued that Transnet's offer was in line with the company's objective to upgrade workers at the bottom end of the scale.



# Rail unions say a strike is unlikely

ST 9/7/95 By CAROL PATON

(152) (270)

REPRESENTATIVES of six of the seven unions involved in wage negotiations with Transnet said yesterday that they were "very hopeful" that there would not be a rail strike this week.

Chris de Vos, the general secretary of the SA Footplate Staff Association, said, "We are trying to avert all strikes."

The six unions met management informally yesterday at the request of the Minister of Public Enterprises, Stella Sigcau.

Representatives of the seventh union, the South African Railway and Harbour Workers' Union, were not present because they could not be contacted in time, Transnet's human resources manager, Victor van Vuuren, said.

At the meeting, Transnet management improved its last offer of a nine-percent wage increase and a minimum wage of R1 460, but would not disclose the new offer to the media. The unions described it as "encouraging" but said they would consult Sarhwu and their members before replying.

Sarhwu's national treasurer, Ezrom Mabyana, said on Friday that the union had planned protest marches tomorrow in cities around the country. He said the union had not called on its members to strike.

All seven unions, representing 100 000 workers, have announced their intention of returning to wage negotiations in the Transnet industrial council this week.

# Railway service may be disrupted

CT 10/7/95 (270)  
JOHANNESBURG: Train passenger services could be disrupted today following a call for a work stoppage by the SA Railway and Harbours Workers' Union (SARHWU), the largest union representing Transnet workers

Union president Mr Nelson Ndimiso said yesterday that members would report for work but would not handle any goods.

Last night it was unclear whether the action would affect passenger services

No spokesman for Metro train services was available, but train drivers affiliated to the SA Footplate Staff Association had indicated that they would not participate in today's work stoppage

The stoppage follows last-ditch efforts by Transnet and six of the seven trade unions representing rail and harbour workers to avert industrial action. Transnet increased its offer at the weekend from a nine percent wage increase to 10%, and raised its minimum wage offer from R1 460 to R1 500 per month.

Management and six of the unions were involved in informal discussions on Saturday to discuss the latest offer, it was reported

Transnet officials later met SARHWU officials to persuade them to accept the offer. However, the union said it could not discuss the matter until its executive had met

SARHWU members intend holding a protest march to Transnet's head office here tomorrow — Sapa

# Strike stifles Cape Town airport and harbour services

ROGER FRIEDMAN, Staff Reporter

OUTGOING air traffic at Cape Town Airport was disrupted today and the harbour was operating at only half capacity as members of the South African Railway and Harbour Workers' Union (Sarhwu) went on strike.

Train services were unaffected by the industrial action, said Metro Rail, while a spokesman for PX Parcels and Minicon-tainers said "All services are being carried out as usual".

The strike action follows a failed 11th hour attempt at the weekend by Transnet to break deadlocked wage negotiations with the seven unions it recognises.

Passengers who boarded dawn flights at Cape Town Airport were asked to return to the airport lounges as South African Airways brought in alternative labour to replace striking baggage-handlers and apron staff.

The first flights started taking off about 8 am, but a spokeswoman for SAA warned there could be "short delays, nothing hectic" throughout the day.

Transnet made a new, though undisclosed, wage offer during informal talks with six of the seven transport unions involved in negotiations — but Sarhwu did not attend.

Representatives of the six unions which attended the meeting were reported to be "very hopeful" that a strike would be averted.

ARG 10/7/95 (270)  
The seven unions had intended to embark on joint strike action on Wednesday — but Sarhwu brought the date forward to today.

Although Transnet attempted to communicate the new offer to Sarhwu, the union said it was too late to reverse its decision.

Negotiations between the corporation and seven unions resumed today.

Sarhwu represents about 40 000 of Transnet's 140 000 workers throughout the country.

Before increasing its offer at the weekend, Transnet's offer stood at a nine per cent wage increase and a minimum wage of R1 460 before its latest increase.

The spokeswoman for SAA confirmed early flights which had already been boarded were emptied of their passengers as there was no staff to load baggage.

The striking workers were not employed by SAA, but by a sub-contracted handling company.

"We are going to be getting in other workers. Flights will go out, but there could be short delays throughout the day," said the SAA spokeswoman.

"Only Sarhwu members are on strike and work will continue in the port with the available staff complement. The average operational efficiency for the Port of Cape Town is 50 percent," said a spokesman.



## Transnet braced for disruptions

# Strike goes on despite latest offer

BD 10/7/95

(270)

Erica Jankowitz

WIDESPREAD disruptions are expected in public transport today following the failure of last-ditch weekend meetings aimed at bridging the gap between Transnet's wage offer and the demands of its seven representative trade unions.

On Saturday Transnet tabled an informal final offer in a bid to break a deadlock and head off an illegal strike planned by workers, but the key SA Railways and Harbours Workers Union (Sarhwu) did not respond to the offer and has vowed to continue with a stayaway and service disruptions.

While some trains in the country are likely to run normally, there could be serious disruptions in KwaZulu-Natal and in parcel services. Transnet's PX container service is expected to be brought to a complete halt as Sarhwu has almost 100% representation in this operation.

Transnet management met six of the unions on Saturday but Sarhwu was unable to attend the discussion, initiated by Public Enterprises Minister Stella Sigcau.

The negotiations were described as encouraging and at least one union, the SA Footplate Staff Association, said it would "definitely not" strike today as planned.

The offer was communicated to Sarhwu late Saturday evening, but by late yesterday the union had not responded to the revised offer, Transnet human resources director Vic van Vuuren said yesterday.

Sarhwu president Nelson Ndimisa said yesterday that the seven unions would meet today to discuss the offer, having consulted members and union leadership.

Neither management nor the unions would disclose the content of the new offer.

Transnet said that if it was rejected in the next round of industrial council negotiations — scheduled for Wednesday — it would revert to its previous offer of a 9% increase and R1 460 a month minimum wage, said Van Vuuren.

Van Vuuren acknowledged it would be almost impossible for Sarhwu to call off national action due to start today.

Ndimisa said the union would not stop planned disruptions as the dispute had not been resolved.

He said there would be "no normality" in public transport today and tomorrow. Marches and stoppages were planned over the next two days in all major centres with union members marching to deliver a memorandum to Transnet's Johannesburg head office tomorrow, he said.

Van Vuuren said Transnet expected differences in the intensity of action depending on where Sarhwu members were well organised and whether other regional issues would be tagged on to "wage-initiated" stoppages.

For example, in KwaZulu-Natal continuing IFP-ANC rivalry would help intensify the union's planned action.

Disruptions were anticipated, but nothing "major".

Many trains were expected to run normally as train drivers belonged to the SA Footplate Staff Association.

Airways would not be affected as very few Sarhwu members were employed in this sector.

Sarhwu represents about 40 000 of Transnet's 140 000 staff complement.

STAV 10/7/95

# New offer too late to avert strike

(270) (182)

## STAFF REPORTERS

Passenger trains were running normally countrywide today, said Transnet spokesman Johan Hugo.

Work, however, was disrupted at some Spoornet and PX Spoornet depots in Gauteng, and at the Durban and Port Elizabeth harbours this morning when staff either failed to turn up on time or arrived and refused to work.

Transnet was bracing for widespread strike action today after weekend talks failed to break the deadlock in wage negotiations with six of the seven transport unions.

During the talks, the corporation revised its original wage offer to 10% for employees earning more than R1 600 a year, and a minimum wage of R1 500.

But corporation negotiator Con Jooste said the unions had given no indication that they would accept the deal.

The new offer was communicated to the key SA Railways and Harbour Workers' Union (Sarhwu), which did not attend the talks. The union said it did not have time to consult its executive and would not call off today's planned strike action.

Earlier, the seven unions said they would go on strike on Wednesday unless Transnet increased its 9% offer and a R1 460 minimum wage.

Representatives of the six unions at the meeting were reported to be "very hopeful" that a strike would be averted.

On Friday, Sarhwu representative Ezrom Mabyana said the union planned protest marches around the country today, including a march to Transnet's head office in Johannesburg. Work stoppages were also planned for today and tomorrow.

The SA Footplate Staff Association, whose 3 000 members drive Transnet's trains, said it would not take part in strike action.

All seven unions have vowed to return to wage negotiations in the Transnet industrial council this week.

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# Sarhwu protest goes on despite 'improved' offer

By Abdul Milazi  
Labour Reporter

THE South African Railway and Harbour Workers Union will press on with its planned protest action today, despite Transnet's weekend announcement of an "improved" wage offer

However, representatives of the other six trade unions involved in wage negotiations with Transnet dismissed the possibility of a strike this week and said that their members would not take part in today's action. Sarhwu is the largest union in the negotiations.

Sarhwu said today's protest action will include marches and demonstrations in cities and towns countrywide

It will disrupt railway commuter and goods service, harbours, postal and delivery services. The seven unions earlier threatened to go on strike this week after rejecting management's nine percent general wage increase.

Transnet human resources manager Mr Vick van Vuuren said at the weekend that management had improved its offer, but said he would not disclose details before they were presented to the unions at the next wage meeting on Wednesday.

Sarhwu assistant secretary Tsidiso Moshao yesterday said Transnet was probably toying with the idea of offering the lowest paid worker one or two percent more and keeping the nine percent as an across-the-board increase. However, Moshao said a

percent or two increase would not achieve the desired minimum wage.

A 10 percent increase for the lowest paid worker earning R1 050 a month would mean a R105 increase, while 11 percent increase would translate to R115,50. Both these increases in percentages will not bring wages any closer to the targeted R1 500 minimum.

"The majority of our members are in the lowest category, which is why our main concern is to push up the minimum wage to R1 500," said Moshao.

The unions are demanding a 17 percent across-the-board wage increase and a R500 increase for the lowest paid workers to bring wages in line with Cosatu's R1 500 a month minimum wage.

*Source: 10/7/95 (270)*



# Strike may paralyse transport

CT 11/7/95

(270)

UNION leaders and Transnet management ended 5½ hours of informal wage negotiations last night with no agreement to stave off a massive strike that could paralyse rail, airline and harbour services nationwide

Representatives of the seven trade unions agreed with management not to divulge details of the meeting and agreed to resume the talks today

This follows a countrywide work stoppage by 110 000 of Transnet's employees after the seven unions rejected the latest Transnet informal wage proposal.

Transnet senior human resources manager Mr Con Jooste said Cape Town continued to be badly affected.

In Cape Town five domestic SA Airways flights were delayed and operations in the harbour were disrupted yesterday morning when members of the SA Railway and Harbours Workers' Union (Sarhwu), which represents about 40 000 of Transnet's workers nationwide, went on strike

The delays did not extend to any incoming or outgoing international flights, however

Metro Rail services were also largely unaffected by the Sarhwu strike

At the harbour, operational efficiency was limited to 50%. Substitute labourers, including students, were brought in at Cape Town Airport to replace the striking baggage-handlers and drivers.

An estimated 80 employees of the Apron Services handling company, sub-contracted by SAA, went on strike, causing five early-morning flights to be delayed by between 15 and 30 minutes.

Mr Len Joubert, Apron Services manager, said the strikers "caught us off-guard early this morning, but we have the situation in hand now. Once we know some of the workers are not working, we can make plans."

Mr Joubert said there had only been delays in Cape Town and Port Elizabeth, with "no problems in Johannesburg". However, he said strikes there were still looming.

There was also a delay of more than two hours on an incoming flight from Durban and Port Elizabeth. However, most of this delay was apparently caused in Port Elizabeth, which was affected worse by the strike than Cape Town.

Sarhwu said at the weekend it would take part in a countrywide work stoppage in reaction to Saturday's failed agreement with Transnet on management's informal wage offer. Management increased its offer from nine to 10% for workers earning R16 000 and more a year, and raised its minimum wage from R1 460 to R1 500.

In Durban, at least 40 Metro trains were cancelled yesterday morning when about 2 500 transport workers of a total 10 000 reported for work but refused to handle any goods or operations. At least 25 000 of the city's more than 200 000 daily commuters were unable to get to work.

At Port Elizabeth harbour 350 Portnet workers went on strike and at Bloemfontein Airport labourers refused to load and unload aircraft. —Staff Reporters, Sapa

# Ports suffer bottlenecks as union strikes

CT 11/7/95 (MR) ~~EST~~ (270)

BY AUDREY D'ANGELO

Strike action at the port of Cape Town yesterday — after a 24 hours of strong winds prevented ships from unloading — threatened a return of the congestion which cost shipping companies millions of

rands earlier this year. Other ports were also affected.

The one-day industrial strike called by South African Rail and Harbours Workers' Union yesterday took the form of sporadic work stoppages and the handing over of memoranda to Portnet officials.

Hennie Joubert, South African Airways cargo manager at Cape Town International Airport, said air freight had not been affected by the strike. Labourers who stayed away had been replaced by casuals. International passenger services were not affected.

## Taxis and buses set to cash in on strike

Theo Rawana  
20/11/7/95

TAXIS and buses would move in to transport stranded passengers in the event of a breakdown in Transnet passenger services due to the strike by SA Railway and Harbours Workers' Union members, operators of both transport modes said yesterday.

Although some industry leaders wanted to avoid being seen as "cashing in" by taking over what was traditionally Transnet's market, they did acknowledge that it meant more passengers for their vehicles.

National African Federated Transport Organisation (Nafto) chairman Peter Rabali said his organisation's taximen were "willing and prepared" to move in to help if they were approached. "We know it will mean more money for the taxi industry, but we do not want to make it at the expense of colleagues in the passenger transport industry. We will assist, but only after getting an appeal from them."

Rabali appealed to Transnet to do all it could to get negotiations resumed "for the good of SA. With goods piling up at harbours

and stations, and passengers stranded, the country will be adversely affected".

Organised Taxi Industry convenor Boeti Letsoela said taxis would definitely cash in on the strike as Transnet had "enjoyed government subsidies while we have not". He said there had been no communication with Transnet with a view to improving the lot of commuters.

Putco MD Mike Olden said the utility did not have excess capacity for a major operation in the event of a breakdown in passenger services. The company would deal with the situation by increasing the trips per bus.

It was natural that the utility would have fuller buses. "But experience has been that lots of people go to taxis. This results in long queues and then others go and take buses. We are not trying to cash in — trains do the same when there is such a situation in buses and taxis," said Olden.

SA Bus Operators' Association executive director Jackie Walters said the organisation was monitoring the situation and that if there was any problem it would "lay on additional services."



## Transnet, unions tackle deadlock

Business Day Reporter

(270) (15) BD 11/7/95  
TRANSNET and its seven representative trade unions met last night and intended continuing discussions through the night if necessary in a bid to break the deadlock on wage negotiations which sparked disruptions in many areas yesterday.

This followed a labour caucus yesterday in which the unions discussed management's revised wage offer of a 10% increase, bringing the minimum wage to R1 500 a month.

SA Railway and Harbours Workers' Union (Sarhwu) regional chairman Richard Mashego said Sarhwu had rejected this offer as a large portion of these wages would be non-pensionable. This meant the base wage of R1 152 a month would be the floor from which negotiations started next year and pension contributions would not reflect the full amount of the increase.

Other unions appeared reluctant to join Sarhwu's protests and seemed willing to sign the offer. However, Mashego said Sarhwu was effectively one of only two unions affected by this aspect of management's offer as it was an attempt by Transnet to increase wages of the lowest categories while not putting undue pressure on pension reserves.

He said disruptions planned for today would go ahead despite further scheduled formal negotiations tomorrow and infor-

Continued on Page 2

## Deadlock (270) (15) BD 11/7/95

Continued from Page 1

mal discussions yesterday.

Workers would march from Sarhwu's head office in central Johannesburg to Transnet Park in Parktown.

Yesterday, rail traffic was most badly affected in Durban where about 25 000 of the city's 200 000 rail commuters were left stranded by train cancellations. Rail services were also affected in the Eastern and Western Cape.

Transnet said its Northern Province PX

division had employed temporary workers to replace strikers.

Portnet spokesman Johan Hagen said most ports — with the exception of Richards Bay and Saldanha — had reported reduced attendance ranging from zero in East London to 90% in Port Elizabeth. He attributed this to sympathy action as Portnet's wage negotiations had not started.

Cape Town was operating at half its normal capacity, but Durban's port was 90% operational although road traffic to and from the port had been stopped.

*Transnet and union talks continue today*

# Full scale strike for next week if union settlement delayed

(270) (15) sfaw 11/7/95

■ BY JUSTICE MALALA  
LABOUR REPORTER

A national strike by transport workers could go ahead next week if a settlement was not reached with Transnet today, South African Railway and Harbour Workers' Union regional chairman Robert Mashego has warned.

The strike could paralyse national rail, airline and harbour services

Mashego, speaking on SABC radio, confirmed that 15 000 SARHWU members would march from Wanderers Street in central Johannesburg to Transnet head offices in Parktown at 9 am today, to hand in a memorandum backing union wage demands.

Informal talks between union leaders and Transnet are scheduled to continue at noon today, and formal negotiations are planned for tomorrow

Union leaders and Transnet management ended 5½ hours of informal wage negotiations last night with no agreement

Representatives of the seven trade unions agreed with management not to divulge details of the meeting and agreed to resume the talks today

"We believe the meeting was constructive and allowed the parties to explore a number of issues," Transnet human re-

sources manager Con Jooste said late last night Transnet was concerned about continuing industrial action, he added

Eleven thousand of Transnet's 115 000 employees on Monday embarked on strike action following a failed 11th hour attempt at the weekend by management to break the deadlock with the unions

At the time of going to press Transnet spokesmen could not confirm whether transport services had again been hit by strike action.

Transnet reported that the work stoppages by the union yesterday had failed to bite, with some depots reporting 100% worker attendance, while the worst-hit areas, like Durban, had reported at most a 75% stay-away

Of Transnet's 115 000 workers, 40 000 of them Sarhwu members, only 11 000 had been registered absent

Sarhwu president Nelson Ndinisa hailed the action a success, saying all the union's regions had embarked on some form of action and that more would follow today

Although six train services were cancelled in Gauteng yesterday it is expected that there will be no problems today as tram drivers are not participating in the action yet.

The union is demanding a 17%

wage increase and R400 more for all workers on the lowest grades to bring them to a R1 500 minimum wage.

During weekend talks Transnet revised its original wage offer to 10% for employees earning more than R16 600 a year, and a minimum wage of R1 500

The other unions in dispute with Transnet include the Technical Workers' Union; South African Rail and Harbour Workers' Union, Transnet Allied Trade Union, the Footplate Staff Association; the Black Trade Union of Transnet, the Transnet Employees' Union and the Cell Staff Union

None of them have embarked on industrial action, and spokesmen said yesterday they were still considering the new offer.

However, SA Footplate Staff Association spokesman Chris de Vos told Sapa the unions were now demanding 12% for higher paid workers and a reduction of the R347 per month non-pensionable allowance for lower income workers, which would mean a higher basic salary.

De Vos said he remained optimistic that an agreement could be reached, especially since the intervention of Minister of Public Enterprises Stella Sigcau and Deputy President Thabo Mbeki

Transnet spokesman Con Jooste said Durban and the Western Cape were worst affected by the action.

# Sarhwu's protest goes ahead

(270) (S) Sowetan 11/7/95  
Six other trade unions dismiss the possibility of strike action

**By Abdul Milazi**  
Labour Reporter

**T**HE South African Railways and Harbours Workers Union will press on with its planned protest action today, despite Transnet's weekend announcement of an "improved" wage offer.

However, representatives of the other six trade unions involved in wage negotiations with Transnet dismissed the possibility of a strike this week and said that their members would not take part in today's action. Sarhwu is the largest union in the negotiations.

Sarhwu said today's protest action would include marches and demonstrations in cities and towns countrywide. It will disrupt railway commuter and goods service, harbours, postal and delivery services.

The seven unions earlier threatened to go on strike this week after rejecting management's nine percent general wage increase.

Transnet human resources manager Mr Vick van Vuuren said at the weekend that management had improved its

offer, but said he would not disclose details before they were presented to the unions at the next wage meeting on Wednesday.

Sarhwu assistant secretary Tsidiso Moshao yesterday said Transnet was probably toying with the idea of offering the lowest paid worker one or two percent more and keeping the nine percent as an across-the-board increase. However, Moshao said a percent or two increase would not achieve the desired minimum wage.

A 10 percent increase for the lowest paid worker earning R1 050 a month would mean a R105 increase, while 11 percent increase would translate to R115,50. Both these increases in percentages will not bring wages any closer to the targeted R1 500 minimum.

"The majority of our members are in the lowest category, which is why our main concern is to push up the minimum wage to R1 500," said Moshao. The unions are demanding a 17 percent across-the-board wage increase and a R500 increase for the lowest paid workers to bring wages in line with Cosatu's R1 500 a month minimum wage.



# Transport strike has patchy effect on business

(270) (152) CT (BR) 12/7/95  
BY AUDREY D'ANGELO  
AND SHIRLEY JONES

The transport workers' strike yesterday had a patchy effect on business. Transnet's PX container service was brought to an almost complete halt, with a skeleton staff handling perishable consignments.

Autonet, which delivered larger consignments in heavy trucks and refrigerated trucks, was working normally. A spokesman said only 4 percent of staff were on strike on Monday and most of these were back at work yesterday.

Companies nationwide said

their staff were all at work. A spokesman for Pick 'n Pay said the company did not expect any problem with stocks, which had been built up in some departments in anticipation of the strike.

A spokesman for Foschini said a supplier had telephoned to say he could not get stock out of Cape Town docks because the strike had brought the container depot to a standstill.

Albert Schuitmaker, deputy director of the Cape Chamber of Commerce and Industries, said members were worried about stocks if the strike continued.

In Durban, business feared factories could shut down if the blockade of the container terminal at the city's port went on much longer.

Late yesterday, Portnet said shipworking, both container and breakbulk cargo, was about 25 percent operational. Landworking (road and rail movement of containers) was at a standstill.

Robin Boustred, president of Durban Regional Chamber of Business, warned that a "large chamber member" could be forced to close a plant permanently — with the loss of almost 1 000 jobs — if the blockade persisted.



# Strike chaos

AR 6/12/7/95

(270)

**ROGER FRIEDMAN,**  
Staff Reporter

SHIPS bypassed Cape Town Harbour and headed for Port Elizabeth while others were queuing in Table Bay as industrial action entered its third day today

Acting port manager Derek Visser said the "illegal" strike — which yesterday spread from one union to all unions represented in the harbour — had already had a "domino effect" on industry in the Western Cape

Export fruit was piling up, fishmeal-processing companies had run out of stock and kaolin mine silos were full. These were just some of the industries taking strain, Mr Visser said

The South African Chamber of Business warned that actions which hinder international trade placed the growth rate necessary to sustain the RDP and other social programmes in jeopardy

Mr Visser said some workers had returned to work. Two cranes were operating in the container depot, which would alleviate pressure

There were at least three bulk cargo ships in the roadstead waiting for a berth in Duncan Dock and one container ship waiting to enter Ben Schoeman Dock

"I have heard that a few vessels have bypassed us altogether making for Port Elizabeth," he said

Portnet communications manager Adri Bootsma said today that while the break-bulk section of the harbour — Duncan Dock — was not operating, the container terminal was operating at 20 percent efficiency and the dry-dock at full capacity

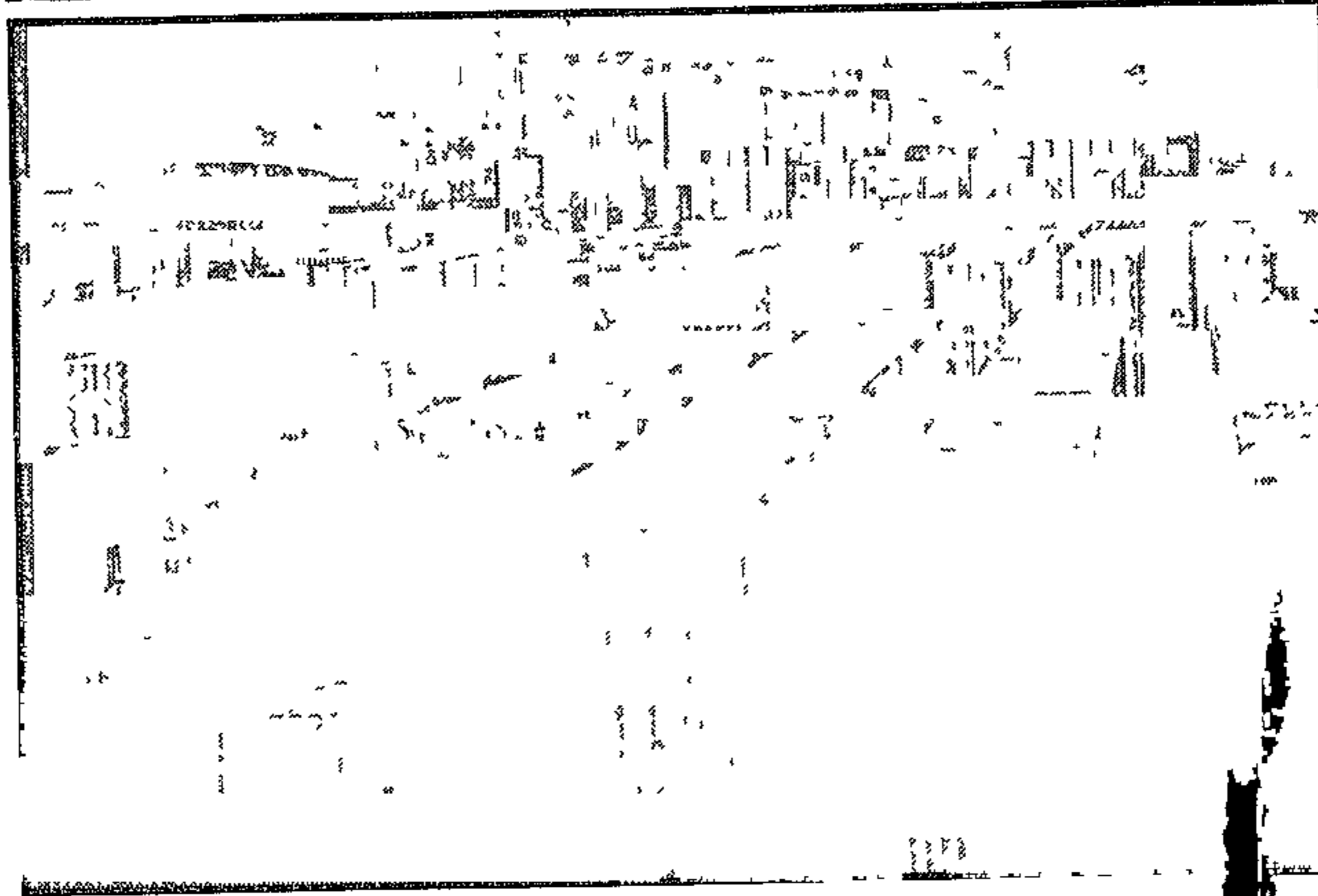
Ms Bootsma said 986 workers were working today and 368 were not

"The Port of Cape Town would like to apologise to all port-users who have been inconvenienced," she said

Meanwhile, a crunch meeting in Johannesburg today will determine whether Transnet workers throughout the country embark on a fully-fledged strike

Seven unions recognised by Transnet have warned that unless the corporation accedes to pay demands at the formal wage meeting, their 115 000 members will down tools on Monday — indefinitely

The unions are the South African Railway and Harbour Workers' Union (Sahrwu), the Technical Workers' Union,



Pictures HANNES THIART, The Argus

**ON THE MOVE:** Striking dock workers march to the Paul Sauer building on the Foreshore in an attempt to exert pressure during the crucial wage talks taking place in Johannesburg today

**STOCKPILE:** The container depot at Cape Town Harbour is a sea of containers today as industrial action slows the loading and offloading of vessels to a trickle

the Transnet Allied Trade Union, the Footplate Staff Association, the Black Trade Union of Transnet, the Transnet Employees' Union and the Cell Staff Union

Should the unions embark on a simultaneous strike, harbours, airports, rail and road services could be crippled

They are demanding a 17 percent wage increase and a R1 500 minimum wage. Transnet's latest offer, tabled at the weekend, is a 10 percent increase for employees earning more than R16 600 a year, and a minimum wage of R1 500

● The trauma at Cape Town Harbour was initially the result of one of the unions, Sahrwu, flexing its muscles on Monday to pressurise today's wage talks in Johannesburg

The other unions had wanted to wait for the outcome of the talks before deciding on industrial action. But yesterday in the docks, the action spread across union lines

Sahrwu said today that its members had intended to work yesterday, but there was no point as all the other unions had downed tools

Mr. Visser said all had proceeded smoothly at Duncan Dock until 10 30 am when "mass action from the container terminal spread"

● Spoornet management told a group of about 500 workers outside the Spoornet tower in the harbour today that their demands were not being handled locally, but by the Transnet Chamber in Johannesburg

ARG

12/7/95

270



# Portnet granted interdicts against Durban workers after violence

Renee Grawitzky

PORTNET, a division of Transnet, was granted a number of interdicts yesterday against striking workers in Durban following numerous acts of violence and claims of intimidation during union action in support of wage demands.

Widespread transport disruptions have occurred since Monday when the SA Railway and Harbour Workers Union (SARHU) called for industrial action having rejected Transnet's 10% wage offer with a R1 500 a month minimum wage.

The six other representative trade unions did not join the action which was largely supported by SARHU members at ports throughout the country. Some rail commuter traffic was also affected.

Transnet spokesman Con Jooste said last night that following outbreaks of violence and intimidation at Durban harbour, the company applied for interdicts to prevent further threat to lives, company property and client goods.

Jooste said a joint management and union delegation would be sent to Durban today to try to resolve the conflict.

Cape Town harbour was also brought to a standstill as members of all the unions joined the illegal strike. The entrance to the container terminal was blockaded for a short period.

In Johannesburg, a number of operations, including the City Deep container depot and Spoornet, were affected as close to 5 000 SARHU members marched to Transnet's head office in Parktown.

Workers marched in support of a pensionable minimum wage of R1 500. SARHU said that in terms of Transnet's revised offer at the weekend only R1 152 would be

B/DAY 12/7/95

(270)

AN 12/7/95

Despite illegal strikes and countrywide marches, wage negotiations continued last night between Transnet and the seven trade unions with the parties scheduled to meet again today in a formal industrial council session.

Farouk Chothia reports that SARHU southern Natal secretary Bongani Nogaga said Durban commuter train drivers, members of the SA Footplate Staff Association, joined the strike at 4pm yesterday, leaving thousands of passengers stranded at peak hour.

**Footplate** general secretary Chris de Vos confirmed that the drivers had stopped working, but blamed this on drivers being victimised and feeling unsafe.

De Vos said that while negotiations continued, the union would not engage in strike action.

Nogaga said workers would "defy" the interdict against a blockade obtained by Portnet, and would "resist" any move by police to end their blockade. He said that by seeking a court order Portnet was "worsening the situation."

● Picture: Page 3

# Interdicts to prevent union intimidation

(270) (120) Star 12/7/95

■ BY JUSTICE MALALA  
LABOUR REPORTER

Formal wage negotiations between representatives of 115 000 Transnet workers and management began this morning as reports of widespread intimidation during industrial action by a section of the workers yesterday increased.

As work stoppages by members of the SA Rail and Harbour Workers' Union (Sarhwu) brought container terminals in Durban and Cape Town to a virtual standstill yesterday, Transnet's port division, Portnet, obtained several court interdicts last night preventing union members stopping the flow of cargo.

Transnet senior human resources manager Con Jooste said the interdicts were obtained to prevent outbreaks of violence and intimidation, and to ensure that there was no threat to company property.

The interdicts came amid accusations of intimidation of its members by the SA Footplate Staff Association, which represents train drivers and which has not distanced itself from the current Sarhwu action. Reports of intimidation of non-striking workers were also noted in various parts of Durban and Cape Town.

The seven unions and management began meeting in the Transnet Bargaining Council today to break the impasse in the wage negotiations which has led to the industrial action by Sarhwu Union leaders yesterday, threatened a full-blown national general strike if Transnet did not accede to their demands.

Sarhwu southern Transvaal chairman Robert Mashigo said yesterday if a revised wage proposal was not put before the seven unions in the corporation

at the meeting today, then the unions would mobilise their members to go on strike.

Sarhwu spokesman Tsidišo Moshao said the parties were close to an agreement because the only obstacle remaining was whether the total pay package demanded by the union would be pensionable.

Sarhwu, which has 40 000 members in Transnet's 115 000 workforce, embarked on marches, go-slows and work stoppages which have led to a paralysis of Durban and Cape Town container terminals in the past two days and culminated in a march by more than 5 000 workers in Johannesburg yesterday.

A spokesman for the SA Chamber of Commerce yesterday expressed concern over the strike by Sarhwu members, saying the blockade of containers at harbours would have an adverse effect on the economy.

He said the fact that containers could not be moved in and out could result in costly delays in manufacturing.

The union is demanding a 17% wage increase and R400 more for all workers on the lowest grades to bring them to a R1 500 minimum wage.

During weekend talks Transnet revised its original wage offer to 10% for employees earning more than R16 600 a year, and a minimum wage of R1 500.

Transnet spokesman Reiner Krige said yesterday 40-45% of parcel express division employees and 23-25% of Spoornet employees had been absent.

It is understood that Portnet and Transnet's PX division are seeking court interdicts preventing strikers from intimidating non-strikers, but spokesmen for the two divisions could not be reached yesterday.

NAL

# Sarhwu threatens tough action

By Abdul Milazi

THE South African Railways and Harbours Workers Union yesterday threatened to go on a full-blown strike on Sunday if management does not change its offer at today's negotiations.

Addressing about 10 000 workers who marched to the Transnet head office in Parktown, Sarhwu regional chairman Mr Robert Mashago said if the union went on strike it would be the worst the company had seen in years. The atmosphere was electric as

marchers gathered outside the union's offices in downtown Johannesburg yesterday morning before converging on Transnet's head office

Mashago handed a memorandum of demands to Transnet executives Mr Japie Kruger and Mr Rico Bernade as workers booed and jeered.

Sarhwu and six other unions involved in negotiations with Transnet threatened to go on strike this week in support of their demand for a wage increase.

The other six unions, however, backed off after management improved their nine percent increase offer to 10

percent during informal talks on Saturday. Management also claimed to have increased the minimum wage to the R1 500 demanded by the unions

However, Sarhwu argues that the catch in management's offer is that only R105 of the R500 increase forms part of the salary, while the rest is just an allowance which is not pensionable

Mashago said this meant that the actual increase was R105 and not R500 as claimed by Transnet. He said workers would earn R1 500, yet their pension benefits would remain the same as they would be officially earning R1 100 in

actual salaries. He said management could withdraw the allowance at any time if they so wished.

Transnet human resources manager Mr Vick van Vuuren confirmed that only R105 of the increase was pensionable, but denied that management could withdraw the remaining non-pensionable amount whenever they wanted to. Van Vuuren said, however, the company would propose that 20 percent of the non-pensionable allowance be contributed to a provident fund if workers wanted "extra protection"

*Sowetan 12/7/95*

*(1278)*



**Work continues in Cape Town:** Containers were unloaded again at the port of Cape Town yesterday after strike action on Tuesday halted work. But work on unloading breakbulk cargo came to a stop. A spokesman for the port manager said there were no ships waiting to come in.

CT13/7/95

(~~42~~) (270)

# Ships waiting as striking dock workers return

(270) # ARG 13/7/95

## Staff Reporter

MOST workers in the Cape Town Harbour returned to work today following three days of industrial action.

Crucial wage talks between Transnet and seven transport unions ended "fruitfully" yesterday, Transnet said.

The corporation revised its offer, but the terms remain a secret until after the unions report back to their members.

The offer, before yesterday's talks, stood at a 10 percent in-

crease for workers earning more than R16 600 a year, and a minimum salary of R1 500. The unions are demanding a minimum wage of R1 500 and a 17 percent increase.

Adri Bootsma of Portnet said today: "Everything is 100 percent, except for break-bulk (Duncan Dock) which is improving by the minute".

South African Railway and Harbour Workers' Union regional secretary Neil Newman said: "Every one of our mem-

bers is back at work"

Union officials would be conducting report-back meetings with members throughout the country today and tomorrow to decide whether to accept Portnet's revised offer.

All seven unions indicated that unless their members were happy with the revised offer, they would embark on a national strike on Monday.

Such a strike could bring transport services to a standstill countrywide.

Acting port manager Derek Visser confirmed that work had returned to normal.

"Now we must deal with the backlog."

Yesterday he said ships had bypassed Cape Town and headed for the (industrially) calmer waters of Port Elizabeth while other container ships and bulk carriers were backed up.

Last night three container vessels and one bulk carrier were waiting to enter the harbour.

## Talks 'fruitful' — but strike spreads

CT 13/7/95 (270) (152)

DURBAN: Transnet and labour unions ended "fruitful" wage talks yesterday as the country's busiest port remained at a standstill three days into the strike.

But no final decisions were taken in the negotiations and more talks were scheduled for Monday.

"We think discussions were very fruitful and the unions are now going to seek a mandate", Transnet's chief negotiator Mr Con Jooste said.

The company and unions had agreed not to disclose details of the latest talks and would meet again after unions consulted their members.

● Congestion at Table Bay Harbour worsened yesterday, and five railway stations closed when railworkers joined the industrial action of their colleagues in the SA Railway and Harbours Workers' Union.

Transnet said the running of trains had not been affected, although there had been disruption to bulk freight and container deliveries. — Reuter, Staff Reporter



# Transnet pay deal 'closer'

Renee Grawitz

(270)

MD 13/7/95

TRANSNET and seven unions party to the industrial council acknowledged yesterday that informal negotiations over the past two days had brought the parties closer to resolving the impasse around wages.

An SA Railway and Harbours Workers' Union (Sarhwu) spokesman said the parties were nearing a breakthrough. This followed two days of disruptions at ports and in Durban's railway commuter network when workers staged marches and caused blockades preventing container movement in Durban and Cape Town.

Farouk Chothia reports from Durban that Portnet spokesman Yvonne de Kock said a blockade of Durban harbour's con-

tainer terminal remained "in position" yesterday, although a Supreme Court order to end the blockade had been served on the strikers at about lunchtime.

Sarhwu southern Natal secretary Bongani Nogaga said the interdict was still being discussed in the union's ranks, but it would probably be heeded.

Portnet obtained a Supreme Court interdict on Tuesday night after outbreaks of violence and intimidation at the harbour.

Sarhwu rejected management's 10% wage offer at the weekend, sticking to its 12% demand.

Transnet spokesman Vic van Vuuren said the parties had explored various op-

Continued on Page 2

# Transnet

(270)

MD 13/7/95

Continued from Page 1

tions yesterday and had taken the process forward. Until the parties were able to report back to their respective constituencies, they had agreed not to disclose the final positions put forward. The parties would reconvene on Monday.

Sapa reports that industrial action countrywide subsided yesterday, but Durban and Cape Town harbours continued to be affected by the strike.

"About 5 000 (4%) of Transnet's 115 000 employees are involved in national work stoppages," Van Vuuren said.

Durban harbour was running at a third of capacity, with 1 237 workers not at

work. In Cape Town, ships bypassed the harbour and headed for Port Elizabeth while others queued in Table Bay.

Acting port manager Derek Visser said the strike had already had a "domino effect" on industry in the Western Cape. Export fruit was piling up, fishmeal processing companies had run out of stock and kaolin mines were full.

During negotiations, unions did not condone the strike action and denied any involvement. There were also allegations of intimidation between members of Sarhwu and the SA Footplate Staff Association.

Transnet said reports had been received of commuters being involved in intimidating train drivers.

# Transnet's secret wage offer could avert transport strike

Star 13/7/95

(270) (82)

■ BY JUSTICE MALALA  
LABOUR REPORTER

Formal wage talks to avert strikes by rail, harbour and airline workers, and to end three days of paralysis at the Cape Town and Durban harbours, ended "fruitfully" yesterday, according to Transnet.

The hopeful new turn in the deadlocked talks came as industrial action by the SA Railways and Harbours Workers' Union (Sarhwu) entered its third day, and reports of intimidation of workers not participating in the action increased.

The seven unions participating in the Transnet Bargaining Council yesterday said they would consult their members on new secret proposals put forward by Transnet management to meet their demands for a R1 500 pensionable monthly minimum wage and a 17% across-the-board increase.

Talks resume next Monday.

But it was still unclear wheth-

er Sarhwu's action would be suspended, despite court interdicts obtained by Transnet's port division, Portnet, to allow the bottleneck of goods at container terminals in Cape Town and Durban to be cleared.

Transnet reported yesterday that the work stoppages at the two centres were still going on.

Sarhwu and Transnet leaders flew to Durban late yesterday to try to resolve the situation.

But KwaZulu-Natal Sarhwu spokesman Sipiwe Khumalo said the suspension of the work stoppage would depend on whether workers were satisfied with the revised wage offer.

Sarhwu said reports of its members intimidating non-members were "disturbing" and that it would investigate the allegations. It was also disturbed by Transnet's interdicts as its members had been on Transnet property "where they are supposed to be working" and were therefore guilty of no wrong-doing.

Sarhwu Southern Transvaal

chairman Robert Mashigo said if members rejected the revised wage proposal then the union's general council meeting on Sunday might call on its members to embark on a national strike.

Sarhwu, which has 40 000 members in Transnet's 115 000 workforce, embarked on marches, go-slows and work stoppages from Monday.

Transnet revised its original wage offer to 10% for employees earning more than R16 600 a year, and a minimum wage of R1 500.

Yesterday, only about 5 000 Sarhwu members countrywide were registered absent for work, Transnet said.

Durban harbour was running at only a third of its capacity, work had stopped completely at Cape Town harbour's break-bulk division and Portnet communications manager Adri Bootsma said the Cape Town container division was operating at a fifth of normal capacity.

# Hopes raised as strikers return to work

By Abdul Milazi and Sowetan  
Correspondent

TRANSNET breathed a sigh of relief yesterday when more than 80 percent of its workforce returned to work at its major harbours *Sowetan 13/7/95*

Formal wage talks to avert threatened strikes by rail, harbour and airline workers, and to end three days of paralysis at Cape Town and Durban harbours, ended "fruitfully" yesterday, Transnet said.

The hopeful new turn in the deadlocked talks came as industrial action by the SA Railways and Harbours Workers' Union entered its third day yesterday.

The seven unions participating in the Transnet Bargaining Council said yesterday they would consult their members on secret new proposals put forward by Transnet management to meet their demands for a R1 500 pensionable monthly minimum wage and a 17 percent across-the-board increase. Talks resume next Monday.

The Durban, Port Elizabeth and Cape Town harbours were brought to a standstill on Tuesday when members of Sarhwi embarked on work stoppages and go-slows in support of their demand for better wages.

Railway commuter services were disrupted in southern KwaZulu-Natal and the Eastern Cape where incidents of intimidation to train drivers were reported.

Transnet spokesperson Ms Claudia Sithebe said all the harbours were 100 percent operational although some workers had stayed away.

She said Gauteng province had not been affected by the protests except on Tuesday when about 10 000 workers downed tools and marched to Transnet's offices in Parktown.

Production losses caused by the protests has been estimated at more than R2 million since Monday.



# City strike over, at a cost

(270) CT 14/7/95

CAPE TOWN'S striking dockhands have returned to work, but the widescale strike by railway and harbour workers continued in other areas yesterday

Wage negotiations have been postponed to Monday to allow unions to consult their members on management's latest offer

Bottlenecks and delays caused by the four-day strike have angered local shipping agents, transport

companies and their customers

Shipping agents estimated the delays had cost them about R45 000 per vessel daily

The strike had cost the Western Cape economy R10 million, Cape Chamber of Commerce and Industry deputy director Mr Albert Schutmaker said

● Transnet's labour unrest was moving beyond the control of union leaders, unionist Mr Christo

van Heerden said last night.

Contrary to reports that management and the unions were close to settling, many workers were downing tools. He said Transnet had been telling the media one thing and the unions another

● Transnet was granted an interdict in the Durban Supreme Court yesterday, aimed at halting disruptions by striking workers — Staff Reporter, Sapa-Reuter

# Chaos as rail strike intensifies at stations

Farouk Chothia

(270)

DURBAN — The strike at railway stations intensified in several provinces yesterday, but the blockade at the Durban port ended after management served an eviction order and Cape Town harbour was reportedly almost fully operational.

SA Footplate Staff Association general secretary Chris de Vos said there had been serious disruptions to train services in Gauteng, Northern Province and Eastern Transvaal after rail workers became "frustrated" at the fact that negotiations

were "dragging on" Cargo could not pass between Zimbabwe and SA via the Beitbridge border due to the stoppage.

He said the union had urged workers to return to work from midnight last night, and they were expected to heed the call "But what happens after negotiations are finalised is a big question," De Vos said.

Transnet spokesman Con Jooste said several Supreme Court interdicts had been obtained against strikers in Durban yesterday in a bid to stem violence, intimidation and disruption of services.

Transnet was also applying for a

"national interdict" to halt disruptions at "flashpoints" countrywide.

He said about 15 000 Transnet workers had been absent from work yesterday, but this was largely due to intimidation. The wage strike had been confined largely to members of the SA Railway and Harbours Workers' Union (Sarhwu), but they were joined by other union members yesterday.

De Vos said at this stage, workers were "very unhappy" with Transnet moving its wage offer by only one percentage point.

BD 14/7/95

Continued on Page 2

## Strike

(270) BD 14/7/95

Continued from Page 1

from 9%-10% at the industrial council on Wednesday morning. The situation had been aggravated by Transnet threatening on Wednesday night to revert to its 9% offer if its 10% offer was rejected when talks resume on Monday.

Durban Metro Rail spokesman Peter Mitchell said a 20% service was provided yesterday afternoon. There had been a "signalling problem" Guards had also downed tools.

Sapa reports there were complete disruptions to Pretoria's train commuter service yesterday after a decision by train drivers and technical personnel to join the strike. Metro said many commuters had been stranded.

About 3 000 Sarhwu members marched through Durban yesterday, reiterating their demand for a 17% increase for graded workers and a R1 500 minimum pensionable wage. Sarhwu southern Natal spokesman Bernard Majola said the demonstration did not mean Sarhwu had rejected Transnet's latest offer, or that the strike would intensify. Workers would decide at a rally in Durban today.

Sarhwu president Nelson Ndinisa said Sarhwu's national leadership would meet on Sunday to assess the situation.

Portnet Durban spokesman Johann

Botha said workers lifted their blockade of Durban harbour's container terminal yesterday, before dispersing. Portnet had served an eviction order on strikers. The port would be fully operational today and administrative staff and casual labourers would be used to catch up the backlog.

However, Durban Regional Chamber of Business spokesman Mike Norris estimated the strike's backlog would take three to four weeks to clear. He suggested shipping lines might impose surcharges to compensate for lost time.

Chamber president Robin Boustred told a news briefing dock strikes and illegal blockades of container depots were effectively sabotaging SA's export capability. Some Durban-based businesses faced closure because of a three-day work stoppage at Durban harbour. "One of our member businesses said it had to close down because of the uncertainty of delivery associated with Durban harbour."

Portnet Cape Town spokesman Adri Bootsma said the strike at the city's harbour had ended.

Cape Chamber of Commerce and Industry spokesman Albert Schuitmater said the strike had cost the region R10m.

Jooste said disruptions had subsided in certain provinces but spread to others. Northern Province was a "problem" while the Western Cape was back to normal.

# Strikes continue despite 'promising' talks

Star 14/7/95

(270)

■ BY JUSTICE MALALA  
LABOUR REPORTER

The downturn expected in the week-long rail and harbour disturbances by workers, after a move to resolve the deadlock in wage talks on Wednesday, failed to materialise yesterday as wild-cat strikes started in Pretoria and work stoppages continued in Durban.

At least 80 train drivers downed tools in Pretoria yesterday morning, leaving thousands of commuters stranded. Taxi ranks were clogged with workers trying to find alternative transport home after the drivers failed to return to work.

In Durban, about 5 000 SA Railways and Harbour Workers' Union (Sarhwu) members marched through the city and

handed in a memorandum to Transnet management to press home their wage demands.

Transnet spokesman Renier Krige said on Wednesday the train drivers, most of them members of the SA Footplate Staff Association, were expected back at work today after the union's general-secretary flew back from Port Elizabeth to the capital city to address them.

Portnet said Cape Town harbour was fully operational except for the break-bulk terminal where there were still minor disruptions. At least four cargo ships were lying at anchor waiting to be off-loaded.

Transnet said 8 500 workers were absent yesterday.

Krige said the corporation was seeking a court interdict to prevent all workers from engag-

ing in acts of intimidation and to stop the blockades at harbours. The move follows reports of intimidation of non-participants in industrial action in Cape Town, Port Elizabeth and Durban.

The actions yesterday came after management and the seven unions representing the 110 000 Transnet employees hammered out a wage agreement that came very close to meeting union demands and which both parties described as "promising". The parties agreed that unions would consult their members and another meeting would be held on Monday.

Sarhwu spokesman Tsidiso Moshao said yesterday it would be up to workers at individual branches whether they continued with industrial action.

Sarhwu said reports of its

members intimidating non-members were "disturbing" and it would investigate the allegations. It said Transnet's interdicts were also disturbing as its members had been on Transnet property "where they are supposed to be working" and were therefore guilty of no wrongdoing.

Sarhwu, which has 40 000 members in Transnet's 115 000 workforce, embarked on marches, go-slows and work stoppages from Monday.

The union is demanding a 17% wage increase and R400 more for all workers on the lowest grades to bring them to a R1 500 minimum wage. Management is offering a 10% increase and a minimum wage of R1 500, of which R300 is non-pensionable.



# Sarhwu members

## go back sowetan 14/7/95 to work (270) (33)

By Abdul Milazi

TRANSNET breathed a sigh of relief when more than 80 percent of its workforce returned to work at its major harbours yesterday.

The Durban, Port Elizabeth and Cape Town harbours were brought to a standstill on Tuesday when workers, mostly members of the South African Railway and Harbours Workers Union, embarked on work stoppages and go-slows in support of their demand for better wages.

Sarhwu is demanding a R500 wage increase for the lowest paid workers and a 17 percent general increase. Transnet is offering a R105 increase and R395 non-pensionable allowance for the lowest paid workers, and a 10 percent general increase.

The other six unions are considering Transnet's offer but Sarhwu has vowed to accept nothing less than a R500 pensionable increase and a 17 percent increase for graded workers.

Railway commuter services were disrupted in southern KwaZulu-Natal and the Eastern Cape where incidents of intimidation of train drivers were reported.

Transnet spokeswoman Ms Claudia Sithebe said all harbours were 100 percent operational, although some workers had stayed away.

She said trains were still not running in the Southern KwaZulu-Natal area. Other services that were disrupted were the cargo and small parcels delivery.

Sithebe said Gauteng had not been affected by the protests, except on Tuesday when about 10 000 workers downed tools and marched to Transnet offices in Parktown.

Production losses due to the protests has been estimated at over R2 million since Monday.

Sarhwu acting regional secretary Mr Peter Mqumbisa said workers went back to work yesterday pending the outcome of talks between the union and management.

# Harbour strike ends — bid to cut backlog

(270)

ARG. 15/7/95

Staff Reporter

**THE** strike at Cape Town harbour has ended and work is going ahead at full speed to catch up the backlog.

Workers returned to work on Thursday after three days of industrial action. Management's original offer was a 10 percent increase for workers earning more than R16 600 a year and a minimum salary of R1 500 — R300 of which was not pensionable. The unions are demanding a minimum fully pensionable salary of R1 500 and a 17 percent increase.

The final offer — which has not been released to the Press — is being taken back to union membership.

"We expect to catch up with the backlog at Duncan Dock by next Wednesday. The container terminals should be back on track by Friday," said acting-port manager Derek Visser.

The strike by cost business tens of thousands of rands in lost revenue as well as international credibility, Durban Chamber of Business portfolio manager Greg Dean said yesterday.

He said the strike had had a serious effect on manufacturers dependent on im-

■ The strike by harbour workers has cost the country tens of thousands and damaged South Africa's international reputation. But it's over now.

ported raw materials which were lying at the harbours

Apart from the financial costs of lost production, several small companies had warned that they may have to close their doors forever with the potential loss of thousands of jobs affecting an untold number of lives

"I have heard of at least two companies in KwaZulu-Natal facing this situation," he said

While the effects were felt across the board, small businesses were particularly vulnerable

In addition, Mr Dean warned that the disruption harmed South Africa's reputation internationally among exporters and importers at a time when South Africa was re-entering international markets

"We could become unreliable for over-

seas people and then we would have to fight for the export market all over again. Once we get a reputation for unreliability investors will look to our competitors"

Business was also concerned that the strike could reopen the debate among shipping companies during previous union strikes of imposing surcharges to recoup millions of rands lost to delays and congestion

Mr Dean said that companies could lose up to R70 000 each day that a ship remained in anchor, depending largely on the type of cargo

"The idea of a surcharge was put on hold but this may bring the debate back again. It's like a sword hanging over us"

The situation at Durban improved yesterday following the removal of a blockade, with port authorities able to put contingency plans into action

By yesterday afternoon the port was operating at 66 percent of capacity compared to 30 percent capacity the day before. Road access had allowed the movement of containers out of the terminals while extra gangs were brought in to work on the ships

# Still division in some ranks as most Transnet workers quit strike

Most Transnet operations returned to normal yesterday in spite of a continuing wage strike by 12 500 of its 115 000 workers.

The South African Railway and Harbours Workers' Union, the largest union engaged in strike action, said a decision to continue the strike would be taken after consulting members.

Unions have demanded a wage increase of between 12% and 17%, with a R350 increase for lower paid work-

ers. Transnet has offered 10% with a R1 500 minimum wage, two cash allowances of R262 and a larger cash allowance for workers earning more than R16 000 a year.

Transnet's contribution to workers' pension funds, which have suffered shortfalls for several years, would increase by R145-million.

Durban harbour, severely affected by the strike this week, was operating almost normally yesterday. About 70% of staff were

back at work.

Hundreds of striking Transnet workers who blockaded the entrance to Klerksdorp's PX division depot were ordered off the premises after an urgent court interdict was issued.

It authorised police to remove strikers, ordered strikers to stay at least 500m away from the depot and barred them from preventing customers or other workers from entering and from interfering with Transnet business.

Transnet spokesman Ken-ner Krige said Portnet operations in Cape Town, East London and Port Elizabeth were back to normal.

Members of the Technical Workers' Union remained on strike in Port Elizabeth. Spoonnet operations in the Western and Eastern Cape were normal.

SA Footplate Association spokesman Chris de Vos said unions were exploring channels to put cash into workers'

pockets.

A spokesman for Salsstaff, the second-largest Transnet union, said members had been instructed to stop all forms of strike action.

Salsstaff would resort to industrial action only if there was deadlock in formal negotiations and a ballot supported a strike, said spokesman Andre Venter.

The union was deeply concerned about the effect a national strike would have on the economy — Sapa.



CP 16/7/95

## Metro to train blacks for passenger trains

By BENISON MAKELE (270)

THERE are no black passenger train drivers in the country but they could be on their way!

Senior Manager of Metro Train Services Charles Erasmus told City Press this week that Metro was "very aware" of the situation and was planning to change the present situation through implementing an "affirmative action programme".

He said that Metro Rail was still part of Spoornet but was "busy

negotiating with all stakeholders to wean itself away from Spoornet".

"Metro will then train its own black drivers in line with its affirmative action policies," he said.

Erasmus noted that there were already Metro goods trains driven by black drivers.

"It's not because black people cannot drive passenger trains... they have not been trained to do so and that's why we will be addressing this in the near future"

# Transnet wage strike settlement expected today

ARG 777/95 (270) (S)

JOHANNESBURG — Transnet says it expects to reach a wage settlement today after a week long partial strike with six of the seven transport unions representing 115 000 employees.

Transnet spokesman Vic van Vuuren said he was "optimistic" that a deal would be clinched at the industrial council in Johannesburg.

"Most of the unions, if not all, are likely to settle, with the possible exception of the Technical Workers Union (TWU), which has rejected our wage offer," said Mr Van Vuuren.

The unions could not be reached for comment.

Transnet tabled a revised wage offer on Wednesday but its details were not made public.

Mr Van Vuuren said Transnet had received positive feedback from the unions that they would accept the revised wage offer and the two parties appeared close to a settlement.

He said members of the

South African Railway and Harbours Workers' Union (Sarhwu) had returned to work on Friday and there was an indication that the union's leaders would accept the wage deal.

Mr Van Vuuren said he hoped the TWU, which represents 10 000 artisans, would accept the wage offer, in spite of a continuing strike by its members in the Northern Province.

The unions have demanded a wage increase of between 12 and 17 percent, with a R350 increase for lower-paid workers.

Transnet is understood to have offered 10 percent, with a R1 500 minimum wage to lower-income earners and two cash allowances of R262.

Unions involved in the pay dispute with Transnet include the TWU, Sarhwu, the Transnet Allied Trade Union, the Footplate Staff Association, the Black Trade Union of Transnet, the Transnet Employees Union and the Salstaff Union — Sapa.

# Transnet negotiations about wages to resume

(270) PD 17/7/95  
Business Day Reporter

WAGE negotiations between Transnet and its seven representative trade unions start again today after widespread disruptions last week to rail commuter services and ports. Transnet spokesman Con Jooste said he hoped commuter services would be operating as usual from today. He said many had reported for duty on Friday after Transnet had served an interdict on Durban port strikers preventing access to the port.

However, he thought unions might continue to pressurise management by persuading some members to withhold labour until the outcome of today's meeting was made known.

Last week, members of the SA Railways and Harbours Workers' Union (Sarhwu) erected a block-

ade preventing traffic from entering or leaving Durban's port, causing a bottleneck in container traffic.

Technical staff in Pretoria joined the action last week.

Jooste said the parties would meet today in a bid to break the impasse on wage increases.

Negotiations broke down when Sarhwu rejected a revised offer of a 10% across-the-board increase, granting a R1 500 minimum.

Sarhwu pointed out a proportion of this wage would not affect pension calculations.

The union maintained its 12% demand.

Other unions, although not formally joining the action, pledged support for Sarhwu's stand.

Members of the SA Footplate Staff Association also caused disruptions last week.



# Transnet, unions hope to strike deal to prevent threatened mass action

BY JUSTICE MALALA  
LABOUR REPORTER

Transnet management and the seven trade unions representing its workers hope to strike a wage deal when they meet today, after a week of disruptive mass action which petered out at the weekend.

Transnet and union spokesmen said the talks, which follow a secret revised wage offer by Transnet in a meeting last Wednesday, would be held to get union members' response to the offer and to avert a threatened national strike.

Transnet employs about 115 000 people. Should the threatened strike take place, rail, air and harbour services nationwide would come to a standstill.

The meeting takes place after a week of mass action by members of the SA Railway and Harbour Workers' Union, which cost the country millions of rands as

goods were delayed at harbours when workers downed tools

In Pretoria and parts of the Northern Province hundreds of thousands of commuters were stranded last Thursday as train drivers belonging to the SA Footplate Staff Association (Safsa) stopped work to press home the unions' wage demands.

But most Transnet operations returned to normal over the weekend, pending today's talks. Durban harbour authorities said yesterday that if employees returned to work today, when further wage talks are scheduled, the port's cargo backlog could be cleared after the strike.

"There is improved operation as from yesterday, but the port is still operating at 79%. It appears to be positive that the workers are returning to work. Marine, dockyards and pier services are operating at 100%," Portnet spokesman Yvonne de Kock said yesterday.

But she said everything could

still depend on the outcome of today's negotiations.

Transnet senior human resources manager, Con Jooste, said the corporation hoped for a breakthrough in the talks today. Safsa general secretary Chris de Vos said at the weekend that workers' impatience with Transnet's offer had shown itself through last week's strikes.

"Pressure is mounting on the unions to press Transnet management to deliver a fair wage packet. If Transnet does not increase its offer today then our members will definitely decide to strike," he said.

The unions are demanding a 17% wage increase and R375 more for all workers on the lowest grades to bring them to a R1 500 minimum wage which is pensionable. Before last Wednesday's meeting, management offered a 10% across-the-board increase and a minimum wage of R1 500, of which R300 is non-pensionable.

(270) SPAN 17/7/95

# Transnet and unions reach agreement to bring pay dispute to an end

Theo Rawana

TRANSNET reached agreement with the SA Railway and Harbours Workers' Union (Sarthwu) and five other unions yesterday, ending a week-long pay dispute.

The five other unions are the Footplate Staff Association of SA, the Transnet Allied Trade Union, the Salaried Staff Association, the Black Labour and Trade Union, and the Technical Workers' Union (TWU). The Employers' Union of SA (EUSA) indicated willingness to sign but said it had to consult members first.

At first the TWU said it would sign "under protest", but when management said this was unacceptable, the union signed unconditionally.

Sarthwu president Nelson Ndinisa said workers at the lowest end of the scale would now receive an increase of about 20% — R1 200 a month in pensionable income and R300 in non-pensionable income to take their earnings to R1 500 a month.

Their present minimum is a basic R1 047 a month in pensionable income and R180 in non-pensionable earnings. Workers earning above R16 000 a year

would receive a 10% across-the-board increase, plus a non-pensionable allowance varying from R130 a month at the lowest end to R75 a month at the top. The question of increasing workers' pensionable income would be discussed in a month.

The parties also agreed to establish a committee to look at ways of shortening working hours, while improving productivity. Basic annual leave would increase from 16 to 20 days from February.

Ndinisa said while not all his union's demands had been met, Sarthwu members were comfortable with the agreement.

Sarthwu had demanded R500 across the board for all workers earning R3 000 and below, and 25% for all workers earning more than R3 000. This demand was later reduced to R400 and 17%.

Transnet initially offered R100 and a R132 non-pensionable allowance across the board for workers earning less than R16 000 (R1 333 a month) and 9% for other workers earning more than R16 000 a year.

TWU president Dave Oosthuizen said his union had sought to sign the agreement under protest, but management had objected. "We offered to sign under protest because

we form only 10% of the workforce. We are also forced to work 45 hours a week... We have been hijacked, and cannot do anything about it."

SA Footplate Staff Association general secretary Chris de Vos was relieved that the dispute had ended. "We have not been hijacked. Our members will understand."

EUSA president Karl Mostert said his union had not signed but would do so today. Transnet human resources GM Vic van Vuuren said the agreement showed that collective bargaining worked. "It was give-and-take on both sides."

*Six of seven unions agree on deal*

# Rail and harbour strike set to end

BY JUSTICE MALALA  
LABOUR REPORTER

The week-long industrial protest action by rail and harbour workers, which paralysed Cape Town and Durban ports, is set to end this week.

Six of the workers' seven unions have agreed to an improved pay package offered by Transnet yesterday.

Union leaders said they would instruct workers to resume duties today and tomorrow, ending the work stoppage and removing the threat of a national strike by the parastatal's 115 000 workers.

However, cracks in the unions' united stance over the package appeared yesterday when one said it had signed the agreement under protest, with another saying it had to consult with members before signing.

The Technical Workers' Union and the Employees' Union of SA, representing about 18 000 Transnet workers, said the package fell far short of what they had expected.

Nelson Ndinisa, president of the SA Railway and Harbour Workers' Union, which has 40 000 members in Transnet and which led the mass action last week, said the deal was the best

that could be reached.

The parties agreed that workers earning more than R16 000 a year would receive an across-the-board increase of 10%, with an additional non-pensionable increase of between R130 for those at the lowest rung and R75 for those at the top.

Workers earning less than R16 000 a year would receive an across-the-board pensionable increase of R152,50 plus another non-pensionable R120 increase.

Meanwhile, most Transnet workers had returned to work yesterday. Harbour activities were also returning to normal.

(152) (270) 18/7/95 SPAN



# Transport strike averted

(270) Somerset 18/7/95

By Joe Mdhlala

A STRIKE that could have paralysed harbour, rail, road and other essential services throughout the country was averted yesterday when Transnet reached agreement with six unions.

The South African Railways and Harbours Workers Union — the major player in the dispute — and Transnet ended their protracted wage dispute when they reached a settlement in Johannesburg yesterday.

Other unions to join Sarhwu and settle with Transnet include the South African Footplate Association, the Allied Transport Workers Union, Black Transport Trade Union, Technical Workers Union and Salaried Staff.

The Employer Union of South Africa is expected to settle today.

Had the issue not been resolved, a national strike would have been on the cards, according to Sarhwu spokesman Mr Nelson Ndimiso.

The union and Transnet have

agreed to a 10 percent wage increase for all graded workers. In addition, workers on lower grades will be entitled to a R130 non-pensionable payment.

Employees on higher grades will receive a R75 month non-pensionable increase in their pay packets a month.

Non-graded workers will receive an increase of R152 plus a R120 non-pensionable package, bringing their minimum wage to R1 500 a month.

The talks, which lasted four hours, were a continuation of last week's discussions in which a "secret revised wage" settlement was reached between Transnet and the seven unions.

Transnet spokesman Mr Vic van Vuuren said he was "excited" that a settlement had been reached.

"I think it was a good settlement, with the unions and management accepting willingly the principle of give-and-take. We are hoping to maintain cordial relationships with all the unions involved," Van Vuuren said.

Ndimiso said Sarhwu would meet Transnet management within 30 days to

resolve outstanding issues.

"We are pleased about the settlement," he said.

Sapa reports that Portnet sources said the strike had caused a backlog of some three to four weeks in container and export flow in Durban, and at Cape Town harbour the cargo backlog would take two weeks to clear.

Updating the position at South Africa's seven ports in a statement yesterday, Portnet said Durban's port was 89 percent operational.

Marine services and dry-dock operations were fully operational, while the container terminal was 60 percent operational.

Labour gangs had worked throughout the weekend to clear the backlog at the container terminal.

At Richards Bay only the dry-bulk terminal (imports and exports) and marine services were operating.

All personnel at the other terminals had downed tools to attend a meeting.

## Durban dealing with dock backlog

270 ~~122~~ CT 19/7/95

DURBAN: The backlog from the Transnet strike at the harbour here last week was expected to be cleared in a week, a Portnet spokeswoman said yesterday.

"All the depots are now operational . . . import containers are being moved as quickly as possible to make way for export containers," she said.

Dock workers resumed working on Monday after downing tools a week earlier. Transnet said most workers had returned to work throughout the country.

● A Port Control spokesman at Table Bay harbour said there was no backlog as a result of the strike. — Reuter, Staff Reporter

# Port backlog eases as strikers return

FROM REUTERS

(2720)

CP (BAR) 19/7/95

The backlog from last week's Transnet strike at Durban harbour is expected to be cleared in a week, said Yvonne de Kock, a spokeswoman for Portnet, the state port authority.

"All the depots are now operational and they are handling ships' cartage and the rail operations

"The important thing is import containers are being moved as quickly as possible to make way for export containers," she said.  
Dock workers resumed working on

Monday afternoon after stopping work a week earlier

De Kock said most of the 11 ships at anchor outside the port were waiting for instructions from shipping agents and were not all bound for the port.

"Only about four are waiting to unload," she said.

Con Jooste, negotiator for Transnet, the state transport network, said most workers had returned to work throughout the country.

"It looks like all the divisions are stabilised," he said.  
Jooste said it was hard to accurately

assess the cost of the industrial action

"It is very difficult to quantify because some places had contingency plans in place and were able to operate effectively

"A policy of no-work-no-pay had also applied to workers," Jooste said

## Committees

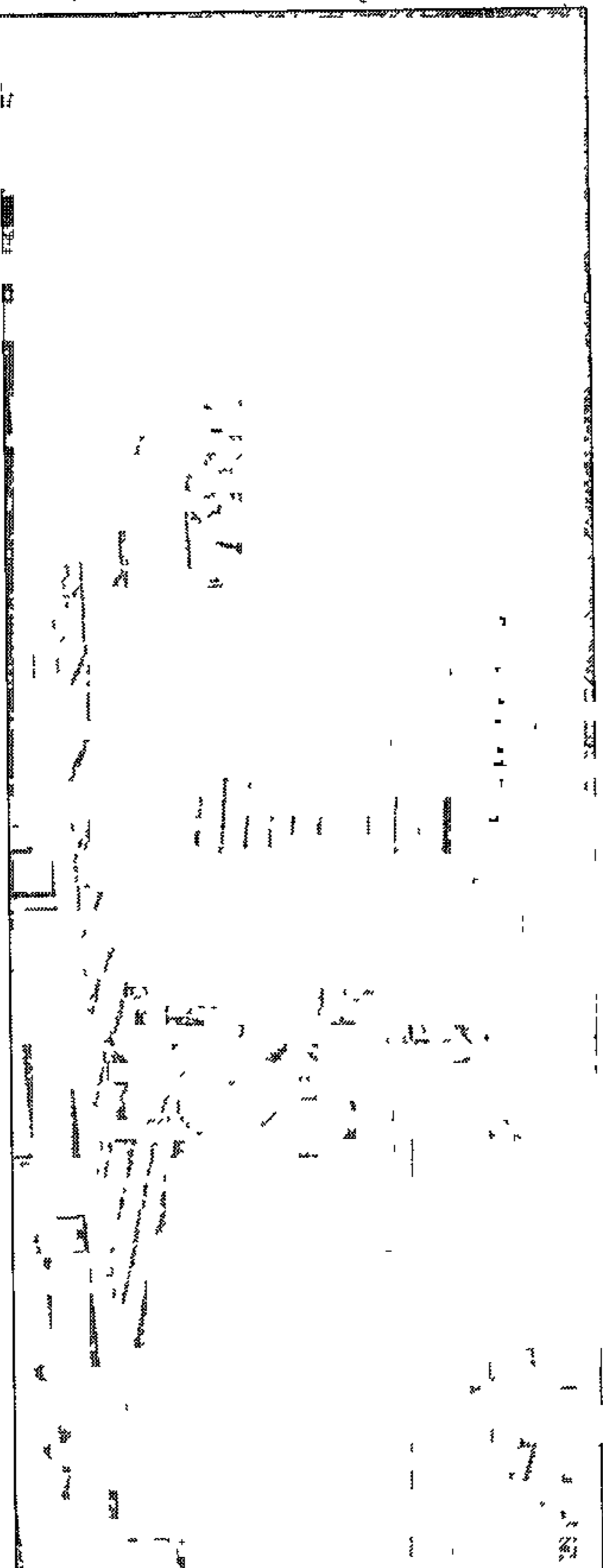
The wage agreement, which ended strikes affecting key ports and railway services, included a 10 percent pay increase for workers earning more than R16 000 a year and increased the mun-

imum monthly wage to R1 500 from R1 047

The agreement also included an increase in workers' annual leave to 20 days from 16 days for those employed for longer than a year.

A committee was set up to look at reducing the working week to 40 hours from 45 hours. It must submit a report within 120 days.

Another committee was established that would look at the deficit between non-pensionable and pensionable pay and was charged to report back within a month.



**BUSINESS AS USUAL** Dock workers were back at their posts after last week's transport strike



## TRANSNET STRIKE

### Signs of sanity

270  
M 21/7/95  
Though the Transnet strike lasted only a week, and seemed therefore to have been a victory for reason, it need never have happened. The unions were clearly mobilising for industrial action before Transnet had made its final offer.

The demonstration was expensive, especially at container ports where there was already congestion. Sacob's Peggy Drodskie says it's impossible to estimate the overall cost of disruption to public transport but the delay for container vessels alone is estimated at US\$1 000/hour/ship. At the peak of the strike, ships were delayed by between 36 and 150 hours. Add to this the short term knock-on effects of late or nondelivery and the long-term effects on SA's reputation as a reliable exporter and the cost in the sector rises dramatically.

Drodskie stresses, however, that Sacob is delighted that the unions have settled, particularly as the signs were that the strike had the potential to last a lot longer.

But, if the strike was a case of using a hammer to crack a nut, the settlement appears to have been reasonable. In terms of the agreement, workers at the lowest end of the scale will receive an increase of about 20% — bringing the minimum to R1 200/month in pensionable income plus R300/month nonpensionable pay. The previous minimum total was R1 227.

Workers earning above R16 000/year will get a 10% across-the-board increase plus a sliding nonpensionable allowance of R130/month at the lower end, down to R75/month for higher earners.

There is also an agreement to hold more discussions on pensionable income in August. Basic annual leave increases by four days and a committee is to be established to discuss ways of reducing working hours but increasing productivity.

According to Pat Stone of labour rela-

## CURRENT AFFAIRS

tions consultants Andrew Levy & Associates, the settlement is indicative of the realisation by both sides that labour and management have to work together.

The Transnet agreement, says Stone, seems compatible with the guideline laid down by President Nelson Mandela that the emphasis of settlements should be on lower paid workers.

Says Stone: "Transnet's lower paid threshold was low considering the general trend for large organisations of around R1 500/month."

There must, however, be some concern about the impact of the settlement on the broader economy. The higher category settlement, increasing income by about 10% (with the consumer price index oscillating between 10% and 11%) is likely to be inflationary, with costs being passed on to consumers.

But Stone adds that another encouraging aspect of the agreement is the provision for the establishment of a committee to look into ways of shortening working hours and improving productivity. "There is a recognition among the main unions, certainly in the Cosatu fold, that productivity is an essential ingredient in terms of job security and boosting the economy."

In many cases, the unions are taking the initiative. Instead of seeking annual inflationary settlements which threaten job security, they are increasingly pressing for training and education and the reorganisation of work methods.

## Transkei union pleads against firm's demise

Renee Grawitzky

270  
24/7/95  
THE Transport and General Workers Union has called on the Eastern Cape MEC, for transport and premier Raymond Mhlaba to intervene in the closure of the Transkei Roads Transport Corporation.

The union's general secretary Randall Howard said the company was being closed down without any form of consultation with the union, and would result in 1 600 people losing their jobs.

A meeting was scheduled for this week to discuss severance packages and pension payouts, he said.

Howard said the closure was not in the spirit of the new SA and was short-sighted in that it would cut off transport to some communities in the area.

Spokesman for the transport MEC Vanguard Mkosana said the government had taken a decision to stop funding the firm, and this meant it had to close.

He said government funding was R5,3m a month, but the company's debt amounted to more than R70m.

The corporation was not delivering the service the communities needed.

Mkosana said government could not continue using taxpayers' money to fund the company.

The government would ensure workers would not suffer unduly and that a proper transport service would be provided for the communities who had suffered from the poor service provided hitherto.

Howard said a review process was under way to determine a new transport policy, and that the decision to close the corporation had not taken this into account.

## Eastern Cape transport workers' future uncertain

BD 27/7/95  
Benée Grawitzky  
(270)

THE Transport and General Workers' Union (TGWU) met the Eastern Cape transport ministry this week to discuss the closure of the Transkei Road Transport Corporation (TRTC), its effect on the future employment of the workers and the provision of transport in the region.

TGWU general secretary Randall Howard said the parties had agreed to meet next Tuesday to discuss the future of TRTC workers and the future provision of transport.

He said the parties had agreed that until the meeting no new transport operators would be contracted. The union had, however, been informed yesterday that Cilwans Bus Service

had been contracted to provide alternative transport.

He said: "We regard the action of the department as deliberately provocative and a recipe for conflict." The union had called for a meeting with the bus company to discuss conditions under which a new operator could operate.

During the meeting with the ministry, the union said that an incoming operator should have the resources to provide affordable and reliable transport, be obliged to employ from the pool of retrenched TRTC workers and it be allowed to negotiate conditions of employment.

Howard said the Eastern Cape ministry had rejected the proposal that a new contractor had to employ TRTC workers.



## Transnet plans 850 houses

(270) ~~28~~  
Robyn Chalmers

13) 28/7/95  
TRANSNET would embark on a R51m project to construct 850 houses in the Richards Bay area for employees of Spoornet, Portnet and Alusaf, Public Enterprises Minister Stella Sigcau said yesterday.

Sigcau said the first phase of 250 homes would cost R15m and was scheduled for completion this

year. Prices would range from R50 000 for a 40m<sup>2</sup> house to R100 000 for a bigger, more luxurious home. The remainder of the houses would be completed during 1997 at an estimated cost of R36m.

Sigcau said phase one of the scheme had received a capital subsidy grant from KwaZulu-Natal's provincial housing board, helping to make houses affordable.

## Transnet's plan for affordable housing

The Argus Correspondent

JOHANNESBURG. — Transnet employees around the country will soon benefit from a project which aims to build affordable houses near workplaces.

Land in Aquadane, Richards Bay, had already been earmarked for the construction of 850 houses at a cost of R51 million, Transnet media and communication adviser Mashadi

ARG 18/95  
Mashabela said yesterday.

She said plans to build houses in Gauteng could be implemented before December.

The houses at Richards Bay would be built over a three-year period, the first phase being the construction of 250 houses.

"We are expecting phase one to be completed before the end

(270)  
of the year," she said.

Employees of Spoornet, Portnet and Alusaf and the local communities would be able to buy houses ranging from R50 000 to R100 000.

She said a grant was received from the Kwazulu-Natal housing board which would be used for employees who qualified for low cost housing.

## Strike leaves fruit rotting (270)

ET 3/8/95 (152)

DURBAN: A strike by warehouse workers at Durban harbour's citrus terminal has left tons of export citrus fruit stranded and could result in substantial losses.

SA Stevedores' industrial relations manager Mr Rhett van Zyl said yesterday there was a contingency plan to hire casual labour after about 350 workers were dismissed for striking.

The workers were responsible for off-loading produce from road and rail trucks into cooling chambers for export.

Mr Van Zyl said all the cooling chambers had been filled, and produce arriving from Gauteng and other citrus-producing provinces had been diverted to Richards Bay, Port Elizabeth and Cape Town.

The trouble began on Friday morning when about 350 workers went on strike, claiming they had been over-taxed. Mr Van Zyl said.— Sapa



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CT 3/8/95

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# Racial tensions flare over strike

CT 3/8/95

**STAFF REPORTERS**

**CLASHES** between Worcester residents and striking municipal workers have raised racial tensions in the Boland town, culminating in death threats to the mayor, Mr Riyahd Williams

Although the two-week municipal strike in the Cape Metropole has been suspended, no municipal services have been rendered in Worcester since about 500 municipal workers went on strike on Monday over wages

Mr Williams said his family had been placed under police guard after phone calls from residents saying he was unwilling or unable to end the strike and would soon "be in the street with the refuse"

Yesterday Worcester shopkeepers cleaned pavements outside their shops, which had been strewn with litter by striking municipal workers on Tuesday.

Stun grenades and rubber bullets were fired to disperse stone-throwing strikers on Tuesday and police had to keep an angry group of demonstrating residents away from striking workers when tempers flared.

Ratepayers called for the privatisation of refuse removal:

In Cape Town the Lingeletu West transitional council offices had to be closed yesterday when striking workers went on the rampage, blocked the gates with rubbish, threw refuse at cars and poured water on office carpets

# Huge education drive launched

CT 3/8/95

**STAFF REPORTER**

A MASSIVE drive was launched recently to take quality education into poverty stricken schools around South Africa

The Thousand Schools Project, funded to the tune of R30 million by the Independent Development

Trust (IDT), is working with non-governmental education organisations to improve teaching and learning in mostly rural schools

The project's goal is to get 1 000 schools up and running, creating a core structure which could be replicated throughout the country

Coupled with the project is a

commitment by the IDT to build more schools

Out of its original government grant of R2 billion, the IDT has dedicated R750 million to education.

R300 of this is being spent on building and improvements to school buildings

# Pensions put pressure on Transnet's finances

By DEREK TOMMEY

The government's inability to meet its undertakings to pay former South African Transport Services pensioners is putting a crippling burden on Transnet, its annual report shows

Although it has taken over the liabilities of the post office and Telkom's pension funds, the government is not helping Transnet. The Transnet report, issued this

week, shows that the government's action forced Transnet to divert nearly R2,0 billion to pension provisions in the past 12 months which it needs to finance growth to meet the needs of a growing economy

Marius de Waal, Transnet's chairman, said that although the government had accepted financial responsibility for those pensioners who returned before Transnet became a company in April 1990, it was unable to meet its commitment

under present circumstances. This led Transnet to aim for sufficient profitability so that it could meet the contribution for retirement benefits and improve cash flow

Transnet was successful in these endeavours. In the year ended in March it had earned R2,07 billion, meeting pension and medical and contributions of R1,92 billion, with R118 million left over. But while this enables Transnet to meet its responsibility to its pen-

sioners, the company is being starved of cash for new investments, raising fears of crippling bottlenecks.

Anton Woolman, the managing director of Transnet, said that present and predicted future demands in several areas already exceeded available capacity. The capex programme had been raised from last year's R1,36 billion to R2,15 billion. The Transnet pension fund has

113 738 contributing members and 106 711 pensioners.

In the year ended in March, Spoornet increased its net profit from R576 million to R734 million, Portnet from R766 million to R1,1 billion, SAA from a loss of R23 million to a profit of R217 million. Petronet reduced its profit to R144 million from R149 million. Autonet increased its profit from R17 million to R20 million and PX had a loss of R297 million

don't disagree with the amount they owe us (R5,8bn) It's simply that there's no way government can pay up"

Transnet's response to the deficit was to issue debentures to bring the R17,2bn deficit in the retirement funds down to R6,8bn in 1990. But the servicing costs of the debentures sent the deficit rocketing again — to R10,5bn by 1992.

Now the deficit is down to R4,2bn and the funds are, on average, 85%-funded.

That was achieved partly because Transnet was able to invest more competitively instead of allowing government use of its funds at low interest rates.

The unions also played a significant part. They were behind a suggestion to peg increases in pensioners' benefits to a maximum of 2% for five years. It was bad news for pensioners, but the actuarial difference between 2% increases and an inflation-matched 12% they might otherwise have received had a startling effect on the valuation of the deficit.

The Pension Funds Act demands that a fund in deficit must correct the position, usually within five years. Transnet escapes that obligation because it operates under different legislation. It is now, however, well on the way to meeting private sector funding standards.

There could be further good news next year. If just 50% of employees elect to transfer to defined contribution (usually provident) funds, that could lift an immense burden from defined benefit pension funds and slash the deficit further, to little more than R2bn.

Before management or unions pursue that course, there will have to be clarity on how lump sum retirement benefits are to be treated for tax purposes. When Transnet was a branch of government, its retirees shared the same tax benefits as other State employees.

If those benefits — enshrined in the rules — are diminished by a change to provident funds, there will be, according to Transnet management, stiff resistance.

Now Transnet has to contend with a R2bn medical aid shortfall, so far off balance sheet. The overhang of the previously unfunded medical benefits remains.

Financing the debentures and medical costs of pensioners amounted in the past year to R1,915bn — about 45% of cash flow. Ultimate net profit of R118m is really no more than breakeven in an organisation this size. But five years ago, breakeven seemed the impossible dream. ■

TRANSNET

(270)  
FM 11/8/95  
**Stabilising pensions**

**Though Transnet's** retirement fund deficit has been sharply reduced from R17bn — when it was commercialised in 1990 — the bottom line remains a negative R4,2bn.

However, this would be erased if government paid the R5,8bn historic liability which management believes it is owed. When the corporation was commercialised, government did not accept responsibility for existing Transnet pensioners, as it had done in the case of the Post Office and Telkom.

CE Anton Moolman is emphatic that government treated Transnet differently to the other commercialised services. "They



# pension track

(270)

ST(BT)13/8/95

egy will be to increase margins to ensure a more reasonable return on assets Dr Moolman hopes returns will rise from the present 8,5% to about 11,5% by 2 000 At the same time, efforts will be made to reduce the impact of the provision for pension fund liabilities

Of the major divisions, Spoornet increased its turnover to R7,4-billion from R6,7-billion, leaving a profit of R734-million against R576-million Tonnage moved increased from 160-million tons to 172-million tons Iron ore tonnages are expected to

increase by 1,9% this year, while a major contract has been signed with Anglo American's Namakwa Sands mining development A multi-service contract with the Sasol-AECI Polifin complex is worth about R10-million

Turnover at Portnet rose marginally to R2,5-billion from R2,1-billion, but left a substantial profit of R1,1-billion compared with R766-million

The division moved a record 154,9-million tons of cargo, including 24,2-million tons of petroleum products

Container volumes are expected to increase by 10% this year and the possibility of building a new terminal in Durban is being investigated

Capital expenditure is scheduled at R400-million compared with R234-million last year

SA Airways increased turnover to R3,9-billion from R3,2-billion for a profit of R217-million compared with last year's loss of R23-million

The division has embarked on an upgrading programme of all aircraft interiors Despite reducing the size of the operation, SAA will increase flight frequencies It also intends to search for new alliances with other airlines, particularly in the international market



TRANSFORMER: Tito Vorster, overcoming Kolosus's 'socialistic tendencies'

270

## COMPANIES

# Transnet gets fund back on

TRANSNET has shaken off its R17,2-billion pension fund burden in its fifth year as a commercial corpora-

tion. In the year to March, income from the many divisions were sufficient to provide R1,9-billion for pension fund provisions, and still leave a first-time profit of R118-million.

Anton Moolman, managing director of Transnet, says "We are proud that we were able to solve this problem ourselves. Now we are over the top, it will be a lot easier."

Five years ago, Transnet inherited a per-

By DON ROBERTSON

sion fund with an actuarial deficit of R17,2-billion. This was later reduced to R6,8-billion by the issue of debentures. The amount needed to service these debentures and make additional provisions for the medical cost of pensioners was R1,9-billion.

The deficit on the pension fund has been reduced from R4,6-billion in the previous year to R4,2-billion and Dr Moolman believes it might soon be possible to redeem some of the debentures.

Benefiting from an improved economy, a favourable agricultural sector and increased exports and imports, group turnover rose to R16,1-billion from R14-billion, leaving an operating profit of R3,1-billion against R2,8-billion. The tax provision was a mere R13-million and the assessed tax loss rose to R12,1-billion.

With many sectors in the group approaching or at full capacity, capital expenditure in the current year will rise to R2,1-billion compared with R1,3-billion previously. For the future, one strat-



GOOD PROSPECTS: Transnet's Anton Moolman



# Transnet catches up on lost decades

(270)CT(BR)14/8/95  
also chairman of the Turn Strategy Council

There's a remarkable transformation going on at Transnet — not so much in its profitability, but in its corporate culture

The name change that marked the conversion of South African Transport System from a government department into a company in April 1990 has been accompanied by more than cosmetic change on the all important industrial relations front

Despite the dramatic cut in employee numbers involved in Transnet's commercialisation process, developments on this front have been overwhelmingly positive

As a government department, the organisation was considered one of the bastions of Afrikaner attempts to wrest control of the economy. Some regarded its bloated payroll as an attempt to provide a disguised dole system for Afrikaners

The organisation never recognised its most representative trade union — it was thought to be a hot bed of communism. It was only once the commercialisation process began in 1990, that the South African Railways and Harbour Workers' Union was recognised by Transnet. Without that recognition the union, which is the largest trade union and has been in existence since 1936, effectively had to operate underground

Despite the grim history and despite employee numbers being chopped from a peak of 280 000 in 1982 to a current 115 000, Transnet has managed to make enormous strides on the industrial relations front

Not that everything is running smoothly. During the financial year to end-March, 558 697 manhours were lost to workplace related strikes. In addition, some 587 765 manhours were lost to stayaways for reasons related to political issues. It was a marked increase on the previous financial year. Management's view is that this level of industrial action reflects the pace of change workers are experiencing and a resultant sense of insecurity

Despite the level of industrial action, union sources indicate that management/employee relations are good. Inevitably there's room for improvement. "We have made good progress in recent years", said Tshudiso Moshao, the union's assistant secretary general. Management does deserve some credit for its efforts to change the culture

There seems little doubt that the commercialisation process awoke in Transnet management the realisation that making the transition into the new South Africa required a dramatic change in mindset throughout the organisation

The transition process involved yet more retrenchments as well as extensive restructuring, possibly with a view to some form of privatisation. In addition there was the issue of the massive pension fund deficit which was soaking up the group's cash flow

That all three issues were interlinked and needed to be addressed if Transnet was to move forward was apparent. Also apparent was that little progress would be made without the support of the mass of the employees — represented by the trade unions

Until 1990 when the union was recognised, there was no common platform for the unions to share which made it impossible for them to form a united front when



BY ANN CROTTY

Consultation with unions and affirmative action are just two of the changes being rung in the transport giant

faceted with major developments. The establishment of the Transnet Industrial Council in 1991 began to change that, said Moshao. "We became closer to the other unions in 1993 and in last year's wage negotiations we were all together." The arrangement now is that no union will meet with management without consulting the other unions

Although the union was not consulted on the initial phases of commercialisation, it has been brought into Transnet's "restructuring committee" and for a while was involved in a "privatisation committee"

Because of the government taboo, Transnet's official policy, like all parastatals, is to shy away from making public comment on privatisation. The union pulled out of the privatisation committee. "We had our own terms of reference and management had its terms of reference which we felt were non negotiable, in any event the minister had not given the go-ahead"

On the restructuring/privatisation issue, Anton Moolman, the managing director of Transnet, was understandably reluctant to comment. "It would be speculation and that would be irresponsible," he said, adding, "The situation is in a state of limbo, we are waiting for government's guidelines which we expect to get at the end of August. Then we can start an inclusive process drawing in our trade unions and government representatives." As Moolman sees it, Transnet's restructuring should form part of a broader restructuring of the South African economy

Meanwhile, even if privatisation is not the objective of commercialisation, more acceptable levels of profitability were required from Transnet's massive asset base. This inevitably involved more retrenchments. In 1992 a "Manpower utilisation project" was implemented. It resulted in 30 000 job losses last year, largely with trade union support. "It was a negotiated process" explained Moshao, "and it cut across a wide spectrum of employees. The packages were favourable and most people accepted them"

The retrenchment process overlapped the 1991 introduction of the "Turn Strategy", described as Transnet's affirmative action programme, which effectively resulted in a freeze on the employment and restriction on the promotion of whites

While there has been a freeze on all employment, in the past two years pro-

motion has concentrated on black employees. According to Transnet's latest annual report, the percentage of blacks in management and other senior positions has increased significantly. Moolman refutes suggestions that this is just a replay of what happened to the previous organisation's employment profile after the 1948 elections, when Afrikaners were pulled in and pushed through the ranks

What happened then was a very slow, gradual process, there was no major strategy to promote a particular group

He added, "The turn strategy is broader than a numbers game, it has got to turn the hearts and minds of the people. The importance of the process and his commitment to it, is reflected in the fact that not only is he a member of the Human Resources Committee of the board of directors, along with, among others, Marius de Waal, the chairman of Transnet, but he is



COMMITTED Anton Moolman, the managing director of Transnet

Last year's establishment of the council is evidence the strategy has been put into a more aggressive mode since the election.

The council is representative of management, all trade unions as well as the group's various business units. Its stated goal is "to provide the framework for reshaping the total environment in order to achieve equal opportunities for all"

Moolman describes it as a forum where emotional issues are debated with the objective of reaching broad consensus. The process involves management and trade unions thrashing out business plans

Whether the union, recognised for only five years, has the resources to use the process efficiently is another thing. But if not now, it very quickly will have

To be expected, the union does have some reservations about the council, one of which is that it is driven by Moolman. Although his involvement inevitably gives the process considerable impetus, Moshao believes it would be more appropriate for a black person — who will be a beneficiary of the process — to drive it. "It could then be driven according to our needs and requirements"

Apart from that and the fact that there is some wariness on the part of the unions about relying on information provided by management, unions regard the council as a "well thought out process". Significantly, Moshao expressed some concern about it moving too fast. "We have to balance the needs of blacks with those of whites". He also referred to the need to pace the process in order to ensure the appropriate levels of training needed to underpin the advancement process

There's little doubt that on the all important human resources front Transnet management has done much to catch up on the lost decades

## Light at end of pension tunnel

Unlike Telkom whose employees belonged to the state pension, the South African Transport Services had its own pension fund

So, when the commercialisation process began, Telkom was able to leave its pension deficit with government but transport services' deficit was transferred with everything else into the new Transnet company

This certainly seemed to be a case of past employment practices coming back to haunt the new Transnet management

Rationalisation of employee numbers from 280 000 in 1982 to a current 115 000 combined with the rapid increase in numbers of pensioners from 50 000 to 100 000 meant that for every pensioner there was little more than one contributor to the pension fund

Given this, and the fact that like all debt traps the tendency is for the deficit to grow, Transnet's deficit was on course to balloon way beyond the pace at which it could be serviced

For the first three years of commercialisation, the deficit grew despite

management's considerable efforts to generate cash to feed it. With so much cash going into this black hole it meant there was little available for crucial ongoing investment in the group's massive asset base

Two years ago an agreement was struck with the trade unions putting a temporary lid on inflation-related benefit increases. This provided some breathing space. Further help came in the form of improved returns on assets in the pension fund, now that it was no longer forced to invest everything in government stock. Moolman is confident the deficit is on the decline

For management, it means release from a fixation to generate cash which means more emphasis on managing assets for long term profitability

For divisions such as Portnet who are under no competitive pressure, it means rates can be charged with an eye to broader strategic considerations

For government, which was unable or unwilling to fork out the necessary funds to cover the deficit, it means improved prospects for tax and dividend income



# Transnet's PX to shed jobs

CT (BR) # 17/8/95

248 (270)

BY ANDY DUFFY

STAFF WRITER

Transnet's loss-making shipping division, PX, is to shed at least one fifth of its 8 750-strong workforce as part of a three-year restructuring drive to ensure its survival

The division is also planning a R430 million asset reshuffle and to call on Transnet to reschedule debt which helped keep PX nearly R300 million in the red for the year to March.

PX is negotiating the shake-up with its six unions and expects to put the proposals to the Transnet board by October

The chief executive, Wicus Pretorius, said yesterday that if the plans were given the green light, PX would be profitable within three

years. Losses in the last two years have amounted to R641 million

"There were two alternatives — one to liquidate PX, the other to restructure it," Pretorius said

"The Transnet board wants us to be profitable within three years. We will be"

The division, which employed 14 000 staff in 1992, would shed most of the jobs through retirement, Pretorius said, though extra re-trenchments might be needed

PX was aiming to upgrade its manstay parcel distribution business after its move from its previous rail network onto the road

The division would need to spend about R180 million over the next two to three years on new depots and sorting systems

It would also want to shed assets

worth around R250 million — just over 40 percent of current operating assets for the March year-end

Pretorius said, however, that rescheduling the debt was a vital component in the restructuring "It would be better to get their returns over a longer period," he said

PX was Transnet's only loss-maker in the year to March, with the group posting a R118 million net profit

The Transnet board has already made it clear PX is living on borrowed time. Its net loss for the last financial year was more than half its R557 million turnover

Pretorius said the company was confident it could secure union agreement as the unions had been involved in hammering out the business plan

## Transport (270) talks 'stalled'

Rene Grawitzky

(24) 002918195

EMPLOYERS in the goods transport industry have been accused of using groups like the Turning Wheel Workers Union as a delaying mechanism to prevent both the formation of the goods industry national industrial council and the commencement annual wage negotiations.

The Transport and General Workers Union (TGWU) and six other unions party to the formation of the national council have declared a dispute with those employers party to the process.

The TGWU said the dispute followed employers having reneged on an agreement to commence wage negotiations by August 1.

The union said a failure to resolve the dispute in time could result in a flexing of "our collective muscle, to bring the industry to its knees".

The union said the dispute affected more than 50 000 workers, which included membership from six other unions.

It said that despite this agreement employers had said the national council could not be registered "because of delays by the Transport and Allied Workers Union (Tawu) and the Turning Wheel Union".

The association proposed that plant level negotiations should commence for those companies who implemented as from January 1 as it was unlikely that the new national council would be registered by that time.

# Union threat to block city

C7 4/9/75

STAFF REPORTER

(270) (1972)

111 union that organized last year in  
front blockades of major freeways in  
the Los Angeles area and at Moon River — the  
Hummer Wheel Worker Union — a  
the meeting will be at 2 p.m.

At a meeting of over 100 delegates in  
by authority of the state, a group of 10  
members called for renewed blockades  
both in the country and in the city  
roads and to some road within city  
including the airport.

They met to consider how to do in  
response to management rejection of  
their wage demands.

Union police in the area of  
not to be named and most of the "ve-  
dication" at the depot in St. Paul and  
Manly unions had some on strike  
at the weekend.

Many of them had stopped at home  
at West.

There are no track out where  
he said.

Meanwhile the had apparently  
received a this week mass the strike  
should the could to be that workers  
opportunity to be and.

Prayer did not intend meeting  
that day define the police and.

He said a all could be made on  
local direction had not do long  
distance driving to come out today.

Manly union declined to com-  
ment.



# Trucks block Free State road

(276) (152)  
Striking truck drivers this morning blockaded a main road in the Free State to support demands for higher pay and other grievances

Police spokesman Col Johann Fouche said that about 40 trucks had blockaded the N3 at Balmoral, about 20km from Harrismuth.

He said police and traf-

fic officials were at the scene trying to negotiate an end to the labour protest and open the road to traffic.

There were no immediate reports of trouble

The protest was mounted by members of the Turning Wheels Workers' Union.

The organisation's general secretary Richard

Madime told Sapa the drivers pulled the trucks onto the road at about 5.30am this morning in order to highlight their demands

He said the demonstration was being conducted by Main Line Carriers' drivers, who are in a dispute with management over wages as well as over other demands. - Sapa.

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# Truckers block road after arrests

(276)

AR 45/19/95

ROGER FRIEDMAN,  
Staff Reporter

A NATIONAL road was blockaded by militant truckers today hours after police swooped to arrest 52 truckers in Cape Town

As Mainline Carriers took urgent steps to hire temporary drivers to transport a mounting pile of perishable goods, managing-director Chris Baddeley warned that a major truck-builder in Durban would have to close temporarily unless two loads of engines were delivered today

The blockade was in response to the dismissal of drivers yesterday, and the arrest of 33 drivers at 4.30am today at Goodwood Showgrounds for driving trucks without the owners' permission

At 7am, a further 19 truckers were arrested outside County Fair's Epping plant for allegedly assaulting and intimidating workers. Mainline Carriers transports County Fair products

Meanwhile, the Turning Wheels Worker's Union (TWWU) has warned that the action could spread to other companies and freeways

Yesterday Mainline Carriers dismissed between 60 and 70 of its drivers — all supporters of the union — for embarking on an illegal strike

Harrismith police said today that about 100 trucks had blockaded the N3 highway at Balmoral between Warden and Harrismith about 5.50am, with drivers complaining about salaries

KwaZulu-Natal traffic heading for the Free State and Cape was being diverted along the Oliviershoek Pass between Bergville and Harrismith, and Transvaal-bound traffic was being sent through Newcastle

Mr Baddeley said it was "tragic" that long-serving employees had been "encouraged" by the union to turn down a wage increase offer of between 10 and 13 percent "and now find themselves in this predicament"

Mr Baddeley said Mainline Carriers drivers were paid "well above the industry average" with long-distance drivers earning up to R6 000 a month including benefits

He said it was no secret that the company was in financial difficulty — it could simply not afford to meet the drivers' demands of 18 to 40 percent wage increases

Wage negotiations between the company and union broke down last week. About 33 drivers went to Beaufort West yesterday where they allegedly threatened the company with various forms of action unless management agreed to meet them there

The drivers refused to hand over the keys to their trucks or their load manifests. Although charges of using vehicles illegally were laid in Beaufort West the trucks hit the road and headed back to Cape Town

It was this group of drivers who returned to the Goodwood Showgrounds about 3am today, and were arrested by police at 4.30am for using the vehicles without permission

● Ten days ago the union issued a statement — on the anniversary of last year's Mooi River truck blockade — warning that action by workers was becoming inevitable

"Workers in the transport industry are uniting under the banner of the union in order to rid the industry of white 'baaskap', assaults on workers, low wages, discrimination, victimisation, long working hours and racism"





**STAND-OFF:** Captain Johan Conradie tries to get Turning Wheels Workers' Union striker Mr Nico du Toit, in the black-and-red top, to hand over seized trucks **PICTURE: ALAN TAYLOR**

## Police called in as fired truckers defy orders (270)

**STAFF REPORTER**

POLICE defused a stand-off between a national transport company and dismissed truckers who refused to hand back 12 vehicles yesterday.

The truckers, members of the Turning Wheels Workers' Union, went on strike yesterday after months of wage negotiations with Mainline Carriers ended in deadlock.

They were dismissed after Mainline warned that their strike was illegal and called on them to return to work.

The truckers parked the vehicles at the Goodwood Showgrounds and said they

CT 5/9/95 (270) (270)  
were waiting for colleagues who were driving trucks to the city from Beaufort West.

Police became involved when Mainline laid a complaint that two of the trucks had been hijacked by Turning Wheels members.

Mainline managing director Mr Chris Baddeley said the "average" salary of drivers was R6 500 a month. The strikers said drivers earned R1 226 and their assistants less than R800.

The drivers refused a request by police negotiator Captain Johan Conradie to hand back the vehicles. Relief drivers, under armed police guard, removed the trucks.

# Transnet's housing plan hailed

(270)

BY THABO LESHILO

(OR) CT 5/9/95 STAFF WRITER

Stella Sigcau, the minister of public enterprises, launched Transnet's R70 million Esselen Park community development venture near Kempton Park yesterday, hailing it as a first-class example of a people-driven project.

The project involves the use of 725ha of under-utilised land owned by Transnet to provide about 6 000 affordable houses for the company's employees and surrounding communities during the next four to five years.

Sigcau said: "Esselen park presents a unique opportunity to break with the past and to create a new development ethic, based on equality of access to opportunity."

At least 735 people, mostly from nearby Tembisa, have been employed on the project to date. Another 28 contractors have taken part in phase one of the project, which will provide 1 700 units on fully serviced 200m<sup>2</sup> stands.

Housing packages are priced from R29 750 to R65 000, including land and costs.

Anton Moolman, the managing director of Transnet, said the government could not be expected to solve the housing problem alone.

Transnet decided to use its own property and development expertise as part of a larger vision to ensure that every staff member was properly housed by 2000.

Moolman said the housing project was a purely commercial project and Transnet hoped to recover the R33 million it had invested in infrastructure from the sale of the houses. "We do not have a lot of money to throw at the RDP."

# Obligatory school fees proposal slammed

*(S) Sowetan 5/9/95*

By Claire Keeton

THE popular demand for free and compulsory education is undermined by the School Review Committee report on the future of schooling, student organisations said yesterday.

But student and teacher organisations also welcomed many other proposals in the report, after its release to the public on Thursday

The committee, chaired by Professor Peter Hunter, was appointed by the Education Minister Professor Sibusiso Bengu to review the organisation, governance and funding of schools - and lay the groundwork for a new national policy on schooling

The Congress of South African Students and the Azanian Students Convention criticised the report's recommendation that parents who can afford it should contribute to their children's school fees.

The report proposes that families pay obligatory school fees on a sliding scale based on the household income, with low-income families exempt from fees

The report clearly states no child may be excluded from school because of an inability to pay school fees.

"This is a total misrepresentation of our demand for free and compulsory education in South Africa." Cosas president Mr Songeza Mjongile said in

a statement

Azasco president, Mr Moemedi Kepadisa accused the report of "backpedalling" on free and compulsory education.

National Party spokesman on education Mr Piet Marais said this system of funding would be a huge administrative burden and it would be difficult to ensure that it was fair to everyone

The National Professional Teachers Organisation of South Africa and the South African Democratic Teachers Union supported aspects of the report.

Naptosa lauded the attention paid to the needs of rural schools and Sadtu said the union supported the "strong emphasis on public education"

## R33-m housing scheme for workers

*Sowetan 5/9/95*

By Mzimkulu Malunga

TRANSPORT giant Transnet yesterday launched a R33 million five-year housing programme on the East Rand

Transnet said the project, to be sited on the outskirts of Tembisa, was part of an overall objective of ensuring that the company's entire

staff was fully housed by the turn of the century *(270)*

"We want every Transnet to be housed by the year 2000" Transnet managing director Dr Anton Moolman said

He said although the project had motives similar to those of the Government's Reconstruction and

Development Programme, it was founded on commercial principles. The company hoped to recoup some of the money it had invested through the sale of houses.

The occasion was opened by Public Enterprises Minister Stella Sigcau, who said the project reflected a change of policy by parastatals



# Maharaj slams truck drivers' road blockade

Star 6/9/95

Traffic on the N3 highway near Harrismith in the Free State was moving freely by late yesterday afternoon after 14 lorries blocking the road were towed away.

More than 300 drivers from the Turning Wheels Workers' Union blockaded the highway with their lorries for most of the day, but drove off when police started removing their vehicles. There were no arrests.

Ninety lorries were still to be removed, police spokesman Johlene van der Merwe said.

The situation was calm, but she warned that police would again remove lorries if drivers resorted to similar action today.

~~(270)~~ (270)

The blockade started at about 5.30am, making it impossible for traffic to pass. The drivers are demanding higher pay and the reinstatement of 75 Mainline Carriers drivers fired on Monday for striking in protest against the firm's offer to increase salaries by between 10 and 13%.

Transport Minister Mac Maharaj supported the police action and said the workers were abusing their right to protest. "Instead of engaging with their employers and protesting in a peaceful manner at their places of employment, these blockades are directed against the State and the public who use the roads" - Sapa

# Truckers warn company of new protest action (270)

Staff Reporter

ARC 6/9/95

THE Turning Wheels Workers Union has warned trucking company Mainline Carriers that unless its members are reinstated protest action will intensify.

The company said that between 60 and 70 drivers were dismissed this week for taking part in illegal industrial action.

Fifty-two truckers were arrested in Cape Town yesterday for allegedly using company vehicles without permission and intimidating and assaulting workers.

The union responded by blockading the N3 freeway between Johannesburg and Durban yesterday.

The union action follows a deadlock in wage negotiations, with the company offering pay increases of between 10 and 13 percent and the union demanding between 18 and 40 percent.

Mainline Carriers managing director Chris Baddeley said today that while any form of protest action continued, the company would not negotiate.

Turning Wheels national organiser Ben Petersen accused the company of deliberately baiting the union during wage negotiations with the intention of forcing the union to take action in order to dismiss union members.

"The bosses have been attacking the union since its inception.

"They unilaterally withdrew a wage offer we were about to sign because they wanted to impose on us an inferior agreement they struck with the Transport and General Workers Union."

The union demanded "full reinstatement" of dismissed workers, failing which other companies would be pulled out.

## Fivaz announces 8 000 police promotions

NATIONAL police chief Commissioner George Fivaz yesterday announced the promotion of about 8 000 police members, who had passed examinations, to non-commissioned officer ranks

Mr Fivaz said it gave him "great pleasure to reward the hard work and commitment of thousands of police officials"

But he said that he was unable to announce the promotions to commissioned ranks yet, as they had to be approved by President Nelson Mandela

He stressed that those whose promotions would be backdated "will not lose anything financially" — Staff Reporter

## Truckers prohibited from harassing staff

TRANSPORT company Mainline Carriers was granted an interdict in the Cape Supreme Court yesterday to prevent truck drivers from demonstrating and intimidating staff at the company's premises near Ballyville

The drivers are not allowed within 200m of any of the company's depots in the Western Cape

Mainline Carriers managing director Mr Chris Boddley said police had to be called to the company's premises twice yesterday — Sapa

## 'Consultation needed in implementing Labour Bill'

JOHANNESBURG: More consultation was needed to ensure the implementation of the Labour Relations Bill once it was passed by Parliament

National Economic Development and Labour Council executive director Mr Jayendra Naidoo told a labour conference here: "Though we might have the Labour Relations Bill we have little agreement on how we will achieve these goals (It) needs to be more concrete for us to have a genuine crack at transformation."

"We need to set a common starting point which outlines what is required of each constituency to help us get beyond the three percent growth mark"

The Labour Bill should not be judged before it was implemented

"We are not looking forward to a strike-free environment, but it rewards those using good procedure and intervenes if partners can't agree," he said.

A Parliamentary committee has started assessing the bill

● Weak trade unions and strong business conglomerates would not create economic stability, Cosatu general-secretary Mr Sam Shilowa said yesterday

Addressing Parliament's Labour Committee, he said it was important that labour have a regulatory framework. — Sapa-Reuter



# Aviation training body

Stephane Bothma

~~111~~ (270)  
20 11 9/95

STAKEHOLDERS in SA's aviation industry have established a training and development foundation to provide an opportunity for disadvantaged people to pursue careers in the aviation industry

SA's aviation industry employs an estimated 50 000 people in more than 400 companies and has an annual turnover of about R8bn.

Representatives from aviation, airlines, air traffic navigation, airports, unions, aircraft maintenance and air tourism last week launched the Aviation Training and Development Foundation, chaired by former SAA CE Gert van der Veer.

The foundation was established on the initiative of SAA and was aimed at generating financial resources for the education and training of disadvantaged current and future employees in the industry.

"This is a highly technical industry where safety standards cannot be compromised and therefore requires a high level of competence from its human resources," a foundation spokesman said.

The foundation would not provide training, but would act as trustees responsible for generating financial resources

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# Transnet security guards retrenched

(270) sowetan 12/9/95

**By Abdul Milazi**  
Labour Reporter

WHEN Fourie Motsoeneng (21) was offered a job with Transnet's Metro Rail Guard Security two years ago, he grabbed the offer with both hands

To this son of a Free State farm worker, a job in Gauteng meant freedom from exploitation and a glimmer of hope that one day he would deliver his family from farm bondage

Although Motsoeneng knew that the Metro Rail Guard was formed to combat train violence, he never saw the dangers as an obstacle. He just

wanted to get away from the farms

Motsoeneng is one of the 350 Metro Rail Guard members who risked their lives for Transnet, guarding commuters during the height of train violence in Gauteng

They were dismissed in July this year

All they received was a letter with the following words: "You are hereby notified that the above-quoted contract will terminate on Monday 31 July 1995. All uniform clothing, footwear and the identification permits issued by Metro must be collected from the security guards and handed to Mr J

Cordier"

Leo Mogopudi (28) of Tladi, Soweto, is another disgruntled member who feels that Transnet used him and now discards him because the train violence has ended

Wits Metro Service spokeswoman Ms Anna-Marie Strydom said the 350 personnel were contracted to Metro Service through various security companies. She said the Metro Rail Guard was established on the recommendation of the Goldstone Commission to combat train violence

She said there was no longer a need for such personnel at stations

## Gloves off as Govt clamps down on road blockade protest action

(270) (S) Stan 13/9/95

Mmabatho — Transport Minister Mac Maharaj and the nine provincial transport MECs yesterday resolved not to enter into discussions with any party responsible for a road blockade while the blockade was in place.

At a workshop in Mmabatho, North West, the Ministerial Conference of Ministers of Transport (Mincom) called on all authorities to take the same position, saying road blockades were an abuse of the right to protest.

Regardless of who was responsible or what issues or demands were raised, government would immediately implement

the following policies at future road blockade situations:

■ No negotiations while the blockade is in place;

■ Police should immediately remove the blockade,

■ The persons or groups responsible for the blockade must be arrested and/or prosecuted,

■ Law enforcement agencies must do whatever necessary to keep the affected area free of obstruction

Mincom said it supported the right to collective bargaining, but this right should not interfere with the rights of other South Africans — Sapa



## Blockading truckers face 'firm action'

ARL 13/9/95  
Staff Reporter and Sapa

NATIONAL Transport Minister Mac Maharaj and the nine provincial transport ministers have resolved to take firm action against truckers who set up road blockades.

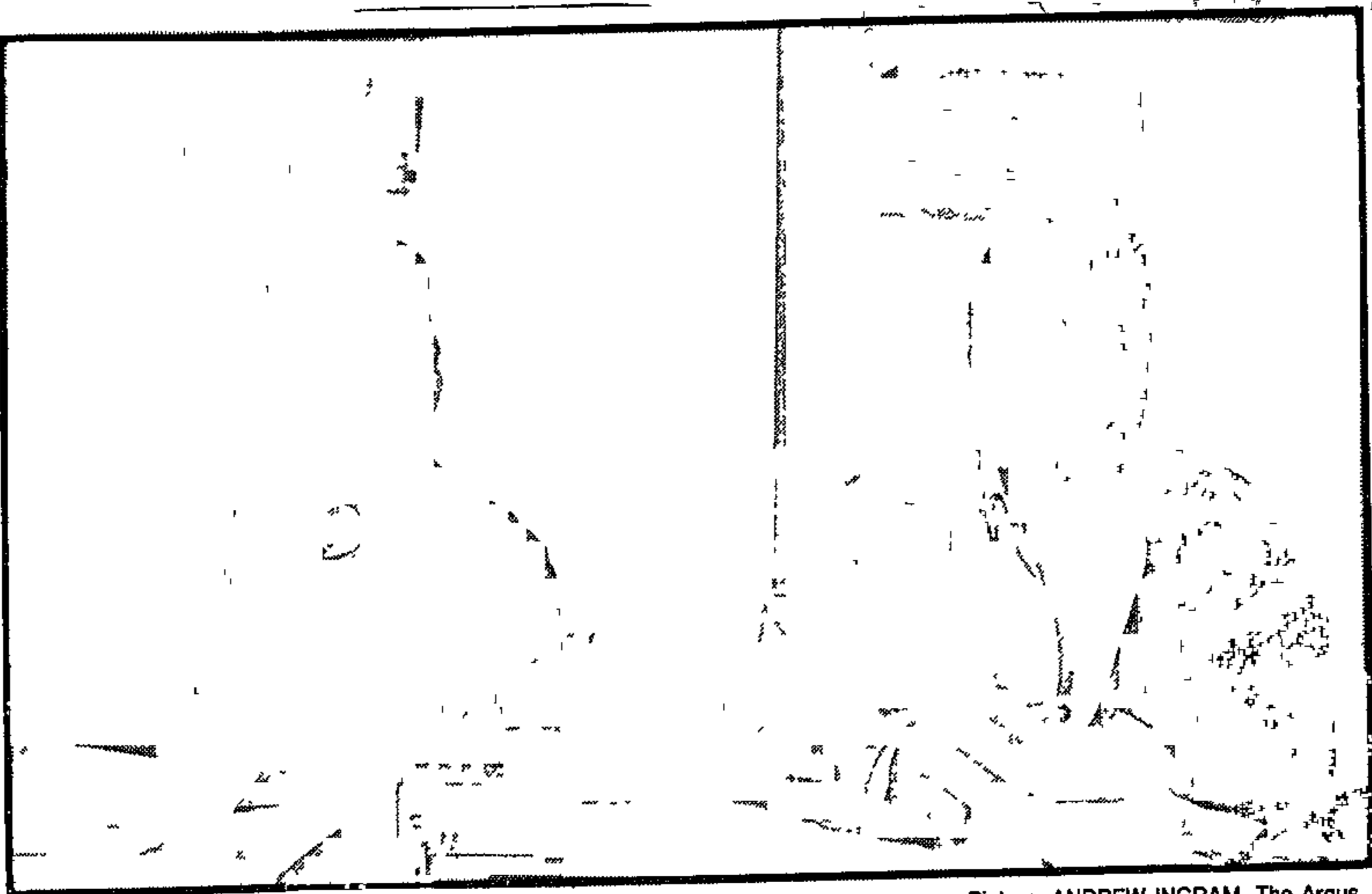
In future there will be no negotiations while roads are blockaded. Police will be asked to immediately remove any obstructions, the Ministerial Conference of Ministers of Transport decided yesterday.

The conference said it supported the right to collective bargaining, but blockades were an abuse of the right to protest.

Meanwhile, the Turning Wheels Workers Union — responsible for major freeway blockades, has condemned the joint police-army breakup of a road blockade on the N2 outside Colesberg this week. (270)

The union's national organiser Ben Petersen, slammed Mr Maharaj for refusing to meet workers for discussions.

"We call on the Road Freight Association and Mr Maharaj to meet us as a matter of national urgency," he said. (152) (253)



Picture ANDREW INGRAM, The Argus

**WHEELS LOCKED:** Ben Petersen, right, the national co-ordinator of the Turning Wheels Workers' Union, says truckers will never be intimidated by threats or sidetracked by authorities or "enemy agents" On the left is John van Wyk, one of the union's senior shopstewards at Mainline Carriers. ARG 15/9/95 219 (270)

## Truckers turn to Mandela

### Staff Reporter and Sapa

THE Turning Wheels Workers' Union want an urgent audience with President Nelson Mandela to resolve what it calls a looming national crisis in the trucking industry

And the union has warned it will carry out its "programme of action" in response to the dismissal of about 100 workers by transport company Mainline Carriers — whatever Minister of Transport Mac Maharaj says

The union has staged two national highway blockades in the last two weeks to try to pressurise the company to accept its wage demands and reinstate the dismissed workers

Mr Maharaj and the country's nine regional transport ministers this week responded to the blockades by calling on the police to use whatever force was necessary to prevent any further free-way disruptions

At a media conference yesterday, national co-ordinator Ben Petersen said of Monday's Colesberg blockade: "The democratic right of workers to assemble and discuss peacefully was met by threats of bloodshed"

Mr Petersen said police told him in Colesberg that they had been ordered by Mr Maharaj and National Commissioner George Fivaz to "use any necessary force, including shooting."

"They said if anyone died, the blood would be on the hands of the Turning Wheels Workers' Union."

Mr Petersen said the workers would not be intimidated by these threats

"We are determined we will not be sidetracked by enemy agents or the authorities. We will get justice and respect for drivers," he said

"If Mainline Carriers don't set-

tle with us we will call on all truckers in the industry to come out in solidarity"

● Meanwhile, Mr Petersen refused to discuss an apparent breakdown in the union

Acting general secretary Richard Madime claimed on Wednesday that Mr Petersen had been dismissed on Tuesday as he had "completely misused" his position within the union

But Derek Organsie, regional chairman for the Western Cape, hotly denied Mr Madime's claims, saying Mr Madime had been suspended from his position pending the outcome of a TWWU disciplinary hearing today.

All Mr Petersen would say yesterday was "My position remains unaltered — I am not prepared to discuss it. The workers have taken a position on it nationally. A disciplinary hearing for a top-ranking person will be held"

## Congress seeks unity strategy

Renee Grawitzky

(270) BD 19/9/98

THE fifth national congress of the SA Railway and Harbour Workers' Union starting on Thursday in Pretoria will focus on anti-privatisation, restructuring union structures for greater efficiency, and developing a strategy for greater unity among unions within Transnet.

Sarhwa president Nelson Ndimisa said talks on advancing greater unity between a number of Transnet unions would not be separated from discussion on the merger with the Transport and General Workers' Union. The congress ends on Saturday.



# Unions protest over Telkom privatisation

(270) (270) (270)  
STAFF REPORTER

OT 20/9/95

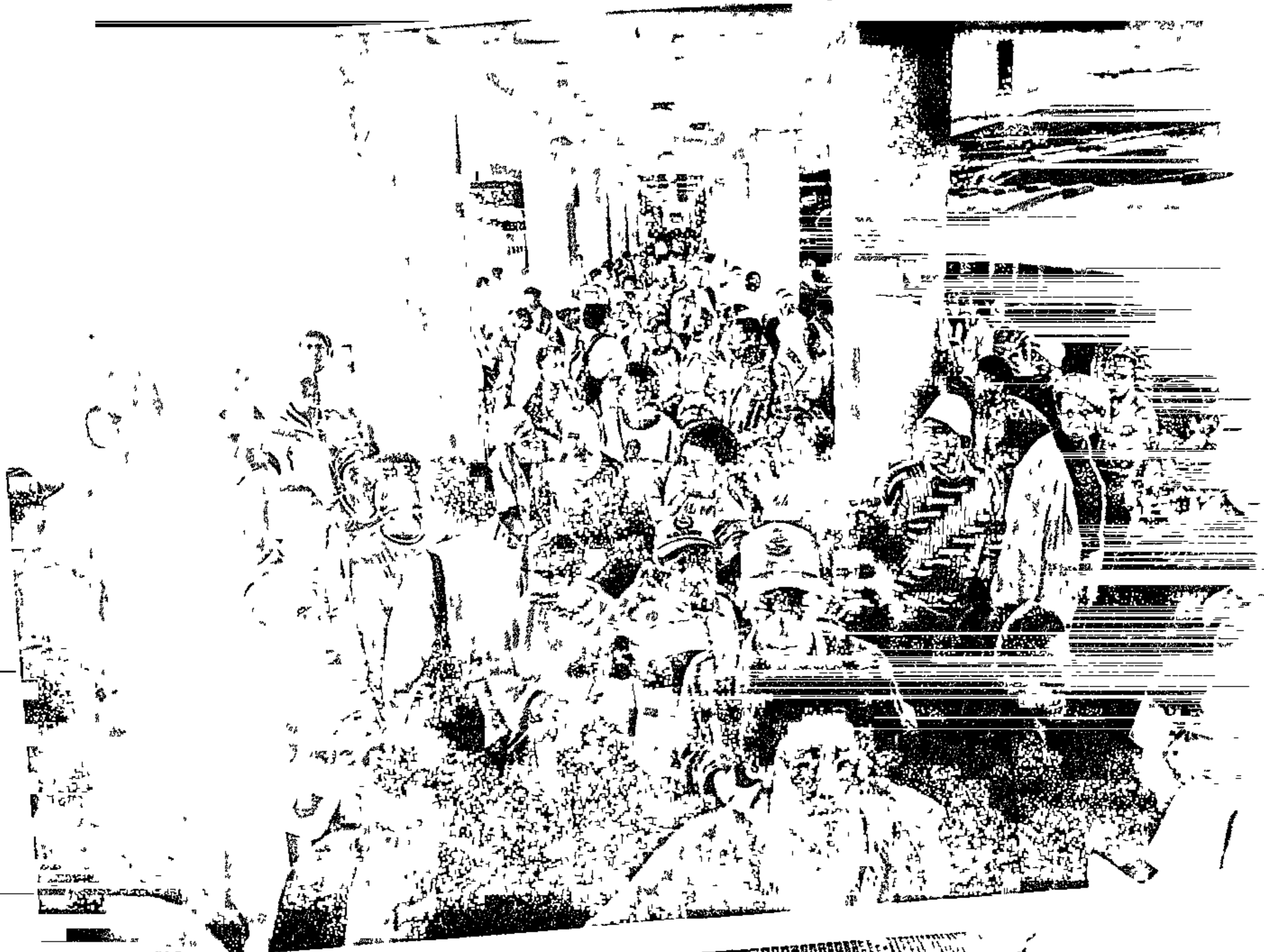
AT least 3 000 postal and telecommunications workers marched in protest on Telkom's offices in the city yesterday to voice their objections to its privatisation plans.

They fear it will lead to retrenchments for many of those who work in support services, rather than directly in postal or telephone services

Mr John Jacobs, regional chairperson of the Postal and Telecommunication Workers' Association, one of the unions involved, said Telkom wanted to privatise its "non-core functions" such as its 42 restaurants, its security, its transport, its workshops and its construction services.

"We are negotiating about restructuring the company. We have agreed on phases one to five, but this privatisation is in phases six and seven. Telkom wants to form companies and then sell them off. Telkom says phases six and seven are not negotiable — to us that means there will be retrenchments," he said

A spokeswoman from Telkom denied that the organisation had said phases six and seven were not negotiable. She said several meetings had been held to discuss the "restructuring of support services"



**PANDEMONIUM:** Thousands of confused commuters, above, scrummed for a place on the platform as the strike crippled the suburban train service. Frustrated people stood on platforms as trains, packed to capacity, sped past stations where they usually stopped. In some cases where trains couldn't stop at stations because too many commuters were waiting on the platform, they halted between stations to allow passengers to jump out on to the rails.

Pictures DOUG PITHEY, The Argus

**TAXI ALTERNATIVE:** Long queues, right, formed at the Cape taxi rank after commuters





# Peninsula

## train chaos

(270) (1333) AUG 20/9/95

**ESANN de KOCK  
and TASLIMA VILJOEN**  
Staff Reporters

**THERE** was chaos at railway stations again today as thousands of rush-hour commuters were stranded when a strike by train drivers entered its second day.

About half the scheduled trains were running today.

The strike began yesterday in support of a sacked driver who was involved in a derailment at the Paarden Eiland railway, a Metro spokesman said.

Many commuters got home late as most of Cape Metro's 187 drivers went on strike yesterday in support of their colleague.

Today, only 60 were still on strike, a spokesman for Cape Metro said. They had not acted through their union, the South African Footplate Union.

The strikers met local Metro manager Andre Harrison this morning. The outcome was not immediately known.

Train tickets were accepted as valid on Golden Arrow buses today.

The Metro spokesman said there was a 50 percent train service today.

Frustrated commuters stood on platforms as trains, packed to capacity, sped past stations where they usually stopped.

In some cases where trains could not stop because there were too many commuters on platforms, they halted between stations, where passengers jumped off.

This happened between Heideveld and Bonteheuwel this morning, said Majorie van Rooyen, whose husband climbed on to the railway line.

Mrs Van Rooyen said she and her husband had boarded an "incredibly full" train at Mitchell's Plain station at 6.40am.

"It was chaotic. The train couldn't stop at stations because they were packed.

"When it stopped between Heideveld and Bonteheuwel, people just poured out of the windows and doors to get off as close to their workplaces as possible."

Taxis and buses were packed this morning as many people used alternative transport.

Golden Arrow buses on the Wynberg-Retreat-Claremont line were substantially fuller this morning, bus company spokeswoman Jeanne Welsh said.

"There was a much bigger demand on that bus line, especially between 6.30am and 8am.

"We had to put on an additional four or five buses to cope."

Other buses were very full, she said, but the existing service coped well.

Cape Town traffic chief Wouter Smit said his department had noticed an increase in the volume of cars on the road this morning, but no problems were experienced.

Trains on the Cape Flats, Simon's Town, Wellington and Bellville lines were affected by the strike.

Cape Town station was much quieter than usual today with only a trickle of hurried, irritable commuters.

At the start of the strike yesterday afternoon, there was chaos at the station, as people ran up and down platforms to find a train to catch.

No announcements were made to tell commuters what was happening. Many drivers who had completed their shifts were also unaware of the strike.

Commuters were puzzled, then angry. Maureen De Toit said: "I have been waiting for over an hour and not heard anything. It really inconveniences me because my husband is waiting for me and does not know about the situation."

Sonja Lotter said: "I don't know what's happening, I've been running from platform to platform to get a train but none of them are moving."

At 5.30pm platforms for the Cape Flats lines were jam-packed.

A woman said she was upset because she would be late fetching her children from nursery school.

Many commuters said they would have to take a taxi or else they wouldn't get home at all.



# 200 000 held up by strikers

STAFF REPORTER

CT20/9/95

A WILD cat strike by city train drivers during rush hour yesterday afternoon delayed some 200 000 commuters — who were forced to wait for over an hour for their trains

The strikers were demanding the re-instatement of a driver who was fired after a disciplinary inquiry yesterday afternoon, Metro operating manager Mr Louis Holtzhausen said last night

All lines out of the Cape Town station were affected

A striking driver said the man had been dismissed after a derailling in a yard in Paarden Eiland. He said the drivers felt this was unfair "We are humans, not machines"

Metro manager Mr Andre Harrison said he hoped trains would be running today, but could not guarantee they would be on time

● Golden Arrow buses will recognise Metro tickets today, should train services continue to be affected



**LONG DELAYS:** Some 200 000 commuters were forced to wait for hours for their trains yesterday, after train drivers went on a wild cat strike at rush hour, to demand the reinstatement of a driver who was dismissed. At 8pm school children and business people were still waiting to go home

PICTURE: NIC BOTHMA

B/D 21/9/95 (270)

# Train driver, conductor acquitted

DURBAN — The driver and conductor of passenger train 1003, which derailed at Mariannhill between Cato Ridge and Durban on March 8 last year, killing 67 passengers, were yesterday acquitted of all charges in the Durban Magistrate's Court.

Magistrate JJ Augustyn said there was insufficient evidence to prove the train's speed was the direct cause of the derailment.

The state alleged the train had been going too fast, and said conductor Jurne van Aswegen and driver Johannes Meyer should be found guilty of culpable homicide. The state argument attempted to prove excessive speed would have caused the carriages to overturn had they not been restricted by a cliff face.

Concluding the case, the magistrate said there was compelling evidence of excessive speed before the derailment, as the train travelled around a bend.

This evidence included the extent of damage and injury caused, and circumferential marks on the wheel of one of the coaches which indicated the wheel was running at a tilted angle.

Furthermore, the testimony of three regular passengers suggested the coach rocked so violently that luggage fell from the racks. They said it had never

before travelled at such a high speed.

The state said test trains on the same route after the accident proved speeds of up to 75km/h might have been reached. The tests proved passenger train 1003 would have turned over at about 70km/h.

Rail defects and sabotage were ruled out. However, the magistrate said mathematical evidence submitted by an engineer for the defence, based on the impact between one of the derailed coaches and a steel mast, proved the coach was tilted at an angle which might have caused it to turn over. The magistrate said the engineer's evidence was diametrically opposed to the probability of excessive speed.

"The inference of excessive speed can only be made if it is in accordance with all the proved facts. In this case it is totally in contrast with the angle of the coach proved by the defence."

Both the accused were acquitted on counts of culpable homicide and contravening the Health and Safety Act.

Speaking afterwards, an emotional Van Aswegen said he believed the magistrate had been fair throughout the court proceedings. "I was confident I knew what was coming," he said.

In a statement after the verdict, Spoornet said it had conducted itself with complete transparency during the course of the case, and pledged to provide a safe service.

"This tragic event, which led to the loss of 67 lives and numerous injuries, has left deep scars in the community," it said.

"Spoornet will not shirk its responsibility to provide an efficient and safe service, and this will remain our priority."

The South African Footplate Staff Association, which represents drivers and conductors, said the acquittal vindicated its belief that its members were skilled and responsible people — Sapa





# Shots fired, tyres burn in harbour

Staff Reporter

(270) ~~(271)~~

TRANSNET security staff twice fired warning shots into the air as more than 200 dock workers at Saldanha Bay downed tools and blocked the entrance to the harbour, bringing it to a virtual standstill. *ARG 27/9/95*

Members of the South African Transnet Workers' Union are demanding union recognition and improvements to the working conditions of temporary staff.

Portnet's Saldanha Bay regional manager Danie Barnardo said after talks failed to resolve demands, the workers set up barricades at the harbour gates.

"On two occasions our security staff fired warning shots — when workers tried to storm the gates and when they assaulted other workers who tried to go to work.

"The situation is very tense. Tyres are burning at the gates and with at least one train delivering goods has been sabotaged."

## Offer made to striking harbour workers

BD 27/9/95 (270)

CAPE TOWN — Talks between strikers and management at Saldanha harbour continued late yesterday after the port was earlier brought to a virtual standstill.

Manager Dame Barnardo said certain offers had been made to the union involved to put to its members. He did not elaborate.

Members of the SA Transnet Workers' Union (Sactwu) were demanding general recognition and

the permanent employment of temporary workers.

Security guards were forced to fire warning shots when strikers stormed the gates early yesterday. Shots were again fired when strikers assaulted a guard. There were no injuries.

Barnardo said strikers, making up less than a quarter of the 1 107 staff, had prevented people from getting to work — Sapa.

## Transnet union calls off strike

THE SA Transnet Workers' Union yesterday called off its two-day strike which affected operations at Saldanha Bay harbour after agreeing to mediation. **CT 28/9/95**

The action started on Tuesday to gain recognition for the union and secure permanent posts for part-time workers

**(269) (270)**



## BRIEFS

### Harbour, depots back to normal

OPERATIONS at Saldanha harbour and Transnet depots on the West Coast returned to normal yesterday morning after they were brought to a virtual standstill earlier this week (270)

Workers decided on Wednesday to return to work yesterday after about 200 strikers marched to Parliament to present a memorandum to Public Enterprises Minister Ms Stella Sigau

CT 29/9/95

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Transnet

(270)

partnership

suggested

ARG 30/9/95

PRETORIA — Workers should consider a partnership with Transnet as opposed to the wholesale privatisation of the industry, South African Railway and Harbour Workers' Union general secretary Derrick Simoko said at the union's national congress here.

While certain Transnet managers were calling for the complete privatisation of the industry, the union was looking at possible joint ventures with the parastatal, "under acceptable conditions", he said in a written statement issued yesterday.

Mr Simoko said the union was set to buy business entities that Transnet wanted to sell

The union was still committed to the Congress of South African Trade Union's call for one industry, one union but there had been little progress in talks to this effect — Sapa

## Train services hit by strike

*Star 26/10/95*

Commuter train services around Gauteng were disrupted by a strike by train conductors yesterday, but special arrangements had been made to transport passengers during the afternoon rush hour, rail officials said.

Metro spokesman Annemarie Strydom said trains would run every 10 minutes from 3:30pm between Johannesburg, Soweto and Vereeniging, and a shuttle service would operate between Johannesburg and Pretoria.

The conductors and management were in talks on "sensitive issues", she said.

Services were badly affected between Johannesburg and Naledi, Vereeniging and Pretoria early yesterday - Reuter.

(270) (102)



PUBLIC SECTOR - TRANSPORT - LABOUR

1995

NOV. - DEC

# Transnet housing projects under way

Robyn Chalmers

A NUMBER of parastatals are making inroads into the housing backlog, with Transnet Housing set to spend more than R80m on 1 200 homes this year while Intersite has a number of projects under way at rail stations across SA.

Transnet Housing manager Ronnie van Jaarsveld said the organisation would launch a project at Richard's Bay later this month, one of the largest housing developments it had yet undertaken.

Van Jaarsveld said almost 850 low-cost homes would be built at Richards Bay over the next two years at a cost of R51m in Aquadene, which was situated about 4km from the Richards Bay's central business district.

He said negotiations to obtain 35ha of land in Aquadene from the former House of Representatives was initiated in mid-1993 and concluded early last year with the

signing of a deed of sale.

"The transfer of land to Transnet Housing was concluded in September this year," Van Jaarsveld said.

"However, in terms of the conditions of sale, Transnet Housing could proceed with town planning, planning of engineering services, installation of services and construction, prior to the transfer."

The Aquadene project would be executed in phases and in the first phase, 176 houses would be built at a cost of R10,5m.

The prices in this phase would range from R53 000 for a 36m<sup>2</sup> house to R78 000 for a 60m<sup>2</sup> house.

Van Jaarsveld said a number of other projects would be undertaken during the current year, and while Transnet employees would be given preference, the houses would be sold to private individuals as well.

SA Rail Commuter Corporation property arm Intersite was

also moving ahead with a number of projects, mostly upgrades and extensions of stations around SA, but it was also involved in business parks and residential schemes.

Intersite Western Cape regional manager Kevin Roman said the division had undertaken a R50m residential project on the Langevlei green belt adjacent to Retreat Station.

Homes built under the project, which would cost between R65 000 and R150 000, would be offered first to people who were moved to the Cape Flats during the apartheid era.

Intersite had also entered into a joint venture with Harries Projects for the development of a R9m business park at Wetton Station in the Cape consisting of 45 units.

Construction was under way on the second phase of Freeway Park, a business complex at Koeberg Road Station in the Cape.

BP 3/11/95

(270)

## Spoornet strike threat

AKG 7/11/95

JOHANNESBURG — Spoornet staff including train drivers have threatened to strike following a Transnet management decision to take disciplinary action against the driver and others involved in the Mariannhill train disaster in KwaZulu-Natal last year.

— Sapa (270)



## Mariannahill hearings trigger strike

Renee Grawitzky

MORE than 3 000 train drivers countrywide were to embark on a one-day strike from midnight last night in response to Spoornet's decision to hold disciplinary hearings today against three employees linked to the Mariannahill train disaster last year, the SA Footplate Staff Association said.

In March last year, 68 people were killed when a commuter train derailed near Pinetown in KwaZulu-Natal. The driver, conductor and controller of the train were acquitted of all charges in the Durban Magistrate's Court in September this year.

The union said the three employees

had been acquitted in court. "What more does management want, do they not accept the decision of the court? Are they now taking workers to be tried in a bush court?"

Spoornet said the union indicated that strike action could result following a deadlock being reached in a dispute resolution committee over the decision by the company to continue with disciplinary procedures against employees involved in the disaster. The union said the company had refused to refer this issue to mediation.

Spoornet said the strike would be unlawful if it proceeded, and condemned "irresponsible labour actions of this nature".

BD 8/11/95



# Protest at train inquiry

CT 8/11/95

(270)



JOHN SLEIGHT, The South African Footplate Staff Union, has threatened to take industrial action today over a proposed amendment to proceed with a disciplinary hearing into a train driver's fatal manslaughter near Durban in which 27 people died.

Sussex deputy general secretary Mr J. Brockett and its members were upset with the proposal.

The union had made the

call to a meeting on Wednesday to discuss the proposal to elaborate.

The train driver and controller were charged by a Department of Manpower investigation and of culpable homicide charges in court.

Sussex believes that in the light of this the proposed inquiry due to begin today is unfair in labour practice. Spence said to determine the operating instructions on train road. Spence

Handwritten notes at the bottom right corner of the page.



# Germans offer Portnet training, consultancy

CT(MR) 8/11/95 (270)

BY FIONA LENEY

Johannesburg — Help may be at hand for Portnet, the beleaguered South African port authority, in the unlikely shape of a trade delegation from the free port of Bremen, Germany

The high-powered delegation is expected to clinch a training and consultancy deal with Portnet today, under which South African ports will benefit from Bremen's expertise in running a large and complex port operation

Hans-Heinrich Poehl, chairman of the Executive Board of Bremen's Bremerhaven Port Operating Company, said talks between the ports' consulting subsidiary and representatives of the South African government had been going on for several days. Poehl, who met Transport Minister Mac Maharaj yesterday morning, said the government was very interested in the plan.

Details of the scheme will only be available after today's meeting with Portnet officials in Durban, but

the Bremen model is to take unskilled or semi-skilled port workers and put them through an educational and vocational training programme aimed at producing highly qualified staff for areas of specific need in the port's operations

"We have had exchanges with port managers from other countries already," Poehl said

Bremen's Bremerhaven Container Terminal is Europe's largest — placing it in a good position to help Durban and Cape Town managers sort out horrendous bottlenecks in their container traffic

A shortage of skilled personnel, poor planning and the failure to implement capex programmes has caused expensive delays and administrative chaos, leading to increasingly strident calls for Portnet to be privatised and made more efficient. Funding of the training programme should not be a problem — despite its troubles, Portnet made a net profit of R1,1 billion on turnover of R2,5 billion in the last financial year

# Commuter chaos in rail strike

(S2)(270) Star 8/11/95

Wildcat action by white train drivers leaves a million passengers stranded in Gauteng and KwaZulu Natal

By NIKKI WHITFIELD  
AND JANNIE SIMON

Chaos hit commuter railway stations this morning when a wildcat strike by white train drivers left an estimated one million commuters stranded in Gauteng and KwaZulu Natal.

Angry and confused passengers waited in vain on Gauteng platforms as frantic Metro Rail officials, caught off-guard by the strike, racked their brains to come up with a solution to the problem.

While a handful of defiant drivers turned up for work in KwaZulu Natal this morning, a solitary train running from Randfontein to Pretoria was the only one operating in Gauteng. "As far as we can tell, the strike is almost 100% - hardly any people are getting to work," Metro Rail executive manager Zukile Nomvete said.

Those responsible for the bedlam are members of the mostly white SA Footplate Staff Association (Safsa), who are protesting against Spoornet's decision to proceed with a disciplinary hearing against two Safsa members involved in last year's

Marianhill train disaster.

A total of 67 people died in the smash near Durban. The driver and the conductor involved in the derailment at Marianhill, in eastern KwaZulu Natal, were acquitted of negligence by a court earlier this year but still face an internal probe by the corporation, Nomvete said.

Safsa claims a nationwide membership of 8 000, of which 3 500 are train drivers.

Nomvete said the strike was illegal and irresponsible and came with no warning. "It was all just rumour until midnight last night." He said a "full appraisal" of the situation would be made this morning and he expected to make an announcement later in the day.

Safsa's deputy general secretary, L F Brockett, said last night that members were "very upset" with Spoornet and might have to display their solidarity. He threatened "If we march it means trains will not run".

Services are apparently unaffected in the rest of the country.

Johannesburg's Park Station was almost deserted this morning, except for small groups of confused passengers on the platforms.

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Metro Rail human resources senior manager Zandile Jakavula, flanked by logistics executive manager Tom Boshoff and strategic marketing executive manager Zukile Nomvete, makes a point during a news conference on the train strike in Johannesburg yesterday.

Picture SALLY SHORKEND

## Asmal focuses on Sabie River

STEPS were being taken to solve a critical water shortage in the Sabie River area, Water Affairs and Forestry Minister Kader Asmal said yesterday.

A recent study found the flow of the river in the Kruger National Park to be 15 litres a second, less than 2% of its normal flow.

There was virtually no water getting through to Mozambique, the study showed.

Asmal said a programme to eradicate alien plants growing in the catchment area would be extended.

Water law was being reviewed to address the issues of water rights and the ownership of ground water.

"A full environmental impact assessment will be required for all major project proposals affecting the water affairs and forestry department," Asmal said.

Land use in the catchment area needed to be reviewed and water audits undertaken, Asmal said.

"The water affairs and forestry department will extend its efforts to ensure a greater degree of equity and efficiency is attained in the management of water demand in the area."

People engaged in illegal and socially unjust water use needed to be prosecuted, he said. — Sapa.

## Rail strike ends with grievance unresolved

270 (152) BD 9/11/95  
 Theo Rawana and Renee Grawitzky

A ONE-day train drivers' strike by members of the predominantly white Footplate Staff Association, which crippled railways and affected 700 000 commuters in Durban, Johannesburg and Pretoria, ended at midnight last night.

The decision to end the strike was taken by the union despite Spornet's decision to continue with the internal disciplinary hearing against employees linked to the Mariannhill train disaster near Durban last year, which claimed the lives of 68 people.

Spornet senior human resources manager Japie Benade said the internal hearings were to ascertain whether those acquitted in court had transgressed internal company rules and regulations. Sapa quoted union spokesman Louis Brockett saying the inquiry was unfair labour practice as the train driver and conductor had been acquitted of culpable homicide charges in a court of law.

The union, with a membership of 3 500, says the inquiry was the last straw in a list of grievances.

Metro Rail human resources manager Zandile Jakavula said the

company was committed to training members of all race groups to become drivers.

The company wanted Safsa's co-operation in this, but it was not forthcoming.

Brockett denied the union was opposed to the appointment of black train drivers. "We have quite a lot of black members and have told Metro Rail we are not opposed to black train drivers provided they have the qualifications and experience," he said.

Metro Rail strategic marketing executive manager Zukile Nomvete said the strike, intended to be nationwide, had taken management by surprise but had not affected services in Port Elizabeth, East London or Cape Town.

He said disciplinary action would be considered against the strikers. The company would not be held to ransom by one union when it employed 11 000 people and transported almost 1-million passengers a day.

Brockett said. "It all depends on what action they decide to take against our members."

Tense scenes developed at some stations when trains failed to arrive yesterday and angry commuters were left stranded.



POLITICS

# Million stranded in rail strike

By Abdul Millazi  
Labour Reporter

**M**ORE THAN one million commuters were left stranded yesterday in Gauteng and Natal when train drivers went on strike to protest against Spoornet's decision to conduct an internal inquiry into last year's train disaster which killed 67 people in KwaZulu-Natal.

The train driver and his two assistants were acquitted earlier this year by a Durban magistrate after a trial lasting 18-months.

## Spoornet's decision to conduct an inquiry into disaster opens wounds

Spoornet Metro Rail Service executive marketing and communication manager Mr Zukle Nomvete said the company decided to hold an internal inquiry into the accident in line with company policy.

The drivers, who are all members of the South Africa Footplate Association (Safa), are objecting to the inquiry which began yesterday.

Safa general secretary Louis Brockett said the drivers decided to go on strike in sympathy with their three colleagues whom they felt went through a lot of trauma during the trial.

"We have continually requested Spoornet not to conduct the inquiry because of the experience that these people went through. It was an emotional and traumatic experience, we feel they do not have to be subjected to yet another trauma," said Brockett.

He said his union sympathised with the families of the victims but there was no need to open old wounds.

"Accidents occur in all workplaces and no responsible person will derail a train purposely," Brockett said.

Nomvete, however, said, "It is company policy to conduct internal inquiries, to look into the safety of commuters and thereby prevent further accidents."

He said Safa's action to "hold us to ransom" was irresponsible and was damaging to the country's economy.

Nomvete said no trains were running in the West Rand, East Rand and Natal in Soweto. In Natal the company operated a skeletal service as a few drivers turned up for work.

However, striking drivers were reported to have intimidated those who went to work at Durban's major stations.

Nomvete said Spoornet would make alternative arrangements to bus commuters home after work.

He said the internal inquiry would continue as planned and apologised to commuters for any inconvenience caused by the strike.

Currently Spoornet is receiving R1,3 billion in subsidies a year from the Government, while its revenue is R150 million a year.

*Source: Sowetan 9/11/95*

**Discipline**

(270)

CT 9/11/95

The strike affected about 700 000 rail commuters.

No other regions were affected.

Metro Rail spokesman Mr Zukile Nomvete said disciplinary steps would be considered against the drivers who participated in the strike

The no work, no pay principle would apply and each case would be examined to see why the train driver concerned had not arrived for work.

The internal inquiry would continue and the outcome was expected this week, he said. — Sapa

# No work, no pay for train drivers

DISCIPLINARY steps will be considered against train drivers who yesterday embarked on a wildcat strike that crippled commuter rail services in Johannesburg, Pretoria and Durban.

Metro Rail spokesman Zukile Nomvete said the no work, no pay principle would apply and each individual case would be examined to see why the train driver concerned had not pitched up for work.

Nomvete told a media briefing in Johannesburg that there were indications the strike would end at midnight yesterday. Should it continue, Metro Rail would apply for a court interdict as the strike was illegal.

The strike affected about 700 000 rail commuters and was 100 percent effective in Johannesburg, 90 percent effective in Durban and 85 percent in Pretoria. No other regions were affected.

The strike was called by the South African Footplate Staff Association in solidarity with three members facing an internal Metro Rail inquiry in Durban.

The inquiry is investigating the Mar-iannhull, KwaZulu-Natal, train accident last year in which 67 people died.

The union claimed the inquiry was an unfair labour practice as the train driver and conductor were acquitted in court of culpable homicide charges.

Nomvete said one trade union would not hold to ransom a company of 11 000 employees transporting almost one million passengers daily. The company would not be intimidated by threats.

The internal inquiry would continue and the outcome was expected this week, he said. Meanwhile, Metro Rail had made contingency plans to transport rail commuters to their homes.

Limited rail services would be run from Johannesburg, Pretoria and Durban, using management who were experienced train drivers.

Eleven buses would also be used to transport commuters from Johannesburg station. — Sapa.

● See page 6



## Oil warning by

### Health Minister

*Star 9/11/95*

Cape Town - Much of the cooking oil used at fast-food outlets, corner stores and restaurants is "unacceptable for human consumption, or even poisonous", research shows.

Health Minister Nkosazana Zuma said the problem was "serious and widespread" and warned that outlets would be closely monitored under new, tougher health regulations aimed at curbing the risk of serious diseases caused by eating food cooked in over-used oil.

The ministry said over-used oils could cause a build-up of chemical impurities "which may contribute to hardening of arteries, and lead to liver and kidney damage or even cancer" - Political Staff

## Engleesh as she wrote - matric style

**OWN CORRESPONDENT**  
Pretoria,

Matric pupils who sat down to write their English exams yesterday were amazed by poorly typed question papers containing spelling mistakes and omissions.

Principals and invigilators at city schools were shocked at the exam papers for the two English Senior Certificate examinations.

In addition to the spelling mistakes contained in the Higher Grade and Standard Grade language papers, pupils were expected to work from poorly reproduced papers.

A principal at one city school said this was the second time the Gauteng Department of Education

had sent out poor-quality papers. If the department continually sends us this kind of question paper in poorly spelt English, the standard and quality of education is questionable," the principal said.

He said the department sent the papers to schools wrapped in sealed plastic bags which were not opened prior to the examinations.

Invigilators were instructed to unwrap them in front of the students in the examination hall and spend 10 minutes giving instructions to the students before they wrote the paper, the principal said.

He said invigilators who opened yesterday's exam papers found a sheet of paper listing all the mistakes in the English Second-Language

Higher Grade paper. A complete sentence was missing from the question paper, and invigilators were asked either to read the sentence to students or to chalk it on a blackboard where pupils could read it.

There were errors such as "Krugers National Park" instead of "Krugers National Park," "efficiency" instead of "efficiency" and "form" instead of "form".

Students said they would blame the Gauteng Department of Education if they failed the subject.

A spokesman for Pretoria N3 district director Andrew Pienaar, said students would not be penalised if unclear pictures or wrongly spelt words influenced them to answer questions incorrectly.

## Rail services back to normal

*Star 9/11/95*

The 24-hour Metro Rail strike which stranded more than a million commuters yesterday in Gauteng and KwaZulu Natal, was called off at midnight and all services were back to normal today.

The wildcat strike by the South African Footplate Staff Association (Safsa) was called to protest against three members facing an internal inquiry into last year's Maramanhill train accident near Durban.

A Metro Rail spokesman said the inquiry was continuing in Durban today. The three men were acquitted on culpable homicide charges on September 19 but Metro is insisting on an internal disciplinary hearing - Staff Reporters.

# Row between Metro Rail and train drivers grows

Renee Grawitzky

THE SA Footplate Staff Association (Safsa) last night lashed out at Metro Rail, calling the organisation irresponsible for saying it would not be held to ransom by the union and would begin employing 300 black train drivers.

Safsa spokesman Chris de Vos said if Metro wanted to declare war, "we will be ready".

Contact had been made with a number of Transnet unions to join in the war against Metro, and if another strike was planned, the union would not be alone.

Metro spokesman Zukule Nomvete said the recruitment of black train drivers was part of the company's long-term strategy to ensure it reflected the broader demographics of the country.

He denied the union's assertion that this process would begin immediately.

The company had been unable to fill 55 vacancies because of union problems.

De Vos rejected allegations that the union's recent action was

an attempt to reassert its power base in the event of the mass employment of black drivers. He said it was incorrect to portray the union as predominantly white as it had a number of black members.

The union initially said the one-day strike was in response to Spoornet's decision to continue with internal disciplinary hearings against employees linked to the Mariannhill train disaster last year which claimed the lives of 68 people.

However, recent statements from the union and management have concentrated on the company's move towards implementing its affirmative action programme.

The disciplinary hearings continue today.

Sapa reported that the SA Railway and Harbours Workers' Union had said that the internal hearings against those involved in the train disaster should continue unhindered.

Safsa indicated it was not opposed to the recruitment of black drivers provided they had the nec-

essary qualifications and skills.

However, De Vos said: "You cannot train a driver overnight and this initiative by Metro indicates its preparedness to throw safety standards aside."

Nomvete said the company would look at the requirements for the employment and training of black drivers.

Meanwhile, Labour Minister Tito Mboweni has intervened in the row between the union and Metro Rail.

De Vos said Mboweni had contacted him to express his disappointment with the disruption to commuter train services that left workers stranded.

Mboweni had indicated that he would try to facilitate a meeting between the union and management to try to rebuild their relationship, De Vos said.

Metro has indicated that drivers involved in the one-day strike will be disciplined in accordance with the company's internal disciplinary procedure.

Spoornet has not taken a final decision on the matter.

## Harsher Vaal water cuts loom

Kathryn Strachan

MORE severe water curbs loomed for all Vaal River system areas unless people co-operated in saving water, or unless there was a sharp increase in rainfall, Water Affairs and Forestry Minister Kader Asmal said yesterday.

The targets set for water consumption for the Vaal River system had not been achieved and rainfall was well below average for this time of year. The rainfall thus far had had no significant effect on the levels of storage dams.

"The water situation is serious and may well become critical next year," said Asmal.

The water levels of the major dams in the Vaal River system are abnormally low. The Bloemhof and the Vaal Dams are at their minimum operating levels. The Sterkfontein Dam — the last resort for system water users — has been carrying the full burden of water supply for a while. Its level of

storage has fallen by an average of 1,25% a week since mid September (from 56% to less than 45% at present).

Far more than average rainfall and runoff will have to occur in the rainy season to alleviate the situation.

All users that draw water from the main stream of the Vaal River and its tributaries, or from the dams in those rivers, as far upstream as Standerton and as far downstream as Kimberley, including the Free State Goldfields, are affected by the restrictions. They also apply to users from pipelines that serve Eskom power stations in the Highveld region of Mpumalanga.

Restrictions imposed earlier this year were: 40% of use for agricultural irrigation; 20% for urban purposes (30% on household use and 10% on use for industrial and mining purposes); 10% of use for intensive livestock feeding schemes; and 5% of use by Eskom.

The situation is being monitored and a decision will be made in January

## Loophole for killers

Susan Russell

THE DP's spokesman for justice, Douglas Gibson, has expressed concern about an apparent loophole in the Criminal Procedure Act, created by the scrapping of the death penalty, wherein the state forfeits the right to prosecute serious crimes after 20 years.

Gibson was referring to a letter from Wits University law lecturer Mervin Dendy published in the latest SA Law Journal.

Dendy said the state's right to prosecute a crime lapsed after 20 years, except for a crime where the death penalty could be imposed.

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# Strike was a warning for Metro Rail

(270) ~~270~~ Sowetan

By Abdul Milazi  
Labour Reporter

10/11/95

ALTHOUGH the rail strike by white train drivers lasted only a day, it served as a wake-up call to Metro Rail and highlighted the need for the restructuring of that department to reflect South Africa's demographics

Metro Rail marketing and communications executive manager Mr Zukile Nomvete said while other departments had been integrated, white train drivers resisted the introduction of black drivers. He said this meant the drivers could hold the company to ransom at any time.

Tuesday's strike was sparked off by Metro Rail's decision to continue with disciplinary hearings against two white workers involved in the Marianhill train disaster in which 67 commuters were killed last year.

The driver and his conductor were acquitted by a Durban magistrate of charges of negligence and manslaughter.

Nomvete said the internal inquiry was to ascertain whether the two had transgressed company regulations.

The South African Footplate Staff Association argued that there was no need to subject the workers to another inquiry as they had already been acquitted by a court.

Nomvete said the company was in the process of training black drivers, but was meeting strong resistance from the white drivers.

Although Safsa's general secretary Mr Louis Brockett denied this, he admitted that they were not opposed to black train drivers provided they had the qualifications "and experience".



# Train drivers to be disciplined

By Abdul Milazi

~~270~~ (270)  
Sowetan 10/11/95

THE white train drivers who went on strike on Tuesday will be disciplined, Metro Rail spokesman Mr Zukile Nomvete said yesterday.

Meanwhile train services were yesterday back to normal in Johannesburg, Pretoria and Durban.

The drivers were protesting against the company's decision to call an internal inquiry into a white driver and his conductor who were driving the tram which killed 67 black commuters in Marianhill last year.

The South African Footplate Staff Association argued that the hearing was an unfair labour practice as the two had gone through an emotional and traumatic experience.

The two men were acquitted in a court of law.

Pg 00

# Mboweni intervenes in Metro Rail, union feud

Star 10/11/95 (270) (S)

South African Footplate Staff Association threatens more strike action if Metro Rail continues probe into train drivers

Labour Minister Tito Mboweni yesterday intervened in a growing row between Metro Rail and the mainly white South African Footplate Staff Association which represents 3 500 train drivers

Safsa deputy general secretary Louis Brockett said in a statement that Mboweni was very concerned about the deteriorating relationship between the two sides and had asked to meet the union

The wildcat strike that crippled commuter rail services in Johannesburg, Pretoria and Durban on Wednesday was organised by Safsa to protest against an internal Metro Rail inquiry involving three union members arising from a train disaster at Mariannhill, KwaZulu Natal, in which 67 people died

Metro Rail marketing and communications chief Zukile Nomvete

yesterday said it would not be held to ransom by any union and would embark immediately on a national campaign to recruit 300 train drivers to alleviate shortages and redress past imbalances

"We have 60 vacancies for drivers at present and we will first recruit from within our organisation. We will then advertise for a further 240 drivers."

Brockett said Nomvete's statement was unprofessional and Safsa would not be intimidated.

Safsa had the support of all Transnet unions and Wednesday's strike might be only the tip of the iceberg, he said. Nomvete's statement was uncalled for and it was clear he had very little knowledge of negotiations or labour relations, Brockett said. Agreements had to be honoured and Safsa would not allow

Metro Rail to make unilateral decisions

"We have no problem with affirmative action. We have never said we don't want black train drivers. But there are certain minimum standards and qualifications and we cannot compromise on safety," he said

SABC radio reported Wednesday's strike cost Metro Rail about R700 000 in lost revenue and the cost of alternative transport for commuters.

The South African Railway and Harbours Workers' Union (SARHU) general secretary Derek Moopo said Metro's internal inquiry into the three Safsa members should continue unhindered

Moopo said it would be unfair for the probe to be stopped by Safsa's apparent blackmail tactics - Sapa

## Driver's dismissal might spark strike

*20 14/11/95 (270)*  
DURBAN — The firing of the driver of a train that derailed at Mariannhill in KwaZulu-Natal last year, killing 67 people, might lead to widespread strikes by fellow drivers, the SA Footplate Staff Association said yesterday.

Johannes Meyer, 36, was dismissed yesterday after a joint Spoornet-Metro Rail disciplinary hearing. He and conductor Juri van Aswegen were recently acquitted by a Durban magistrate of culpable homicide.

Many crash survivors claimed that the train was speeding at the time.

Safsa yesterday said it was considering strikes to protest against what it called Meyer's unfair dismissal.

"Safsa will not take this lying down," general secretary Chris de Vos told a media briefing in Durban. "This

unfairness is not acceptable.

Last week Safsa train drivers paralysed commuter services in many parts of the country when they went on strike to protest against plans for the disciplinary hearing.

A tearful Meyer would not comment on the company's decision. Safsa has spent about R400 000 in his defence, and will appeal against the decision. It also intended to discuss possible strike action at a council meeting next week.

A Metro Rail spokesman, Zukile Nomvete, denied that the company had acted unfairly in dismissing Meyer.

Reacting to Safsa's warning on possible strikes, Nomvete said that Metro Rail had contingency plans. "Reasoning should prevail over confrontational attitudes," he said — Sapa



# Mariannahill train crash: Acquitted driver fired

The Argus Correspondent

DURBAN. — Train driver Johannes Meyer, who was implicated in the Mariannahill train disaster which claimed the lives of 67 people last year, has been fired from his job after a joint Spoornet-Metro disciplinary hearing found he had contravened company regulations

His colleague, Jan Wester, a guard on train 1003, was given a six-month serious warning while Jurie van Aswegen, the conductor, was acquitted

Shortly after the announcement was made Mr Meyer broke down and was comforted by union members of the SA Footplate Staff Association.

At a press conference later,

Chris de Vos, deputy secretary-general of the union, said the fight was not over yet

He said there was an indication that management's decision could have been influenced by outside forces.

He said management could have bowed to pressure from political forces but there was

no proof it came from Cosatu. However, Mr De Vos appealed to members country-wide not to embark on any wildcat strikes

Mr De Vos said the decision of finding Mr Meyer guilty despite the fact that he was acquitted on all charges by the Durban regional court in September was very traumatic

ARG 14/11/95

# Strikes threat as train smash driver is fired

CT 14/11/95

(270)

DURBAN: The firing of the driver of a train that derailed, killing 67 people, at Mariannhill near here last year might lead to widespread strikes by fellow drivers, the SA Footplate Staff Association said yesterday.

Mr Johannes Meyer, 36, was dismissed yesterday after a joint Spoornet-Metro Rail disciplinary hearing. He and conductor Mr Juri-van Aswegen were recently acquitted by a magistrate of culpable homicide.

Many survivors of the crash claimed the train was speeding.

Safsa said it was considering strikes to protest against Mr Meyer's "unfair" dismissal.

"Safsa will not take this lying down," general secretary Mr Chris de Vos said.

Last week, Safsa train drivers paralysed commuter services in many parts of the country when they went on strike in protest against the disciplinary hearing.

A tearful Mr Meyer would not comment. Safsa has spent about R400 000 in his defence since the disaster.

Mr De Vos said the company hearing had been marred by "third force" intervention and unprofessional conduct. Spoornet and Metro Rail had buckled under enormous pressure to find a scapegoat for the

loss of life, he said. Safsa would appeal against the decision.

"If there's another strike next week, it will be more organised," Mr De Vos said.

Contrary to agreements, Spoornet and Metro Rail had disregarded Mr Meyer's unblemished safety record, he said.

"The company disciplinary code makes provision for a first infringement. Every worker has the right to make a mistake."

After the court verdict, Metro employee Mr Jan Wester was called, together with Mr Meyer and Mr Van Aswegen, to appear before the company hearing.

## Warning

After three days of deliberation, the company found Mr Meyer and Mr Wester guilty, on the balance of probabilities, of contravening company regulations.

Mr Wester received a serious warning. Mr Van Aswegen was cleared.

Metro Rail spokesman Mr Zukile Nomvete denied the company had acted unfairly in dismissing Mr Meyer.

"A hearing is normal company procedure designed to ensure a quality service to our customers," he said. — Sapa

# Train drivers threaten a new protest strike

(270) (133)

Star 14/11/95

Court clears driver of culpable homicide after Mariannahill accident, but he is fired after disciplinary hearing

By TAMSEN DE BEER

Commuters could be facing another rail strike following renewed tension between authorities and the train drivers' union over the dismissal of the driver of the train which derailed at Mariannahill in KwaZulu Natal last year, killing 67 people.

After the announcement yesterday of 36-year-old Johannes Meyer's dismissal, South African Footplate Staff Association spokesman Chris de Vos said: "Safsa will not take this lying down."

"We first want to go the route of arbitration - and I am 100% confident Meyer will be reinstated," said De Vos

But, he added, the dismissal of Meyer was the last straw, and strike action would be used as another tool to resolve the power play between them and Metro Rail.

De Vos said the dismissal was the culmination of a series of actions by Metro Rail, including the announcement last week of the appointment of 300 new train drivers in the midst of retrenchment, that had provoked the union's ire. "That was putting oil on the fire"

He said the possibility of a legal strike involving 8 000 Spoornet employees, most of them train drivers, would be decided on next week.

"If there is any strike it will be legal - a full-scale strike like the country has not yet seen," said De Vos

But Spoornet spokesman Vincent de Beer said talk of a full-scale strike was premature and was like putting a gun to the arbitrator's head.

He added that negotiations were underway regarding the appoint-

ment of 300 new drivers.

Meyer was dismissed yesterday after a joint Spoornet-Metro Rail disciplinary hearing.

A Durban magistrate earlier acquitted Meyer and conductor Juri van Aswegen of culpable homicide.

Following the court appearance, Meyer, Van Aswegen and another Metro employee, Jan Wester, were called to appear before the three-day company hearing.

The company yesterday found Meyer and Wester guilty of contravening company regulations - Meyer was fired, and Wester received a serious warning. Van Aswegen was cleared of breaking company regulations.

Last week Safsa train drivers paralysed commuter services in Gauteng and KwaZulu Natal in strike action to protest against the disciplinary hearing.

Metro Rail spokesman Zukile Nomvete would not give details of the hearing, but said Meyer had been fired since "in terms of the disciplinary hearing there were transgressions of duty on train 1003 on March 8 last year"

Nomvete said it would not be fair to divulge further details since Meyer had declared a dispute and would be appearing before the industrial council.

He denied the company had acted unfairly in dismissing Meyer, emphasising that a disciplinary hearing was a natural internal process.

Of possible strike action, he said: "I think we need to be rational and let the internal processes we have put in place take their course before we embark on any emotional action."



## Drivers agree to arbitration

Bonile Ngqiyaza

BD 15/11/95

THE SA Footplate Staff Association said agreement had been reached with Transnet to refer the dismissal this week by Transnet of one of the association's members to arbitration.

The driver of the Marianhill train which derailed in KwaZulu-Natal last year, killing 67 people, was dismissed after a joint Spoornet-Metro disciplinary hearing for contravening company regulations. The driver, Johannes Meyer, had been acquitted in court.

Safsa spokesman Chris de Vos said yesterday that both parties were waiting for names of arbitrators from the Independent Mediation Services of SA.

There is no strike action planned this week. Meanwhile, the Federation of SA Labour Unions condemned Transnet's threat last week that it would train 300 black drivers as irresponsible and racially divisive. Transnet has retracted the statement.

## Rail dispute arbitration

BRON 15/11/95 (270)

Durban - Metro Rail and a railway workers' union have agreed to arbitration in a dispute over the dismissal of the driver of a train in which 67 commuters were killed in a crash last year, a joint statement said yesterday.

South African Footplate Staff Association (SAFSA) general-secretary Chris de Vos ruled out an immediate strike to demand the reinstatement of driver Johan Meyer.

Meyer was sacked on Monday after a Metro Rail inquiry found that the train derailed near Marianhill because it was speeding.

'We want to take the legal route first,' De Vos added.

Metro Rail spokesman Michael Howitz said the case would probably be heard next week - Reuters.

will be blocked next week. Sidego, who has accepted a contract as senior executive with the airline when his tenure in Copenhagen ends in December, has fallen foul of affirmative action procedures.

A five person committee appointed by Private Enterprises Minister Stella Sigcau to re-evaluate Sidego's position after complaints were received, is due to recommend to the Minister on Monday that the position, vacant since the resignation of Myburgh's assistant Tieme Willems, be re-advertised.

If so, Sidego, who has a contract with SAA, is expected to sue the airline for unfair labour practice. If successful he stands to be well compensated.

The committee's findings were possibly swayed by testimony by senior GM (Human Resources) Vic van Vuuren, who also chairs the steering committee of Transnet's Turn Strategy Council, an affirmative action programme.

It now seems that SAA erred administratively by appointing Sidego before it had cleared the matter with the Turn Strategy steering committee. All

the other procedures appear to have been adhered to. They included the internal and external advertising of the position, the compilation of a shortlist of (eight) candidates and the interviews with a panel comprising Transnet CE Anton Moolman, Myburgh, Transnet human resources manager Willie Coetzee and GM Sej Motau. The panel included Nawal Taneja, an aviation academic from Ohio, US, and Dick Nyaga, a Kenyan member of Iata.

However, a major oversight had been committed in terms of Transnet's affirmative action programme. Procedures call for the Turn Strategy committee to ensure in all cases that the proceedings are fair, only then would they give the go-ahead.

This did not happen. By the time the issue was referred to the steering committee, SAA had already appointed Sidego. It also seems that SAA had erred politically by sending an administrative manager, Jaap Jonker, to Denmark to probe Sidego's possible interest in the job. This was some time before Transnet's affirmative action programme was in place.

The Turn Strategy steering committee includes Van Vuuren, Bax Nomvete, a manager at Transnet's Data Via division, Lyle Massey-Hicks and Nelson Ndinisa (trade unionists), Patrick Dada, Spoornet, Cyprian Xaba, Protocon division, Bheki Shongwe, Autonet, Thandeka Mgoduso and Bertina Engelbrecht, both from Transnet. Ndinisa and Mgoduso were also members of Sig-

cau's committee to re-evaluate the appointment. The others were Transnet board members Nana Magamola, who chaired the committee, Joe Ndhlela and Wiseman Nkuhlu.

Van Vuuren says he has not yet seen the report and could not comment on its possible findings. "The matter is pending and I feel that the Turn Strategy steering committee still has a role to play because we had not completed our work."

There appear to be other factors which

Sidego's detractors used in their condemnation of his appointment. Among them that Sidego and Sej Motau, who served on the selection panel, had earlier been colleagues at Anglo, that Sidego had been an F W de Klerk appointment as envoy, that he had been editor of *Rapport Ekstra*, a coloured edition, and that the various tests for the panel had been done by Piet Britz, a former GM at the time of the white dominated Transnet regime.

Meanwhile, labour lawyer Willem le Roux

of Brink, Cohen, Le Roux, Roodt, Inc who acts for Sidego, is ready to take instructions should the committee veto Sidego's appointment. "According to documents in my possession it is clear that my client has a contract with SAA and we are reserving our rights to take any action that may be necessary."

Van Vuuren is aware that Sidego may resort to legal action. "His attorney has been in touch with me but I've told him that the report is not yet available."

The package offered to Sidego is reportedly worth R350 000 (negotiable) a year. If the matter goes to court and Sidego wins, compensation will be based on that figure.

Van Vuuren says he has not seen the contract negotiated between Sidego and SAA. Myburgh was abroad and could not be reached for comment.

Eddie Botha



Sidego intends to sue if contract is not honoured

SAA

(270) (13)  
FM 24/11/95  
**Prospective CE grounded**

**The appointment** of SA ambassador to Denmark Conrad Sidego as eventual successor to SA Airways CE Mike Myburgh



been agreed that promoters would liaise with police station commanders well in advance of boxing matches to arrange security. Police had been notified only four hours before Sunday's event. National Police Commissioner George Fivaz has ordered a full report on the shooting. Sunday's tournament commissioner, Mr Joe Guwa, confirmed yesterday that he had told police

been gravely damaged by the fatal shooting at the Guguletu sports centre, according to Mr Ngconde Balfour, a senior member of the bid committee. "Cape Town has taken quite a knock," he told sports management students last night. "If we don't move quickly and take concerted action, we're dead." — Staff Reporters, Sapa

## Waterfront cabs fear

### minibus competition

DAN SIMON

CT 28/11/95

SEDAN taxi drivers at the V & A Waterfront say a new minibus shuttle service launched there last week is taking away business.

The Waterfront Minibus Shuttle Service cc was launched last Thursday to transport tourists from four Waterfront hotels to the lower cableway station and Cape Town International Airport at R5 and R45, respectively, per person per trip, shuttle service co-ordinator Mr Essa Jacoob said yesterday.

However, because the service had proved so popular over the past four days, it was decided to

extend the service to transport tourist groups from the Waterfront to city hotels and other city destinations.

Waterfront sedan taxi driver Mr Eric Jansen said it had come to the attention of sedan taxi drivers at the Waterfront that the shuttle service was charging R20 a person for a trip from the Waterfront to the Cape Sun Hotel and a ride to the Cape Swiss Hotel cost R25.

Mr Jacoob said: "We only cater for groups of five or more and we are charging R20 for a trip to the Cape Sun, which works out to about R4 per person. This is cheaper than a sedan taxi."

## SAA crew stops

### flights taking off

SPECIAL CORRESPONDENT

HUGO

270

JOHANNESBURG: SAA cabin crew members prevented domestic and international flights from taking off at the airport here last night when they embarked on a solidarity strike after a shop steward was suspended.

About 200 South African Workers Union (Sawu) members refused to board flights at 5pm when they heard their colleague Mr Sarel van Wyk had been suspended for "questioning a captain", said the union's on-board chairman, Ms Lynette Hugo.

Mr Van Wyk was allegedly suspended yesterday morning after he questioned a captain in Rome, Italy. The crew had been working for over 17 hours when the captain told them they would depart for Germany, Ms Hugo said.

When the shop steward questioned him, the captain became irate and started shouting and screaming, Mr Van Wyk told Ms

She added that the captain suspended him once they had arrived in Disseldorf. He was not allowed to return to South Africa with his crew and has been made to wait for four days until he flies back as a passenger.

The strikers handed their demands for his reinstatement to management yesterday afternoon.

### Contingency

28/11/95

Two international flights and at least two domestic flights had been cancelled at the time of going to press.

● No Cape Town flights were affected last night, SAA groundstaff said. To keep flights going, SAA relied on contingency plans by calling in other SAA employees to work as stewards and air-hostesses. An SAA employee said the reserve cabin crew were not properly trained for the task, but were used to keep flights going.

## Cabin crew strike delays SAA flights

Ingrid Salgado

~~452~~ (270)  
BO 29/11/95  
SAA flights carrying nearly 1 000 passengers from Dubai, Bombay, London, Munich and Paris were delayed by a cabin crew strike at Johannesburg International Airport on Monday night.

SAA spokesman Anelda Duvenage said this brought to nearly 2 000 the number of passengers affected by the strike. About 930 passengers leaving SA had their flights delayed.

They had all left SA by yesterday afternoon but the delays had a ripple effect on return flights, she said.

Duvenage said the strike by about 200 SA Railway and Harbours Workers' Union members had been resolved yesterday morning. She refused to divulge its cause but said it was not wage-related. It was the first strike which deliberately delayed flights.

Passengers waiting for flights were accommodated in hotels. SAA flight 9265 from Munich was expected in SA at 10:30am today and flight 273 from Paris at 12:15pm. Flight 152 from Dubai-Bombay and flight 233 from London were expected to depart today.

## SAA cabin crew strike over but some flights delayed

STAFF REPORTERS

About 700 SA Airways passengers whose flights were delayed last night when cabin crew members went on strike are due to fly out to Europe today following an early-morning settlement of the staff dispute

(270) (162) Star 28/11/95  
SAA spokesman Aneldá Duvenage said the commuters, who were put up in hotels at SAA expense, would leave today for Paris at 10.45am, Munich at 11.45am and London at 1.30pm. The Dubai flight, delayed for technical reasons and then hit by the work stoppage, will take off at 3pm.

No details of the settlement, which was reached at 3am today, were available.

The cabin crew members embarked on a solidarity strike yesterday over the suspension of a shop steward.

► ... To Page 2

## (162) (270) SAA cabin crew strike resolved

Star 28/11/95  
► From Page 1

About 200 SA Railway and Harbour Workers Union (Sarhwu) members downed trays at 5pm when they heard that their colleague, Sarel van Wyk, had been suspended for "questioning a captain", said the union's on-board chairman, Lynette Hugo

Sarhwu president Nelson Ndnusa arrived at the airport last night to meet with management, said SAA executive operations manager Johan Kuit

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She added that the captain suspended him once they had arrived in Dusseldorf. He was not allowed to return to South Africa with his crew and was made to wait for four days until he flies back as a passenger.

The strikers handed their demands for his reinstatement over to management yesterday afternoon.

Three international flights due to take off last night - the 8.05pm to Munich, the 9.10pm to Paris and the 9.30pm to London - were delayed

Passengers on an SAA flight to Dubai had a double blow their flight was delayed in the morning due to problems in Tel Aviv and by the Johannesburg strike in the evening

After his 18-hour wait, irate businessman Roopam Sodha said "This is not what you would expect of an airways which claims to be First World and offers first-class international flights."



## Strike-hit

airline  
(152) (270)  
passengers  
ARLT 28/11/95  
fly out

The Argus  
Correspondent

JOHANNESBURG. — About 700 SA Airways passengers, whose flights were delayed last night when cabin crew members went on strike, were flying to Europe today following an early-morning settlement of the staff dispute.

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# Getting Spoorner back on track



Change doesn't happen overnight, but Spoorner's new managers are confident about the future, writes **Gaye Davis**

**O**N the soccer field at the Vasco da Gama sports club in Parow, teams of men are competing in events involving buckets of water and sliding along lengths of black plastic while the smell of potjiekos and the sound of *sakke-sakke* music fill the air.

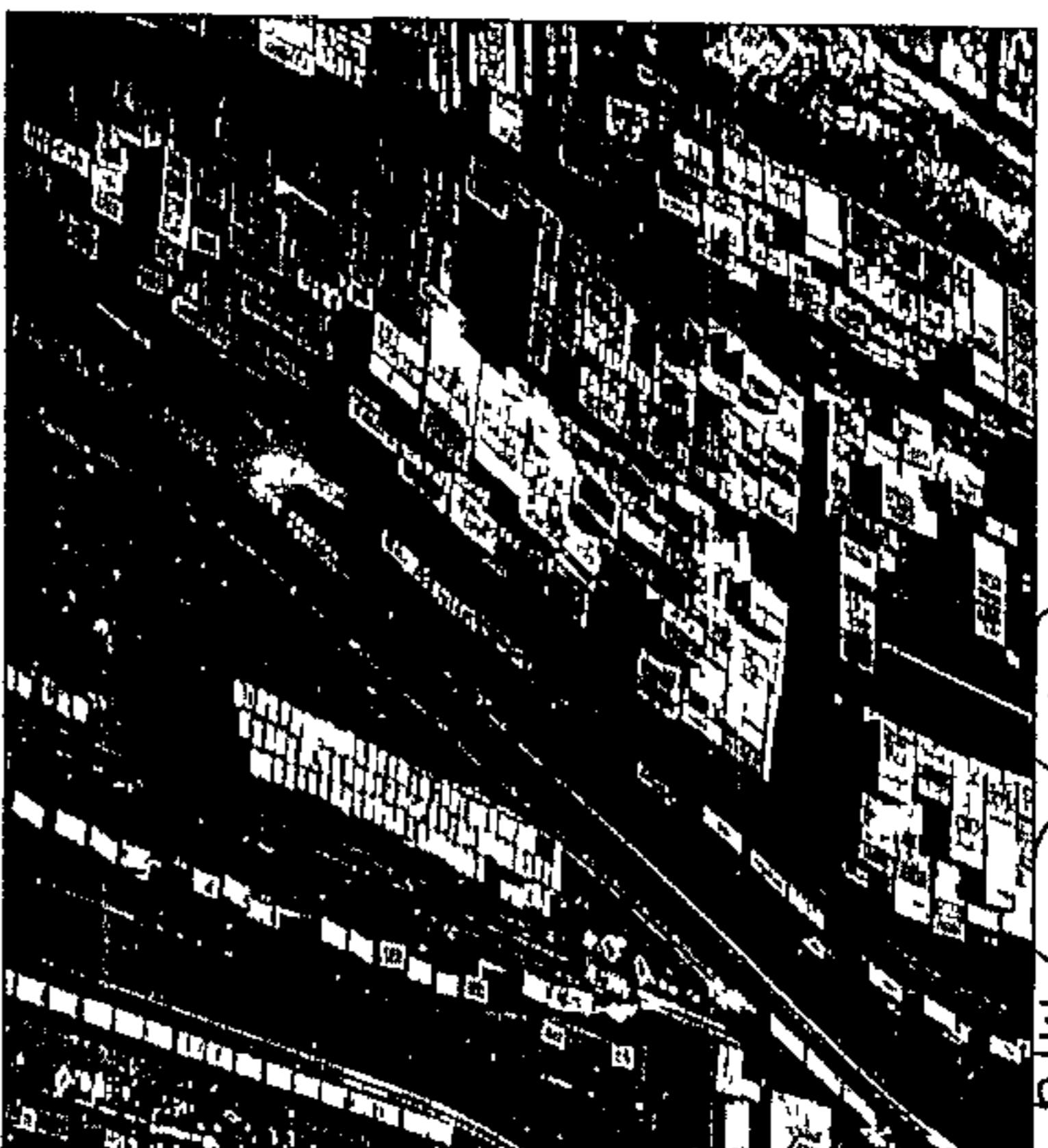
It's Transnet's Family Day and members of the organisation's various divisions in the Western Cape have gathered to eat, drink and beat the merry hell out of each other in friendly combat. There are burly men in aprons that say "Real Meat - Real Food" and others in rugby jerseys with Springbok emblems pranking on their chests. Couples dance *ky-gom* as an old South African flag flutters from a makeshift flagpole.

It's by no means an all-white affair but the occasion bears the unmistakable stamp of a culture that enjoyed its heyday in the days when, if you were white, male and Afrikaans-speaking, you knew there'd be a job for you on the railways, just as there had been for your father and grandfather.

But those days were before 1990 when the state-owned South African Transport Services became Transnet, a public company concerned more with making a profit than providing sheltered employment for a particular race group. The old South African Railways became Spoorner, and Gerald Boshoff, senior human resources manager in the Cape, was among senior staffers called in by Transnet MD Dr Anton Moolman.

"He said change the company from a charivari white male culture to an indigenous South African one. There was so much wrong with the company. It was rule-bound, authoritarian. We were the custodians of apartheid, we kept it in place."

Boshoff and his colleagues visited England and talked to the Equal Opportunities Commission. And they started confronting the racism and exclusivity entrenched in virtually every nook and cranny of the organisation. They took flak. Their families got



**Blood on the tracks: Rationalisation and job cuts affected morale among employees — but Spoorner has begun to post record profits**

PHOTOGRAPH: HENNER FRANKENFELD

death threats. "What we had to do was change conservative whites thinking open up what we found in terms of unequal facilities."

A shrinking economy meant lower volumes of traffic, forcing a rationalisation of assets and pruning of a bloated workforce. In 1991 when Transnet's affirmative action policy found expression in its Turn Strategy document, it employed more than 162 000 people. Under its four-year Manpower Utilisation Programme, now ended, jobs were cut by a third.

**S**poorner is the largest of Transnet's divisions, carrying freight containers and passengers by rail. It now employs just over 65 000 people. When Patrick Dada, the man now in charge of driving the Turn Strategy and one of a crop of new, deft, black managers, arrived at Spoorner in 1993, he found an organisation "totally traumatised" by the job cuts.

He had his own problems, the culture shock of working with people whose only experience of black people "was with those who brought them tea". The 13-point Turn Strategy, aimed at transforming the organisation into an equal opportunity company with a 70 percent black to 30 percent white employment ratio by the year 2000 looked good but was still "just paper".

Spoorner was in the throes of restructuring its rail services putting in place entrepreneurs to inject a new

276 M+G 1 -7/12/95

approach, a quantum leap from that of the technocrats who believed that "if you had trains and tracks in good order, you got custom" and ran things like a government department. Fear, suspicion and uncertainty inside the organisation echoed that in the general body politic as the country lurched towards a negotiated settlement.

Dada and his colleagues started tackling management on making the approach, a quantum leap from that of the technocrats who believed that "if you had trains and tracks in good order, you got custom" and ran things like a government department. Fear, suspicion and uncertainty inside the organisation echoed that in the general body politic as the country lurched towards a negotiated settlement.

Dada says having more black managers in key positions is essential. "People are stars and they're black and the whites say things like, 'I never knew you people could also think'".

The company sets aside five percent of its salary and wages bill on training, ranging from adult basic education to specialised skills, last year 80 000 Transnet employees, most of whom were black, received some kind of training. Spoorner is looking at evaluating skills on the basis of competency rather than qualifications.

While unions say industrial relations have improved, officials say little has changed on the shop floor. Researcher Ian Macrum of Wits Univer-

sity's sociology department feels the rapidity of change and severity of the downsizing has created a climate of insecurity in which developing a new culture can only take second place.

Robert Prince, regional manager of the Turn Strategy Council in the Western Cape, recognises the length of the road ahead. "There's a sense of optimism at management level," says Prince. "But on the shop floor you still find racism — though we send a clear message it's unacceptable."

Dada is frank about the many problems that must still be worked through. "We've got weak first-line management so implementing changes is difficult. You get AWB supervisors and managers feel vulnerable and exposed. But we're looking at addressing this through rewarding people for being part of the process."

The upside is that business is better than ever before. Spoorner's annual report for 1995 reflects a net profit of R734-million, up on the previous year's R576-million. Productivity has gone up eight percent since the company was formed.

For Dada, getting Spoorner on track involves more than ensuring the country has an efficient rail network to serve a growing economy. "This country's got new owners and I've helped put them there democratically. By falling, I make them fall too."

Says Boshoff: "You don't wipe out 300 years of discrimination and suspicion in two or three years. But the process has made me optimistic for the country. You see guys from conservative Afrikaner backgrounds sharing the same vision as guys with ANC or communist backgrounds. It's shown me we can survive and prosper, not as black and white but as South Africans. We have our ups and downs, but the trend of the graph is up."

**From Idasa's Public Information Centre**

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## Dock stoppage continues: Worker complains of abuse

~~(333) (133)~~ (270)  
**ESTELLE RANDALL**

Labour Reporter

*ARG 2/12/95*  
WORKERS at Cape Town's docks continued their stoppage for the second day, but Portnet said that it had not caused any major disruption.

The break bulk terminals were 55 percent operational and the container terminal, marine service and cartage service were fully operational. Four vessels would be delayed.

Members of the South African Railways and Harbours Workers' Union (Sarhwu) stopped work on Thursday to protest against Portnet's alleged insensitive handling of a worker's complaint of physical and mental abuse by three of her colleagues.

Sarhwu is demanding that a joint union/management inquiry, as initially agreed, continue and that three managers involved in instituting a disciplinary hearing be removed from their posts.

The union's Western Cape regional organiser, Johan Beaurain, said the case involved four union members, the alleged complainant, Bonny Tafeni, and three colleagues against whom Portnet management had instituted disciplinary procedures.

Ms Tafeni had experienced health problems and turned to a social worker, a colleague in the training department and one who was training as a traditional healer.

During the consultations with her colleagues she injured herself.

An investigation into the matter had been unilaterally ended by management and instead a disciplinary hearing was held.

The inquiry was to have produced recommendations on Portnet's approach to the use of traditional healers.

Talks between the union and management are continuing.



## PROPERTY

# Transnet set on building 842 homes

Jacqueline Zaina

RICHARDS Bay Transnet Housing has launched a R51m project, with plans to build 842 houses over a period of three years.

Transnet Housing was the seventh largest home-loan financier in SA, said executive manager Johan van der Westhuizen at the launch of the Aquadene project on November 30. The company, he said, managed about 55 000 employee home loans countrywide with a value of R2,6bn.

The above average economic growth experienced by Richards Bay during the past decade had led to the demand for housing exceeding supply.

The project, which is situated 4km from the central business district, would be built in five phases and was expected to be completed

by 1997, said Van der Westhuizen.

The first phase, consisting of 176 houses, would be built at a cost of R10,5m. A total of 250 home owners would benefit from subsidies provided by the Provincial Housing Board of KwaZulu-Natal, said Van der Westhuizen.

All potential buyers were represented by their trade unions, companies, local authorities and community leaders on a project working committee. The committee, which was governed by a protocol stipulating the rules of the development, had elected Protekon as project manager.

Project Services of Transnet Housing senior manager Johann Rauch said: "This approach to development is facilitating the planning and execution process, ensuring the houses remain affordable."

Van der Westhuizen said em-

ployees of Spoornet, Portnet and Alusaf and the local community were the primary beneficiaries of the project, with 115 houses allocated to Transnet employees, 40 to Alusaf and 21 houses being made available to the local community.

Van der Westhuizen said the project was in keeping with Transnet's commitment to the reconstruction and development programme in terms of which it had established Vision 2000 to ensure that every one of its 115 000 employees was a homeowner by the turn of the century.

One of the strategies to realise that vision was a renewed focus on projects, with about R84m budgeted for projects in this financial year. The company was involved in 15 housing projects, with 1 205 houses expected to be built before the end of the financial year.

BD 6/12/95

(270)

# Mystery of the missing R15-m funeral fund

**GLYNNIS UNDERHILL**  
Staff Reporter

ABOUT R15 million that was paid to a funeral benefit scheme for Transnet employees is alleged to be missing

The Office for Serious Economic Offences (OSEO), which has taken over the investigation, seized documents from the XB group of companies this week.

Chris Van Vuuren of the OSEO said that the investigators had been alerted to the allegations of missing funds by Transnet

"The money was paid in terms of a policy agreement entered into for a funeral benefit scheme for Transnet employees," he said

Suspicious had been raised at Transnet, which had conducted a preliminary investigation before calling in the OSEO

ARG 9/12/95 (270)  
The R15 million had been paid to the funeral benefit scheme by Transnet on behalf of its employees over a number of years, he said

Mr Van Vuuren said a number of the XB companies which had been liquidated were being investigated.

The liquidated companies are XB Holdings, XB Financial Services, XB People's Funeral Services, XB Brokers and XB Employee Benefit Consultants.

# Major SA airports crippled by strike

ROGER FRIEDMAN, Staff Reporter  
and Sapa

SOUTH African Airways flights in Johannesburg, Durban and Cape Town were crippled today in a wildcat strike by members of the South African Railways and Harbours Workers' Union (Sahrwu)

SAA spokesman Leon Els said all domestic flights were affected by striking unions members who were flight attendants

Some flights were departing Johannesburg and a few from Cape Town as enough flight attendants reported for duty. No flights had departed Durban

So far Port Elizabeth and East London were not affected

Mr Els said SAA off-duty staff and staff on holiday were being recalled to assist in the crisis.

He alleged there was intimidation of staff wishing to work despite SAA having obtained a late-night court interdict to prevent striking workers from intimidating or interfering with those reporting for duty

Ground staff union members were also

ARG 13/12/95 (270)  
on strike, although alternative labour had been obtained to load and off-load aircraft.

No overseas flights were affected.

The industrial action hit Cape Town's airport and harbour as trade union opposition to government proposals to restructure state assets stepped up a gear

Several hundred Sahrwu members downed tools at the Cape Town International Airport, occupying the international departures hall and causing havoc with flight schedules, union administrator Nomvuyo Mtyekisane said.

Earlier, South African Airways' information desk at the airport said Durban flights were running more than half an hour late, but most others' were taking off on time

Details of action at the harbour were sketchy. A spokesman for Portnet's human resources department confirmed work was affected.

Official spokesmen for South African Airways and the Airport Company were unavailable for comment.

● See page 5.



# Strike strands thousands at airports

(270) Star 13/12/95

By **ERIC JANSSEN**  
AND **SHIRLEY WOODGATE**

Several thousand passengers were left stranded at South African airports today as union members went on a protest against the Government's privatisation proposals.

While domestic flights at Johannesburg International Airport and Cape Town were plagued by delays, Durban's airports ground to a standstill. Preliminary reports indicated workers were also protesting at

airports in Port Elizabeth, East London and George

The disruptions are due to the SA Railways and Harbours Workers Union (Sahwu) staying away from work today to protest against the Government's proposal to privatise state assets

Cosatu secretary-general Sam Shilowa was due to address the strikers at the World Trade Centre in Kempton Park later today

While the strike is only scheduled to last one day, aviation sources said it could have serious effects on outgoing international

flights. This, they added, could again lead to a "domino effect", resulting in it taking several days to wipe out the backlog in delays.

While several organisations were affected, South African Airways was the hardest hit.

At 30% Sahwu stayaway on the Pretoria delayed trains on two lines this morning, the Johannesburg/Verecoring and Johannesburg/Midway/Naledi routes, but all other rail services were running normally, said Wits Metro acting manager Frikkie Gouws

# Sarhwu strike against Govt

*Sowetan 14/12/95*

(270) ~~270~~

**Sowetan Reporters and Sapa**

VISITORS to Cape Town were afforded a welcome with a difference yesterday as they stepped off their aircraft into a sea of flag-waving, chanting, striking airport workers

Several hundred South African Railways and Harbours Workers Union (Sarhwu) members and some Cosatu supporters converged on the airport from 7am to protest against the Government's plan to privatise some of its key assets

A large police and army contingent stood by with armoured vehicles and razor wire at the ready

South African Airways' Western Cape spokesman Mr Bruce Lutman said three incoming flights from Durban had been delayed.

Hundreds of passengers were stranded at the Durban International Airport yesterday following the stoppage

Flights to Cape Town and Johannesburg were cancelled in the morning as Sarhwu members left their work stations to attend a rally at Curries Fountain stadium in the city

Metro Rail spokeswoman Mrs Binto Petsane said disruptions to their services were minimal

Some planes from Johannesburg International Airport to Cape Town and Durban were delayed as workers converged outside the SAA administration building near the World Trade Centre in Kempton Park

Sarhwu president Mr Nelson Ndimiso warned that the Government could face a national strike if it did not adhere to agreements reached at the National Economic Development and Labour Council (Nedlac)

Ndimiso was addressing rallies outside the Johannesburg International Airport and Johannesburg Station, where the union was protesting against the Government's plans to privatise state assets

"We will not allow anybody, not even our government to privatise," said Ndimiso

Sarhwu Gauteng organiser Tshidiso Moshao said the union would mobilise all unions at Transnet to take part in the action

No incidents of violence were reported nationally

## Strike strands thousands

THE government intervened yesterday to end the wildcat strike by about 10 000 SA Railways and Harbours Workers' Union (Sarhwu) members that left thousands of passengers stranded at airports around the country and threatened to ground at least four international flights.

Sarhwu president Mr Nelson Ndimisa said he had been asked by Public Enterprises Minister Ms Stella Sigcau to call off the one-day strike to allow SA Airways' international flights to Europe and Australia to take off as scheduled.

SAA spokeswoman Ms Anelda Duvenage said the strike had affected 21 domestic flights and about 3 000 passengers. Cabin crews had taken part in a protest march in Durban.

"Durban airport was the worst hit, as no flights left until mid-morning," she said.

Transnet spokesman Mr Con Jooste said the strike had involved about 10 000 employees nationwide — about nine percent of Transnet's workforce.

At Table Bay harbour 228 of 2 300 staff went on strike.

— Staff Reporters and Sapa

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CT 14/12/95



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## SAA, ambassador reach settlement

Renee Grawitzky

BD 20/12/95 26 (270)

SAA and SA's ambassador to Denmark, Conrad Sidego, reached "a very satisfactory" out of court settlement after his appointment to a senior position at SAA was rejected by a committee established by Public Enterprises Minister Stella Sigcau.

In terms of the settlement, neither party is to divulge its details.

Sidego's legal counsel, Willem de Roux, said yesterday the matter had been settled on satisfactory terms. Sidego said he was satisfied with the

compromise under the circumstances.

Sidego's appointment was challenged by individuals within SAA who claimed the airline had not followed the correct recruitment procedures. Sigcau subsequently appointed a committee to investigate this.

It submitted a report to her recommending that Sidego not be appointed.

It is understood that certain procedures — including consulting the turning strategy council, set up to ensure promotions were transparent and that black applicants were given a fair chance — were not followed.

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# Cosatu strike attracts Potwa members only

By Abdul Milazi and Mpkeleni Duma and Sapa

THE Congress of South African Trade Unions' call for a two-hour strike yesterday seemed to have been heeded by post and telecommunications workers only as other businesses operated as normal

Cosatu called for the strike to protest against the Government's planned privatisation of some public assets including Telkom, Transnet and South African Airways

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Sowetan 20/12/95  
About 40 Potwa members staged a sit-in at Telkom offices in Pretoria while more than 200 others marched on Telkom offices in Bloemfontein, Free State.

Potwa regional secretary Mr Makgoba Motlake said members demonstrated nationwide against the proposed privatisation

Telkom spokesperson Ms Ronelle Myburgh said services were not disrupted during the stoppage. Post Office workers throughout the country stopped work early in the morning in

sympathy with Telkom workers, but most were back at work by 11am

Post Office spokeswoman Ms Juliana Nel said centres affected by temporary strikes were the main sorting centre in Church Square, Pretoria, the Kromdraai parcel depot, the Verwoerdburg depot and post office, and all Pietersburg post offices.

In the West Rand, about 600 workers downed tools to picket Telkom's Factoria offices. Other demonstrations were at Lewisham, Horizon Yard and Telkom Terrace.